



7145 Babcock Street, S.E.
Palm Bay, Florida 32909
Phone (321) 723-0650
Fax (321) 722-1117
www.royalpalmcharter.com

2/9/22 @ 5:30 PM

Board of Directors Meeting Agenda

Directors:

Lori Grodecky, President
Erik Brown, Vice President
Alisha D'Alessandro Rozynski, Secretary
Kyley Haynes, Treasurer

- I. Call to Order** Brown motioned to call the meeting to order at 5:32pm, Haynes 2nd
- II. Roll Call** Brown, Haynes, Rozynski present via Zoom, Melinda Maier from BPS and Shannon Shupe also present
- III. Reports and Presentations:** *Rozynski motioned to adopt the agenda, Haynes 2nd*
 1. **Budget Update** *Mrs. Shupe reviewed attached Budget to Actual through December 2021. Noted nothing out of the ordinary, except that the school was taking back over the Extended Day program so we should see an increase in the funds in that section that were not budgeted as well as budgeted electric amount was set too low so showing over budget already. Brown requested to see balance sheet, cashflow and BvA at next meeting to see a full picture of financials.*
 - i. BVA
 2. **Admin Update – Shupe**
 - i. Enrollment – see attachment
 - ii. **New Building Update** *Mrs. Shupe discussed that there has been some movement with the permits finally, but still not completely approved. We are still waiting for information about construction dates/total cost. Expecting to see at least a 30% increase based on increase in building material costs. Haddow is waiting for rebid of metal structure.*
 - iii. **Staff Update** *Mrs. Shupe*
 1. **K: Rexach** *hired to replace Mrs. Wright that left in the Fall. Mrs. McKendrick has been the long-term sub in the classroom. She will be staying in the class for the remainder of the year as an assistant in order to reduce effects of another transition.*
 2. **5th Grade: Rizzotti** *Mr. Rizzotti was hired to replace Mrs. Freeman who left at Thanksgiving. She gave notice right before Thanksgiving break that she would not be returning after Thanksgiving. Mr. Rizzotti began in December. He is certified in Middle Grades Science, but will need to add Math. He has already registered to take the certification test.*
 3. **6th Grade: Mrs. Heer** *gave notice one week before returning from Holiday Break that she would not be returning. Ms. Brooke has been in the classroom as a long-term sub. She is doing a great job. She is in the process of getting her degree/certification. She will remain in the classroom for the remainder of the year unless a teacher is found, but Mrs. Shupe said that there have not been many good candidates for Heer's replacement.*
 3. **Discuss Staff Covid Premium Pay** *Mrs. Shupe discussed that BPS was giving teachers a Covid Premium Payment, a one time payment. She proposed that Royal Palm do the same utilizing the ESSIR Grant Funds – however, in addition to the Instructional Staff receiving the payment, she would like to give also to Admin/Guidance and \$1,000 to support staff because of their roles within the school have been drastically impacted by Covid as well. BPS is doing an additional \$1,100 for staff with over 10 years' experience, Mrs. Shupe suggested a \$500 additional for staff over 5 years. It was discussed that BPS has already distributed these funds to their teachers, however, since we are utilizing ESSIR ARP funds for this expense for about \$65,000 and \$20,000 from operating dollars that we need to wait until the ARP plan*

has been approved at the district and state levels to ensure funding does happen. The board discussed that as long as the plan has been approved the school, if funds are available, could pay the premium payment prior to receiving the actual allocation. The school has to make these payments and then request reimbursement from BPS. The funds will not be distributed to the teachers until the ARP plan has been approved by state/district.

- i. Aligned with BPS Offerings
 1. \$2,000 per Instructional Staff/Admin/Guidance
 2. \$1,000 per Full Time Support Staff (RP)
 3. Additional \$1,100 for 10+ Year Teachers
 4. Additional \$500 for 5-9 Year Teachers (RP)
 - ii. ESSIR ARP Funding – Approximately \$62,000 included in Plan
 - iii. School Operating Funding – Approximately \$20,000
4. Discuss Possible Board Members Rozynski shared Costa's resume/cover letter and discussed that she felt like she would be a good addition to the board.
 - i. Costa Brown motioned to approve Rachel Costa as a member of the board, Haynes 2nd.
 - ii. Other Suggestions? Haynes recommended Johnathan Roy as a possible addition to the board – she said that he has a construction background and many connections to the community. He has two students that attend RP and would be an asset as we go through Building process. She said she would talk to him again so that we could discuss adding him at the next board meeting.
5. Discuss Out of Field Teachers- Teachers already in the process to fulfil requirements to be in field
 - i. ESOL: Rexach
 - ii. 5th Grade: Rizzotti

IV. Consent Agenda:

1. Approve Out of Field Teachers – Rexach, Rizzotti
2. Approve Covid Premium Pay
3. Approve RBT Packet – A.L. (Glover, Hadley)
4. Approve Board Meeting Minutes 11/3/21

V. Non-Consent Agenda:

1. Next Meeting: Wednesday, April 13, 2022 at 5:30PM

VI. Public Comment: *Maier said thank you for allowing her to be a part of the meeting and that it was nice to know that the board supported the admin getting a bonus too*

VII. Motion to Adjourn: *Brown motioned to adjourn at 6:32pm, Rozynski 2nd.*

Signature



Erik Brown
Board Vice President
Rosal Palm Chatter

Date 4/19/2022



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Kyley Haynes, Treasurer

I. Call to Order

II. Roll Call

III. Reports and Presentations:

1. Budget Update
 - i. BVA
2. Admin Update – Shupe
 - i. Enrollment – see attachment
 - ii. New Building Update
 - iii. Staff Update
 1. K: Rexach
 2. 5th Grade: Rizzotti
 3. 6th Grade:
3. Discuss Staff Covid Premium Pay
 - i. Aligned with BPS Offerings
 1. \$2,000 per Instructional Staff/Admin/Guidance
 2. \$1,000 per Full Time Support Staff (RP)
 3. Additional \$1,100 for 10+ Year Teachers
 4. Additional \$500 for 5-9 Year Teachers (RP)
 - ii. ESSIR ARP Funding – Approximately \$62,000 included in Plan
 - iii. School Operating Funding – Approximately \$20,000
4. Discuss Possible Board Members
 - i. Costa
 - ii. Other Suggestions?
5. Discuss Out of Field Teachers
 - i. ESOL: Rexach
 - ii. 5th Grade: Rizzotti

IV. Consent Agenda:

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V. Non-Consent Agenda:

1. Next Meeting: Wednesday, April 13, 2022 at 5:30PM

VI. Public Comment:

VII. Motion to Adjourn:

21-22	Enrolled	22-23 Returning	22-23 Sibling	Openings	Applications
VPK	30*	29	23	7	4
K	36*	32	5	(2)	12
1ST	35	35	0	4	8
2ND	36*	36	1	0	7
3RD	32	32	0	0	0
4TH	42	40	1	11	5
5TH	26	26	0	4	0
6TH	42	41	1	17	0
7TH	43	42	1	2	6
8TH	43	0	0	2	0
	K-8 336 (366)	(313) (322) 97%	32	42 (49)	

Royal Palm Charter
Profit & Loss Budget vs. Actual
July through December 2021

Accrual Basis

	Jul - Dec 21	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
3200 . Federal through state and local				
3230 . IDEA Funds	0.00	6,000.00	-6,000.00	0.0%
3240 . Title I	60,144.74	165,000.00	-104,855.26	36.5%
3261 . School Lunch Reimbursement	9,563.90	118,202.00	-108,638.10	8.1%
3270 . ESSR CARES	206,110.22	145,000.00	61,110.22	142.1%
Total 3200 . Federal through state and local	275,818.86	434,202.00	-158,383.14	63.5%
3300 . State sources				
3310 . FEFP	1,148,911.76	2,358,515.00	-1,209,603.24	48.7%
3330 . Classroom Supply Assistance	5,862.42			
3371 . VPK	45,689.21			
3395 . GEER Grant	0.00	0.00	0.00	0.0%
3397 . Capital Outlay Funds	87,750.00	155,288.00	-67,538.00	56.5%
Total 3300 . State sources	1,288,213.39	2,513,803.00	-1,225,589.61	51.2%
3400 . Revenue from Local Sources				
3398 . Sales surtax	138,481.11	180,000.00	-41,518.89	76.9%
3440 . Donations	0.00	1,000.00	-1,000.00	0.0%
3451 . Student Lunches	937.00	8,200.00	-7,263.00	11.4%
3473 . School-Age Child Care Fees	6,567.48			
3474 . PTO	1,779.33			
3477 . Clubs & Sports	6,741.93			
3490 . Miscellaneous Local Sources				
3495 . Other Misc Local Sources	475.00			
3490 . Miscellaneous Local Sources - Other	995.00			
Total 3490 . Miscellaneous Local Sources	1,470.00	189,200.00	-33,223.15	82.4%
Total 3400 . Revenue from Local Sources	155,976.85	189,200.00	-33,223.15	82.4%
Total Income	1,720,009.10	3,137,205.00	-1,417,195.90	54.8%
Gross Profit	1,720,009.10	3,137,205.00	-1,417,195.90	54.8%
Expense				
100 . Salaries				
110 . Administrator	225,759.14	322,304.00	-96,544.86	70.0%
111 . Administrator - Bonus	3,300.00			
120 . Classroom Teacher	607,785.19	1,236,673.00	-628,887.81	49.1%
121 . Classroom Teacher - Bonus	18,000.00			
130 . Other Certified	-2,121.77	47,734.00	-49,855.77	-4.4%
160 . Other Support Personnel	31,622.23	31,380.00	242.23	100.8%
Total 100 . Salaries	884,344.79	1,638,091.00	-753,746.21	54.0%

Royal Palm Charter
Profit & Loss Budget vs. Actual
July through December 2021

Accrual Basis

	Jul - Dec 21	Budget	\$ Over Budget	% of Budget
200 . Employee Benefits				
210 . Retirement	8,890.34	25,108.00	-16,217.66	35.4%
220 . Social Security	61,688.85	121,192.00	-59,503.15	50.9%
230 . Group Insurance	97,740.05	132,539.00	-34,798.95	73.7%
240 . Worker's Compensation	2,727.65	9,310.00	-6,582.35	29.3%
250 . Unemployment Compensation	61.32	7,260.00	-7,198.68	0.8%
Total 200 . Employee Benefits	171,108.21	295,409.00	-124,300.79	57.9%
300 . Purchased Services				
310 . Professional & Technical Svcs	50,028.18	118,600.00	-68,571.82	42.2%
320 . Insurance and Bond Premiums	0.00	37,421.00	-37,421.00	0.0%
330 . Travel	1,545.09	28,150.00	-26,604.91	5.5%
350 . Repairs and Maintenance	3,631.92	5,300.00	-1,668.08	68.5%
360 . Rentals	49,514.91	63,398.00	-13,883.09	78.1%
365 . Software Subscriptions	248.99			
370 . Communications	9,172.96	16,600.00	-7,427.04	55.3%
380 . Public Utility Services	3,709.05	6,600.00	-2,890.95	56.2%
390 . Other Purchased Services	48,623.33	108,000.00	-59,376.67	45.0%
300 . Purchased Services - Other	0.00	0.00	0.00	0.0%
Total 300 . Purchased Services	166,474.43	384,069.00	-217,594.57	43.3%
400 . Energy Services				
430 . Electricity	26,895.70	28,985.00	-2,089.30	92.8%
Total 400 . Energy Services	26,895.70	28,985.00	-2,089.30	92.8%
500 . Materials & Supplies				
510 . Supplies	50,052.09	84,500.00	-34,447.91	59.2%
520 . Textbooks	122,529.43	145,000.00	-22,470.57	84.5%
570 . Food	36,166.39	60,000.00	-23,833.61	60.3%
Total 500 . Materials & Supplies	208,747.91	289,500.00	-80,752.09	72.1%
600 . Capital Outlay				
630 . Buildings & Fixed Equipment	0.00	50,000.00	-50,000.00	0.0%
640 . Furniture, Fixtures & Equipment				
641 . Capitalized F F & E	67,890.92	3,426.00	22.97	100.7%
642 . Noncapitalized F F & E	3,448.97	10,000.00	450.00	104.5%
643 . Capitalized Computer Hardware	10,450.00			
Total 640 . Furniture, Fixtures & Equipment	81,789.89	13,426.00	68,363.89	609.2%
Total 600 . Capital Outlay	81,789.89	63,426.00	18,363.89	129.0%
700 . Other Expenses				
710 . Redemption of Principal	17,889.27	42,962.00	-25,072.73	41.6%
720 . Interest	98,858.37	190,534.00	-91,675.63	51.9%

Royal Palm Charter
Profit & Loss Budget vs. Actual
July through December 2021

Accrual Basis

	Jul - Dec 21	Budget	\$ Over Budget	% of Budget
730 - Dues & Fees	54,307.61	21,000.00	33,307.61	258.6%
79017 - Student Activity - Clubs	2,481.50			
Total 700 - Other Expenses	173,536.75	254,496.00	-80,959.25	68.2%
Total Expense	1,712,897.68	2,953,976.00	-1,241,078.32	58.0%
Net Ordinary Income	7,111.42	183,229.00	-176,117.58	3.9%
Net Income	7,111.42	183,229.00	-176,117.58	3.9%

Shannon Shupe

From: Costa, Rachel <rachel.costa@pearson.com>
Sent: Tuesday, February 8, 2022 9:16 PM
To: Shannon Shupe
Subject: Resume
Attachments: Rachel Costa2022_Resume.docx

Good Evening Mrs. Shupe,

I apologize for the delay in sending you my resume. After nearly 18 years directing Eastern Florida State College's four campus bookstores, I left to pursue an opportunity with Pearson Higher Education supporting Florida Higher Ed faculty in key accounts with their curriculum and courseware needs. I have been in my new position with Pearson for 5 months and am lacking quantitative work experience for my resume. I decided to move forward with my current job responsibilities related to Pearson.

My 3 children have attended Royal Palm since 2014. It is my desire to give back to the school that has given my family so much support and love. As you can see from my resume, I possess skills, perspective, and experience that Royal Palm could use to effectively help achieve its goals. In addition to the information listed on my resume, my current and past job experience has given insight to diversity, equity, inclusion, and accessibility.

Thank you for the opportunity and I hope that you find my skillset will be an asset to the Royal Palm Board.

Best Regards,
Rachel

Rachel Costa

Pearson Higher Ed Courseware Representative
she/her/hers

321-604-5588

Learn more at [pearson.com](https://www.pearson.com)



Rachel L. Costa

1066 Windmill St.
Palm Bay, FL 32909
321-604-5588 Cellular
rach.costa95@gmail.com

Professional Experience

Pearson Higher Learning – Courseware Representative

Florida Key Accounts, 09/21 – Present

- Enthusiasm for the process of needs investigation, problem solving and meeting customer educational needs.
- Ability to build trusting relationships with customers and colleagues and then to maintain those relationships through professional empathy and trust behaviors.
- Strong written, oral, and presentational communication skills.
- Resilience and the ability to overcome challenges to achieve outcomes.
- Highly organized with ability to prioritize tasks and meet deadlines.
- Ability to focus on details and manage a large database of sales information.
- Collaboration skills - ability to interact and engage with others while working towards a common goal.
- Analytical skills – ability to prioritize based on data and to manage tracking to goal.
- Change agility – able to adapt quickly and lead others through change.
- Learning agility – aptitude for learning new technologies and skills.
- Initiative-taking; self-directed.
- Determination and desire to achieve results.
- Optimism and positive energy.
- Consistent track record for excelling in a fast-paced business environment.

Barns & Noble Education – Bookstore General Manager

Eastern Florida State College Bookstores, FL 7/06–Present

- Serve as the General Manager over the multicampus Florida State College Bookstores, with an annual volume of \$7,000,000 and year over year positive comp results in operating profit.
- Implemented Inclusive Access Program Fall 2019 and grew to over 500 sections currently with an annual volume of +1,000,000.
- Oversee timely completion of adopting, buyback, purchasing, selling and returning of textbooks in accordance with Company Timeline.
- Managed online ordering and web fulfillment process for \$+1,000,000 in ecommerce business.
- Organize and deliver Year in Review to client and five campus Provosts.
- Organize and deliver Adoption Insights Portal Training to more than twenty department groups and administrators.
- Organized annual Faculty Welcome Back Event for the four physical campuses and the Virtual Campus.
- Attend and present current industry news and sales initiatives to Client, Academic Affairs Council, Department Chair Meetings, and Educational Technology Academic Council.
- Organize events in conjunction with the college and student groups including VIP, Grad Fair, Open House, and Student Welcome Back.
- Manage \$1,000,000 in 3rd party business by working with the School Board, Vocational Rehabilitation, Brevard Workforce and Veterans Affairs.
- Mentored multiple lower level managers to the next level of management.
- Certified Regional Trainer - Presented Adoption Insights Portal training and client support for new account transitions Seminole State College, Broward State College, and Jacksonville University.

Education /Skills

- Rutgers University, New Brunswick, NJ
BA in Communication and Information Studies
- Ocean County College, Toms River, NJ
AA in Business Administration

Recognition

- Recipient of 2018 Campus Leadership Award

Qualifications

- Excellent oral, written, organization and communication skills
- Proficient in Microsoft Word, Excel, Outlook, PowerPoint and OneNote
- B&N Education Programs: TA2, CMA, CORE, HR Connect, AIP, E-Planner, PeopleSoft, and Accelerator

References Available Upon Request



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**OUT-OF-FIELD APPROVAL REQUEST
for Out-of-Field Assignment**

Chris Rizzotti

NAME

Royal Palm Charter School

SCHOOL

Employee Identification Number

01/06/2022

Date of Out-of-Field Assignment Started

It is understood that during the twelve (12) months following the date of this out-of-field assignment, the above stated teacher must complete six (6) semester hours of appropriate credit in the out-of-field area that is currently being taught or two (2) endorsement courses. It further understood that each twelve-month period that the above stated teacher continues teaching out-of-field; He/She must complete six (6) semester hours of appropriate credit or two (2) endorsement courses. If failure to submit proof of this coursework (transcripts or grade report) he/she will no longer be eligible to teach out-of-field in Brevard Public Schools.

OR

It understood that the above stated teacher may take the subject area exam in the subject that he/she is currently teaching out-of-field in lieu of taking six (6) semester hours of creditor two (2) endorsement courses as outlined above. The test must be taken during the twelve (12) months following the date of this out-of-field assignment. (Exceptions: Guidance, Reading Education Leadership, School Psychologist, Speech-Language Impaired, Gifted or two (2) endorsement courses.)

It is understood by the above stated teacher that under the "No Child Left Behind (NCLB) Act" all teachers of core academic subjects must be certified in the core subject area(s) they are teaching. Core subjects are English, Reading, Language Arts, Math, Science, Foreign Language, Civics, Government, Economics, Arts (Art, Music, Drama) History and Geography. The above stated teacher has indicated in writing a chosen option for completion.


Signature of Teacher

2/7/22
Date


Signature of Principal

2/7/22
Date

Governing Board's Approval:

Signature of Governing Board Director

Date



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OUT-OF-FIELD APPROVAL REQUEST
for Out-of-Field Assignment

Margarita Rexach

NAME

Royal Palm Charter School

SCHOOL

Employee Identification Number

01/17/2022

Date of Out-of-Field Assignment Started

It is understood that during the twelve (12) months following the date of this out-of-field assignment, the above stated teacher must complete six (6) semester hours of appropriate credit in the out-of-field area that is currently being taught or two (2) endorsement courses. It further understood that each twelve-month period that the above stated teacher continues teaching out-of-field; He/She must complete six (6) semester hours of appropriate credit or two (2) endorsement courses. If failure to submit proof of this coursework (transcripts or grade report) he/she will no longer be eligible to teach out-of-field in Brevard Public Schools.

OR

It understood that the above stated teacher may take the subject area exam in the subject that he/she is currently teaching out-of-field in lieu of taking six (6) semester hours of creditor two (2) endorsement courses as outlined above. The test must be taken during the twelve (12) months following the date of this out-of-field assignment. (Exceptions: Guidance, Reading Education Leadership, School Psychologist, Speech-Language Impaired, Gifted or two (2) endorsement courses.)

It is understood by the above stated teacher that under the "No Child Left Behind (NCLB) Act" all teachers of core academic subjects must be certified in the core subject area(s) they are teaching. Core subjects are English, Reading, Language Arts, Math, Science, Foreign Language, Civics, Government, Economics, Arts (Art, Music, Drama) History and Geography. The above stated teacher has indicated in writing a chosen option for completion.

 2/7/22
Signature of Teacher Date

 2/7/22
Signature of Principal Date

Governing Board's Approval:


Signature of Governing Board Director

2/7/2022
Date

"SHAPING TOMORROW ONE STUDENT AT A TIME"



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11/3/21 @ 5:30 PM

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Erik Brown, Vice President
Alisha D'Alessandro Rozynski, Secretary
Kyley Haynes, Treasurer

- I. Call to Order** *Brown called meeting to order, Rozynski 2nd 5:03pm*
- II. Roll Call** *Brown present via Zoom, Rozynski, Haynes and Shupe in person, and Melinda Maier – BPS Present Zoom Brown motioned to adopt the agenda*
- III. Reports and Presentations:**
 1. Budget Update
 - i. BVA Mrs. Shupe Reviewed BVA through September – new phone system was added that was not in original budget. Reminded board that the curriculum and computer purchases are typically made at the beginning of the school year so those expenses will show higher. Currently at 38% of total budget, so as the year goes on should see the income go up.
 2. Admin Update – Shupe
 - i. Enrollment See attached
 - ii. New Building Still in the permitting process. Has contacted bank and discussed USDA process so once through the site design/permitting we can send the bank the information to start the preliminary pieces of the process.
 - iii. Staff
 1. Bronson (3rd) Ms. Bronson was let go based on missing so many days so early into the school year. She was dealing with some personal issues and it was affecting the students. Mrs. Vernon went into the classroom and will remain in the classroom for the rest of the school year. Without a teacher available to start immediately, the admin team felt it was necessary to keep Mrs. Vernon in there for consistency. Mrs. Hambidge has been supporting the class as well – she returned after Fall Break as an additional Reading Resource Teacher
 2. Wright (K) Mrs. Wright resigned after Fall Break. She was dealing with some family matters and needed to focus on her own health. One of our substitutes Mrs. McKendrick has said that she would stay as the long term sub as long as it is needed. She has pre-K experience and has already been working in the room. She is getting support from staff to be sure the students are getting what they need.
 3. Mrs. Bobango resigned over Fall Break. Mrs. Shupe felt she resigned because she was asking Mrs. Bobango to be held accountable for not filling for the program that gave all students in the school access to free lunch. The rest of the county did make application for that program. This will cause the school to have a loss in paid lunches. In addition, Mrs. Bobango had not done any lunch claims, completed the NSLP application for the new school year or the verification of whether students qualify for Free/Reduced Lunch
 3. Discuss Possible Board Members Rozynski mentioned Mrs. Costa – a parent and felt her position with a curriculum company would be an asset to the board. Haynes mentioned reaching out to some contacts within the community as well. Brown mentioned asking a family member for suggestions as he works in the building industry which would be helpful with the additional building being built. Ms. Meglio, a previous teacher was also suggested.

4. Discuss PTO (Paid Time Off) Pay Out Policy *the board reviewed the attached document to ensure that what was discussed at the prior meeting was included in the document. All board members agreed it looked good.*
5. Present Classroom Supply Assistance Program Funding *See attached*
6. Discuss Out of Field Teachers
 - i. ESOL: Taylor Elliot *in process of adding to certificate*
7. Present School Improvement Plan *Mrs. Shupe reviewed the attached document and asked for any questions*
8. Present Title 1 Items *Mrs. Shupe reviewed the attached document and asked for any questions*
 - i. Parent and Family Engagement Plan
 - ii. Parent Compact
9. Discuss Upcoming Events
 - i. Dec 4 – Holiday Show/Breakfast with Santa

IV. Consent Agenda: *Rozynski motioned to adopt the consent agenda, Haynes 2nd*

1. Approve PTO Policy
2. Approve School Improvement Plan
3. Approve Out of Field Teacher - Elliot
4. Approve Board Meeting Minutes 7/28/21

V. Non-Consent Agenda:

1. Next Meeting: Wednesday, February 9, 2022 at 5:30PM

VI. Public Comment: *None*

VII. Motion to Adjourn: *Haynes motioned to adjourn at 6:35pm, Rozynski 2nd*

Approved

ROYAL PALM CHARTER

BOARD MEETING

NOTICE

WEDNESDAY, 2/9/22

5:30PM

PUBLIC INVITED

I. Reports and Presentations:

1. Budget Update
 - i. BVA
2. Admin Update – Shupe
 - i. Enrollment
 - ii. New Building
 - iii. Staff
 1. K: Rexach
 2. 6th Grade
3. Discuss Staff Covid Premium Pay
4. Discuss Possible Board Members
 - i. Costa
 - ii. Others?
5. Discuss Out of Field Teachers
 - i. ESOL: Rexach
 - ii. 5th Grade: Rizzotti

Participate in person OR Join Zoom Meeting

<https://us04web.zoom.us/j/75047694478?pwd=6HzOiM0V3z7n7tl-JLxoUyIGT2LWZ.1>

Meeting ID: 750 4769 4478

Passcode: ROYALPALM