

HIVE Preparatory School
Thursday, December 19, 2019
Board Meeting
MINUTES

BOARD MEMBERS PRESENT: Pedro Dedesma, Joaquin Novoa, and Jenny Maya-Munne.

- Meeting was called to order at 10:11 AM

- CSGF
 - Progress continues to be made with the CSGF. Peter and Jenny met with Daryl and Andee to discuss the progress and to clearly identify the business plan and its intended targets. .
 - They will be coming in next Wednesday to meet with some additional members of the board members and with the EDU. This will be the final meeting before the presentation to their Board.
 - They key components of the plan are to open Riverside as fully staffed and resourced as the current HIVE school.
 - We plan to start with grades K-2.
 - The Board approved to continue exploring this relationship.

- Riverside
 - We plan to open Riverside for the school year 2021-2022.
 - Our architect is currently in the permit stage that usually takes about 6 months to a year. They should be finalized in March.
 - The building capacity and what the district approved are 850 students.
 - There are plans to have a sports field with a canopy and bathrooms on the roof two years after construction is complete.
 - Abacus Education Partners LLC believes Riverside will be an A+ school.
 - Schools in the Allapattah area are average or below average in state test scored.

- Principal in Training
 - Assistant Principal Zequeira is currently the principal in training. She moved her office to the principal's office in the new building.
 - Principal Gonzalez continues to work with the Brian Dassler Leadership Academy and Teach for America. He continues to observe other high performing schools around the country and develop skills that should help with future replications.

- Florida School Recognition

- HIVE is an A school again.
 - Every year, the school (EESAC & Staff) has decided to distribute 100% of the A money to staff.
 - 85% (about \$1,500 each) to instructional and 15% (about \$400-500 each) to non-instructional.
 - These funds should be available in February.
- Budget
 - The December 31, 2019 balance sheet shows an as projected surplus in the bank.
 - The profit and loss of this fiscal year through December shows a surplus of \$355,000.00. This is because enrollment increase and amortizing of FF&E.
- Best and Brightest
 - There is a different formula this year in how we distribute funds to staff.
 - HIVE does not have anyone qualifying for the recruitment bonus.
 - HIVE does qualify for the reward bonus due to its 18-19 test scores. Thus, highly qualified teachers will receive \$2,500 and effective teachers will receive \$1,500. Only certified teachers that taught at HIVE last school year and are currently teaching this school year at HIVE qualify. The principal will receive \$5,000.
 - Finally, a specific sum of money will be provided to HIVE to reward the remaining certified individuals that did not qualify for the reward money.
 - Pedro Dedesma, board chair, motioned to adopt the resolution to divide any leftover funds (if any, after initial distribution) to be paid out to only certified teachers with the same formula was used with the reward monies (a 2.5 ratio).
 - The board unanimously approved.
- Guardian
 - Our unarmed security guard, David Posada, passed the Guardian training.
 - Joaquin asked that the school to investigate the impact of using a guardian instead of an officer. Specifically, impact on insurance, procedures, and relationship with local police.
 - Mr. Gonzalez explained that the difference between funding a guardian and an officer is about 60-80K and that he will communicate with other schools using guardians for more info.
- Mental Health First Aid
 - All HIVE staff that is on the payroll needs to attend a youth mental health training.
 - HIVE contracted with an approved (according to MDCPS) vendor to complete trainings on three Saturday mornings because the maximum capacity per session is 30 employees.

- Title 1
 - Our F&R Lunch percentage has declines steadily the past few years. Our previous average was 82%, last year was 79% and currently we are at 75%. The threshold for title 1 funding is rumored to be 75%.
 - Conversations with parents show that a growing number do not want to complete the forms due to their fear of the current politics in our country.

- SCOPE Program – Nature Postings
 - We began to do the SCOPE Program that is conversation-structured, EQ intelligence, hands-on learning. Principal Gonzalez got this idea from other schools he saw that had an innovation classroom.
 - Every Thursday, a marine biologist comes to do a science lab with students in grades 1-4.
 - This program costs \$15,000.00 for half a year and \$30,000.00 for a full year.

- Staffing / Waivers
 - Mr. Gonzalez presented three new OOF waivers due to some scheduling adjustments that are a response to academic needs throughout the school.
 - Helena Ospina: English Language Arts
 - Stephanie Fernandez: Middle School English Language Arts
 - Leda Moreno: Middle school Mathematics
 - In addition, two new teachers were added within the elementary grade levels.
 - The Board approved the OOF Waivers unanimously
 - Meeting was adjourned at 11:25 AM

A handwritten signature in black ink, appearing to read "T. Gonzalez", with a long horizontal flourish extending to the right.