

## **Independence Classical Academy Governing Board**

### **Board Meeting Minutes**

October 12<sup>th</sup>, 2022 @ 5pm – School Cafeteria  
2902 S. Jenkins Road Fort Pierce, FL

Meeting called to order at 5:02pm by Chairman Becton. Pledge and welcome to follow. In attendance: Chairman Clay Becton, Vice-Chair Art Cross, Board member Lance Poole. Absent: Board members Cathy Townsend & Sandra Crouch

Chairman Becton welcomed the guests in attendance and established a quorum. Chairman Becton requested an item (6f) be added to the agenda under new business as the Director had finalized the TSIA and wanted to implement the plan sooner rather than later and got the figures after the agenda was completed and posted. In addition he requested that item 4b be removed from the agenda (scheduled speaker Jennifer Lee) as the parent emailed earlier that morning to have her removed as she was unable to attend. On a motion by LP and 2<sup>nd</sup> by AC, motion carried and the agenda was amended.

On a motion by AC and a 2<sup>nd</sup> from LP, the minutes from the July meeting were unanimously approved as posted.

The following reports were given:

Ms. Krischke presented the operations report, including a grants update, finance update, facilities update, marketing update, & fundraising goals to be met. Additional items to discuss were the audit reconciliations, Florida charter school conference, ACD visit on 11/13/22, her pending vacation time after the wedding, and a Holiday Party (notes attached)

Ms. Gavin presented the principals report to discuss items related to accreditation and the School Improvement plan (to be approved later in the meeting), as well as behaviors on campus, attendance, and required campus drills (notes attached)

No SAC report except as to the completion of the SIP.

PTO report on activities was given by Alexis Ploetz (Chair). Ag Club report was provided by Brooke Holcomb (Vice-Chair), and fishing club report was provided by Trisha Thomas (Chair). On a MTA by AC and a 2<sup>nd</sup> by LP, all reports were accepted unanimously.

Scheduled speaker Jennifer Lee was not present. Scheduled speaker Erica Griggs (parent of a MS student) was present to present her case to the board regarding her son and his mullet. Mullet is specifically listed in the dress code policy as an example of a distracting hairstyle, but asked the board to consider the reasons behind her son's hairstyle and that it was prior to the current fad of mullets, and asked that an exception be made. That though she intended to keep her son enrolled at ICA-she would leave next year but wanted the board to make an exception until that change could be made, or if a change would be made clarifying the policy so he could

retain his seat. Upon much discussion, and a motion by AC to amend the policy wording, and 2<sup>nd</sup> by LP, it was voted unanimously that Ms. Krischke will amend the policy and update the handbook and dress code policy to read :hair to be no longer than shoulder blades for boys, and under general hairstyle, to remove the entire parenthesis which defines examples of “distracting” and leave that to discretion of the administration/leadership at the school level. Mrs. Griggs thanked the board for their time in hearing her concerns.

Old Business: A lease/option update was provided to the board as continued discussion from last meeting (board wanted to proceed with the offer of keeping the option in place and provided \$1,000/month while we complete our due diligence with the payments going to the purchase price on the adjacent land). The church countered with a higher offer that might price us out of the possibility of purchasing. After lengthy board discussion on needs of the upper school (sq footage, gym, parking, etc.), and the inability to build on parts of the adjacent property, it was decided that we should pursue other options. Two parcels were presented by SK for potential upper school as well as the early learning center, and further discussions to be had with other parties coming up. SK was directed to pursue other properties and go back to the church to let them know it will not fit our needs, and the option offer was unacceptable to see where we could go from here. A board workshop will be called if anything materializes that needs to be acted upon between now and the next meeting, which is likely.

New business: Update by Mrs. Levy on PM1 results for our academy, as well as expectations moving forward was given to the board. Ms. Krischke presented to the board the FHSAA application and requirements. A discussion on sports was had and the decision to join FHSAA for 23/24 and present our application in a timely manner when available was motioned by LP and 2<sup>nd</sup> by AC and unanimously approved. The discussion continued on WHICH sports to compete in and the decision was made to participate in: bowling, cross country, Golf, and G volleyball in fall. B and G basketball, soccer, and wrestling in the winter. Baseball, Flag Football, and beach volleyball in the spring. Weightlifting will also be selected but be held to high school athletes only. Ms. Krischke was given the direction to include a gym and fitness center, locker room, and concession in the new upper school plans. While construction is completed, fields and gyms will need to be secured by athletics coordinator. An update on Board Governance training was provided to all board members with access and instructions to complete the training asap. The School Improvement Plan (SIP) was given to the board for review and gone over by Principal TG. After q&a, review of strengths/weaknesses/goals, it was unanimously approved to accept the SIP as presented on a mTA by LP and 2<sup>nd</sup> by AC. TG gave an update on the MS town hall event regarding behaviors, academic expectations, and deficiencies. Board asked if the dean was meeting expectations and discipline issues have been resolved, TG stated he was on target and doing well-it took time to get to know our student body and culture, but has been doing very well, and only 26 pink slips have been written. Director of operations SK presented the TSIA (teacher salary increase allocation) plan to the board for approval. Suggesting option 2, though it costs the general budget more, it created an equitable outcome for teachers as opposed to a disparaging amount of raises for a select few. An honest conversation about exceeding expectations and if there is to be any inequities in pay as a result

on unintended policy outcomes, it had to be teachers that were perceived by leadership to be moving in the direction of growth for the institution. Upon review of the three options present, and MTA by LP and 2<sup>nd</sup> by AC, it was unanimously decided that option 2 would be the selection by the board. SK to complete the process with the state and payroll company to make changes. Options attached with names removed.

With no further business or public wishing to speak, the next meeting reminder was given, and the meeting was adjourned at 7:10pm. SK 10.14.22

# FHSAA – Florida High School Athletic Association

## 23/24 Competitive Athletics program

- westside gymnasium?  
Facility usage fees?  
Chair neco pushing on  
MTA LP/2nd AC  
All in favor/MC

### Needs:

- ✓ • Board Approval
- ✓ • Application Signature of Chair & School Lead
- Minutes from meeting authorizing discussion & approval

### Direction:

- ✓ • Sports (recommended by Director of Operations & Athletics Coordinator)
- ✓ • Based on space, field & gym needs
- ✓ • Classical aligned sports

### FALL

- Bowling ✓
- Cross Country ✓
- Golf ✓
- Volleyball (G) ✓

### WINTER

- Basketball (B) ✓
- Basketball (G) ✓
- Soccer (depending on coaching & fields) ✓
- Weightlifting (G)\* HS ONLY
- Wrestling ✓

### SPRING

- Baseball (depending on coaching & fields) ✓
- Flag Football ✓
- Volleyball (B) → or Beach Volleyball? ✓
- Weightlifting (B)\* HS ONLY ✓

\*High school only, once a fitness center can be put in alongside gymnasium

(B) Boys only sport

(G) Girls only sport

gym break out

OPTION 1 - uses FY22 salary as starting base

Raise Already for FY22	TSIA Raise	New Salary
655.00	724.32	42,216.32
1,163.00	216.32	42,216.32
1,245.00	4,542.15	47,287.15
1,163.00	216.32	42,216.32
1,245.00	4,542.15	47,287.15
1,163.00	216.32	42,216.32
1,163.00	216.32	42,216.32
1,163.00	216.32	42,216.32
3,163.00	216.32	42,216.32
1,163.00	216.32	42,216.32
2,325.00	4,138.48	52,813.48
3,163.00		42,216.32
1,863.00		42,216.32
1,163.00	216.32	42,216.32
21,800.00	15,461.33	611,767.28

OPTION 2 - uses FY23 salary as starting

TSIA Raise	New Salary
2,170.47	43,662.47
1,662.47	43,662.47
917.47	43,662.47
1,662.47	43,662.47
917.47	43,662.47
1,662.47	43,662.47
1,662.47	43,662.47
1,662.47	43,662.47
5,345.72	49,345.72
1,662.47	43,662.47
5,913.70	54,588.70
5,345.72	49,345.72
962.47	43,662.47
1,662.47	43,662.47
33,210.31	633,567.31

OPTION 3 - uses 42k base pay for ALL, removes

TSIA Raise	Ending FY23 Salary
2,843.86	44,335.86
2,335.86	44,335.86
2,335.86	45,080.86
2,335.86	44,335.86
2,335.86	45,080.86
2,335.86	44,335.86
2,335.86	44,335.86
2,335.86	44,335.86
2,335.86	46,335.86
2,335.86	44,335.86
2,335.86	51,010.86
2,335.86	46,335.86
2,335.86	45,035.86
2,335.86	44,335.86
33,209.98	633,566.98

New Minimum \$42,216.32

New Minimum \$43,662.47

New Minimum \$44,335.86

\*this shade designates those above minimum, INCLUDING Stipend Pay.

OPTION 3 has all at same minimum BASE. Those higher are due to Stipend Pay.

Option recommended by Executive Director of Operations:

Option # \_\_\_\_\_

Option approved by the Governing Board on October 12th, 2022 at a regularly scheduled and publicly noticed meeting & entered into the minutes:

Option # \_\_\_\_\_

ICA Governing Board Chair \_\_\_\_\_ Date \_\_\_\_\_

ICA Secretary/Treasurer \_\_\_\_\_ Date \_\_\_\_\_

ICA Executive Director of Operations \_\_\_\_\_ Date \_\_\_\_\_

Employee Name	21-22 Salary	Current 22-23 Salary
[REDACTED]	40,837.00	41,492.00
[REDACTED]	40,837.00	42,000.00
[REDACTED]	41,500.00	42,745.00
[REDACTED]	40,837.00	42,000.00
[REDACTED]	41,500.00	42,745.00
[REDACTED]	40,837.00	42,000.00
[REDACTED]	40,837.00	42,000.00
[REDACTED]	40,837.00	44,000.00
[REDACTED]	40,837.00	42,000.00
[REDACTED]	46,350.00	48,675.00
[REDACTED]	40,837.00	44,000.00
[REDACTED]	40,837.00	42,700.00
[REDACTED]	40,837.00	42,000.00
[REDACTED]	578,557.00	600,357.00

	Option 1	Option 2	Option 3
Total Cost	37,261.33	55,010.31	55,009.98
General Fund	4,051.33	21,800.00	21,800.00
TSIA Fund	33,210.00	33,210.31	33,209.98
Additional Cost above Option 1		17,748.67	17,748.67

Received on October 4<sup>th</sup>, 2022 by the agent representing the church:

I have reviewed your proposal with Pastor Ron and his team and they are making the following proposal.

Purchase Price: \$90,000 per acre @ 6.5 acres = \$585,000.00

Closing Date: On or before December 31st, 2023.

Option Payments: October 1st, 2022 through March 31st, 2023 of \$1,500 per month.

April 1st, 2023 through December 31, 2023 of \$5,000 per month.

None of the Option Payment would be applied towards the

Purchase Price.

Our is to give your school the needed time to work with your professional to determine how best to configure your school, develop plans and work on approvals. Based on the \$585,000.00 Purchase Price the Option Payment would average out at a cost of money to the school of 5.2%.

Please review the Churches counter proposal let me know if you have any questions.

Thanks



### Property Identification

Site Address: 4963 EDWARDS RD  
Sec/Town/Range: 30/35S/40E  
Parcel ID: 2430-241-0002-000-2  
Jurisdiction: Saint Lucie County

Use Type: 9900  
Account #: 32813  
Map ID: 24/30N  
Zoning: Institutio

### Ownership

Jean Wilson Hippolite  
6760 NW Daffodil LN  
Port St Lucie, FL 34983

### Legal Description

30 35 40 FROM PT 33 FT S AND 25 FT W OF NE COR OF NE 1/4 OF SE 1/4 OF NW 1/4 RUN WLY 130.08 FT FOR POB, TH SLY 646.87 FT, TH WLY 199.24 FT, TH N 00 21 56 FT E 247.76 FT, TH S 89 30 46 W 259.73 FT, TH N 00 19 48 E 394.11 FT TO S R/W LI OF EDWARDS RD, TH ELY ALG S R/W LI 460.32 FT M/L TO POB (5.45 AC)

### Current Values

Just/Market Value: \$196,200  
Assessed Value: \$196,200  
Exemptions: \$0  
Taxable Value: \$196,200

#### Property taxes are subject to change upon change of ownership.

- Past taxes are not a reliable projection of future taxes.
- The sale of a property will prompt the removal of all exemptions, assessment caps, and special classifications.



### Total Areas

Finished/Under Air (SF): 0  
Gross Sketched Area (SF): 0  
Land Size (acres): 5.45  
Land Size (SF): 237,402

### Building Design Wind

### Speed

Occupancy Category	I	II	III
Speed	140	150	160

Sources/links:

Taxes for this parcel: [SLC Tax Collector's Office](#)  
Download TRIM for this parcel: [Download PDF](#)

All information is believed to be correct at this time, but is subject to change and is provided without any warranty.  
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\$495,700

Zoned: institutional



### Property Identification

Site Address: JENKINS RD  
Sec/Town/Range: 19/35S/40E  
Parcel ID: 2419-332-0001-000-9  
Jurisdiction: Fort Pierce

Use Type: 0000  
Account #: 27359  
Map ID: 24/19S  
Zoning: Res Sing F

### Ownership

Acencion Covarrubias Santoyo  
2201 Barbara AVE  
Fort Pierce, FL 34982-6443

### Legal Description

19 35 40 N 200 FT OF NW 1/4 OF SW 1/4 OF SW 1/4-LESS W 69 FT- (2.71 AC) (OR 3954-18)

### Current Values

Just/Market Value: \$141,600  
Assessed Value: \$84,150  
Exemptions: \$0  
Taxable Value: \$84,150



### Total Areas

Finished/Under Air (SF): 0  
Gross Sketched Area (SF): 0  
Land Size (acres): 2.71  
Land Size (SF): 118,200

**Property taxes are subject to change upon change of ownership.**

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- The sale of a property will prompt the removal of all exemptions, assessment caps, and special classifications.

### Building Design Wind Speed

Occupancy Category	I	II	III
Speed	140	150	160

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\$399,900  
Early Learning Center



Sandy Krischke <administrator@icacharter.org>

## ICA board meeting

3 messages

Sandy Krischke <administrator@icacharter.org>  
To: Jennifer Lee <jenjasinf@msn.com>

Thu, Oct 6, 2022 at 9:11 AM

Just a friendly reminder that the board meeting is next week, Wednesday the 12th at 5:00pm. You are near the beginning of the agenda, and will be allotted 5 minutes to address the board. I look forward to seeing you there and hearing your concerns. Thank you in advance for allowing ICA to provide a good education for your child! I hope that the board can address your concerns and resolve them to your satisfaction at that time. In the meantime, if there is anything I can do for you, do not hesitate to reach out to me!

Jennifer Lee <jenjasinf@msn.com>  
To: Sandy Krischke <administrator@icacharter.org>

Wed, Oct 12, 2022 at 8:13 AM

Good Morning Sandy,

I cannot make it to address the board tonight. Please remove me from the agenda.

Thank you  
Jennifer Lee

Sent from my iPhone

> On Oct 6, 2022, at 9:11 AM, Sandy Krischke <administrator@icacharter.org> wrote:  
>  
>

[Quoted text hidden]

Sandy Krischke <operations@icacharter.org>  
To: Jennifer Lee <jenjasinf@msn.com>  
Cc: Sandy Krischke <administrator@icacharter.org>

Wed, Oct 12, 2022 at 11:12 AM

Agenda's are made and posted one week in advance and cannot be altered without board approval, so I will have the chairman get a motion to remove the agenda item when the meeting starts. Thank you in advance.

**Sandy Krischke,**  
*Executive Director of Operations*  
**Independence Classical Academy**  
772-837-9300 (office)  
772-216-5709 (mobile)  
772-216-5709 (mobile)