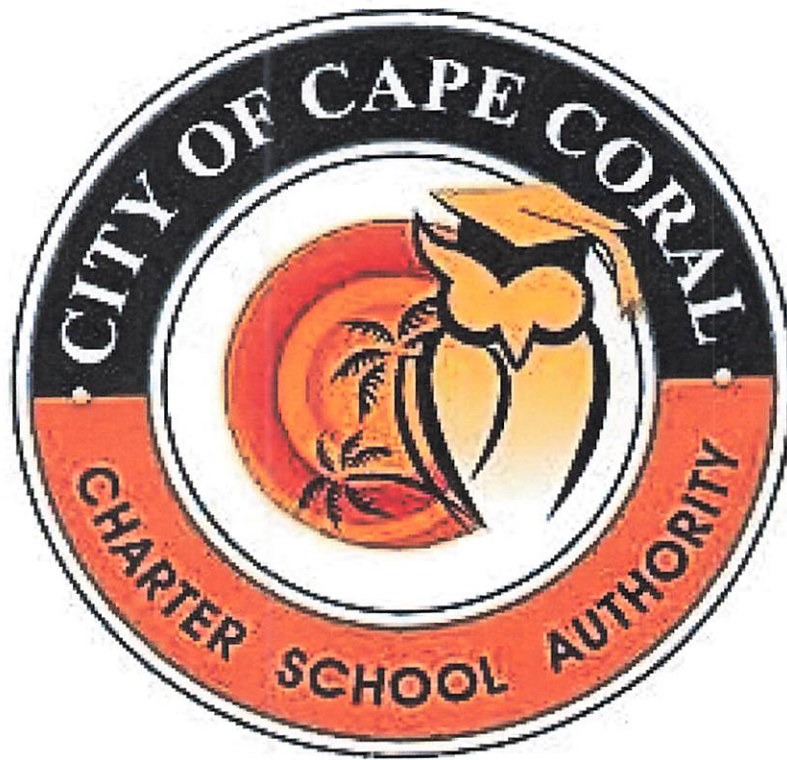




CAPE CORAL CHARTER SCHOOL AUTHORITY

GOVERNING BOARD

MEETING – FEBRUARY 11, 2025

FULL AGENDA LINK:

https://www.capecoral.gov/departments/clerk/agendas_and_videos.php



AGENDA

REGULAR MEETING OF THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING BOARD

February 11, 2025 - 05:00 PM

Council Chambers, 1015 Cultural Park Boulevard, Cape Coral, FL 33990

1. CALL TO ORDER
 - a. Chair Kristifer Jackson
2. MOMENT OF SILENCE
 - a. Chair Jackson
3. PLEDGE OF ALLEGIANCE
 - a. Chair Jackson
4. ROLL CALL
 - a. Members Atisele, Jackson, Katine, Kilraine, Michaels, Minaya, and Santos
 - b. Parent Representatives Hoagland/OHS, Schade/OMS, Gibson/OES, and Rouzeau/OEN
5. APPROVAL OF MINUTES
 - a. Request for Approval of the Charter School Authority Regular Meeting on Tuesday, January 14, 2025

- b. Request for Approval of the Minutes of the Oasis Charter Schools Classification and Compensation Workshop, Tuesday, February 4, 2025

6. CHANGES TO AGENDA / ADOPTION OF AGENDA

- a. Request for Approval of the Agenda of the Regular Meeting held on Tuesday, February 11, 2025

7. CITIZENS INPUT TIME

A maximum of 45 minutes is set for input of citizens on matters concerning the Charter School Authority Governing Board; 3 minutes per individual.

8. CONSENT AGENDA

- a. Request for Approval of the City of Cape Coral Oasis Charter Schools Instructional Calendar SY 2025-2026
- b. Request for Approval of the Oasis Elementary North Playground Replacement Project in the Amount of \$228,120.20

Request Approval of the Oasis Elementary North Playground Replacement Project provided by Bliss Products and Services, Inc., Quote # 74357, in the Amount of \$228,120.20, Utilizing Piggyback Contract Mantatee Schools Bid MCSD NO 21-0053MR, IPEMA Quote# 645-173063A, and Authorize the Superintendent to Execute Purchase Order, Change Order, or Any Related Document.

- c. Request Approval of the Oasis Elementary South Playground Replacement Project in the Amount of \$223,081.25

Request Approval of the Oasis Elementary South Playground Replacement Project provided by Bliss Products and Services, Inc., Quote # 74358, in the Amount of \$223,081.25, Utilizing Piggyback Contract Mantatee Schools Bid MCSD NO 21-0053MR, IPEMA Quote# 645-173067A, and Authorize the Superintendent to Execute Purchase Order, Change Order, or Any Related Document.

- d. Request for Approval to Accept Donated Funds from the Gunterberg Charitable Foundation and Culliton Family, in the Amount of \$70,000.00

Request for Approval to Accept Donated Funds from the Gunterberg Charitable Foundation and Culliton Family, in the Amount of \$70,000.00, to be Used for Funding the Oasis Charter Schools STEM Innovation Program.

9. UNFINISHED BUSINESS

- a. Request for Approval of CSA Resolution 2-25 - Class Parity Adjustment Plan to address internal salary compression

Request for Approval of CSA Resolution 02-25, Class Parity Adjustment Plan to address internal salary compression. The Administration proposes that the salary increases take effect on February 24, 2025, with the first adjusted pay date on March 14, 2025. The total cost of the salary increases for 2025 is approximately \$1,470,060.88.

10. NEW BUSINESS

- a. Request for Approval of the 2024-2025 Class Size Reduction Compliance Plan for OASIS ELEMENTARY NORTH, 2817 SW 3RD LANE, Cape Coral, FL 33991
- b. Request for Approval of the 2024-2025 Class Size Reduction Compliance Plan for OASIS MIDDLE SCHOOL, 3507 Oasis Blvd., Cape Coral, FL 33914
- c. Request for Approval to hold a Private Executive Shade Meeting on Tuesday, March 11, 2025, at 4:00p.m., in Cape Coral Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

Pursuant to Florida Statutes Section 281.301, this Shade Meeting will confine all discussions to only those that relate to the results of the Crime Prevention Through Environmental Design (CPTED) Report conducted by SKYNET Crime Prevention Solutions, LLC., for the City of Cape Coral Oasis Charter Schools.

11. SUPERINTENDENT REPORT

- a. Jacquelin Collins, Superintendent, Oasis Charter Schools

12. CITY MANAGER REPORT

- a. Mark Mason, Assistant City Manager

13. COUNCILMEMBER REPORT

- a. John Kilraine, District 5

14. CHAIR REPORT

- a. Kristifer Jackson, Chair

15. FOUNDATION REPORT

- a. Gary Cerny, President, Cape Coral Municipal Charter Schools Foundation

16. STAFF REPORT

- a. Dr. John Omundsen, Director, Oasis STEM Innovation K-12
- b. Christi Llanes, STEM Educator, Oasis Elementary North

17. BOARD MEMBERS REPORT AND COMMENT

18. TIME AND PLACE OF FUTURE MEETING

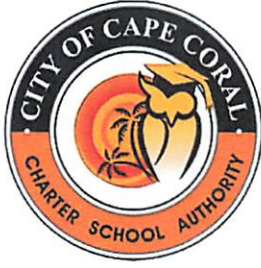
- a. The Next Regular Governing Board Meeting will be held on Tuesday, March 11, 2025 at 5:00p.m., in City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990.

19. MOTION TO ADJOURN

Members of the audience who address the Board/Commission/Committee shall step up to the speaker's lectern and give his/her full name, address and whom he/she represents. Proper decorum shall be maintained at all times. Any audience member who is boisterous or disruptive in any manner to the conduct of this meeting shall be asked to leave or be escorted from the meeting room.

In accordance with the Americans with Disabilities Act and Florida Statutes 286.26, persons needing a special accommodation to participate in this proceeding should contact the Office of the City Clerk whose office is located at City Hall, 1015 Cultural Park Boulevard, Florida; telephone number is 1239-574-0411, at least forty-eight (48) hours prior to the meeting for assistance. If hearing impaired, telephone the Florida Relay Service Numbers, 1-800-955-8771 (TDD) or 1-800-955-8700 (v) for assistance.

In accordance with Florida Statute 286.0105: any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes the testimony and evidence upon which the appeal is based.



Meeting Type Charter School Authority Governing Board – Regular Meeting
Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval of the Minutes of the Regular Governing Board Meeting, Tuesday, January 14, 2025

Summary:

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary



GOVERNING BOARD MINUTES

Regular Meeting

City of Cape Coral Charter School Authority Governing Board January 14, 2025

1. Call to Order

Chairman Kristifer Jackson

A Regular Meeting of the City of Cape Coral Charter School Authority Governing Board of Lee County, Florida, met on Tuesday, January 14, 2025, at 5:02p.m., at Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

2. Moment of Silence

Chair Jackson

3. Pledge of Allegiance to the Flag of the United States of America

Chair Jackson

4. Roll Call

4A. Mykisha Atisele, Kristifer Jackson, Sara Katine, Joe Kilraine, Dist. 5, Karen Michaels, Dr. Guido Minaya, Jose Santos. Parent Representatives: Jennifer Hoagland/OHS, Gregor Schade/OMS, Jose Soto/OES(ABSENT), Caroline Rouzeau.

4B. Cape Coral Charter School Authority Governing Board Reorganization 2025:

Chair: Krisitfer Jackson

Motion made by Member Kilraine Second by Member Michaels *Unanimous*

Vice Chair: Karen Michaels

Motion made by Member Atisele Second by member Kilraine *Unanimous*

Also Present: Jacquelin Collins, Superintendent
Kristie Belesiotis, CSA HR Manager
Jackie Corey, Principal, OHS
Donnie Hopper, Principal, OMS
MaryBeth Grecsek, Principal, OES

Kevin Brown, Principal, OEN

Kelly Weeks, AP, OEN

Mark Moriarty, Assistant City Attorney, CCC

Mark Mason, Assistant City Manager, CCC

Crystal Feast, Deputy Finance Director, CCC

Nicole Reitler, Mgmt Budget Administrator,
CCC

Wanda Roop, Procurement Manager, CCC

Angela Cline, Human Resources
Administrator, CCC

5. Approval of Minutes

5A. APPROVED UNANIMOUS *Motion made by Member Kilraine, Second by Member Minaya, to Approve the Minutes of the Cape Coral Charter School Authority Executive Shade Meeting held on Tuesday, December 10, 2024. Unanimous.*

5B. APPROVED UNANIMOUS *Motion made by Member Kilraine, Second by Member Minaya, to Approve the Minutes of the Charter School Authority Regular Governing Board Meeting held on Tuesday, December 10, 2024. Unanimous.*

6. Approval of Regular Agenda Meeting

APPROVED UNANIMOUS *Motion made by Member Michaels, Second by Member Atisele, to Approve the Agenda, Regular Meeting, January 14, 2025. Unanimous*

7. Public Comment

No Activity

8. Consent Agenda

Motion made by Member Kilraine, Second by Member Michaels to Approve the Consent Items as Presented, Items 8A-8B. Motion Passed. UNANIMOUS

8A. APPROVED Request for Approval for the Purchase of Two(2) IC Conventional 77-Passenger School Buses for the City of Cape Coral Oasis Charter Schools in the Amount of \$297,518.00

8B. APPROVED Request for Approval of the Oasis Charter Schools Teacher Out of Field Notification for Oasis Elementary South, Oasis Elementary North, Oasis Middle School, and Oasis High School.

9. Superintendent's Report

Jacquelin Collins, Superintendent, Oasis Charter Schools - No Report

10. City Manager's Report

Mark Mason, Assistant City Manager - No Report

11. City Council Member Report

Joe Kilraine, District 5 - No Report

12. Chair Report

- Thanked fellow board members for a second term as board chair, and congratulated Member Michaels for a second term as vice chair.
- Thanked City partners for dedication and continued support of charter school initiatives.
- Thanked teachers and staff for their [years of] dedication to Oasis students and families and proud of the impact they have on the community.
- Welcomed new Member Jose "Jay" Santos

13. Foundation Report

Jennifer Hoagland, Treasurer

- Rally on the Boards Cornhole Tournament - very successful raised \$8,000-10,000
- Putt Putt Party February 28th at Tropical Breeze check the Foundation's website for details
- Foundation Gala - March 29th The Foundation is looking for sponsors; visit the website for group/organization opportunities
- Lighthouse Awards Finalist Nominations will be announced shortly which is followed by classroom observations and the awards dinner on Friday, April 4th

14. **Staff Comment**

No Activity

15. **Unfinished Business**

Presentation: Evergreen Solutions, LLC Report: *City of Cape Coral Charter School Authority Employee Classification and Compensation Study*. (A. Crumpler)
Active Discussion

16. **New Business**

16A. APPROVED Motion made by Member Michaels, Second by Member Kilraine to Approve the Oasis Charter Schools Employee Classification & Compensation Workshop to be held on Monday, January 27, 2025.

16B. APPROVED Motion made by Member Kilraine, Second by Member Michaels to Approve the Oasis Sports Complex Joint Workshop to be held on Wednesday, February 19, 2025 2025

17. **Final Board Comment**

Atisele: Thanked the Evergreen staff for discussing the compensation report and looks forward to addressing teacher and staff pay at the workshop. She also appreciates the leadership Superintendent Collins and her HR team is demonstrating by helping create a reasonable and hopefully sustainable salary schedule to support our teachers and staff who work so hard and do such a great job. Congratulated returning board chair and vice chair. Welcomed new member Santos.

Jackson: Thanked Evergreen Solutions for their report and guidance. He's always proud of our charter school system and supports teachers and staff throughout.

Katine: Agrees with Member Kilraine that the Oasis Charter Schools demonstrate continued excellence and were designed by the City for our city families, and we should do more and different types of community engagements that boost our visibility. Welcomed new member Santos.

Kilraine: Advises marketing materials for the charter schools should emphasize our municipal status because this sets us apart from other types of charter school systems, and gives the true impression that this is a planned school system with goals and outstanding performances that exceeds [goals].

Michaels: Thanked Mark Mason and City Finance teams for their hard work and genuine partnerships with the charter schools various departments, which she has the opportunity to see first hand. Thanked fellow board members for her reappointment to vice chair. Appreciated the Evergreen report. Welcomed new member Santos.

Minaya: Congratulations to chair and vice chair on new terms; welcome to new board member, Santos.

Santos: Very excited to join the board and offer his skill set and contacts to support the Oasis Charter Schools and our amazing system.

18. Time and Date of Next Meeting

The next Regular Governing Board Meeting will be held on Tuesday, February 11, 2025 at 5:00p.m., at Cape Coral Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990.

19. Adjournment

The Governing Board Regular Meeting adjourned at 6:18p.m.

Respectfully Submitted,

Kathleen Paul-Evans, Secretary

Cape Coral Charter School Authority Governing Board

Secretary

Date of approval



Meeting Type Charter School Authority Governing Board –
Regular Meeting

Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval of the Minutes of the Oasis Charter Schools Classification and Compensation Workshop, Tuesday, February 4, 2025

Summary:

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary



GOVERNING BOARD MINUTES

Classification & Compensation Workshop

City of Cape Coral Charter School Authority Governing Board February 4, 2025

1. Call to Order

Chairman Kristifer Jackson

An Oasis Charter Schools Employees Classification & Compensation Workshop of the City of Cape Coral Charter School Authority Governing Board of Lee County, Florida, was held on Tuesday, February 4, 2025 at 2:00p.m., at Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

2. Roll Call

Mykisha Atisele, Kristifer Jackson, Karen Michaels, Jose Santos.

Also Present: Jacquelin Collins, Superintendent

Kristie Belesiotis, CSA HR Manager

Jackie Corey, Principal, OHS

Donnie Hopper, Principal, OMS

Marybeth Gregsek, Principal, OES

Kevin Brown, Principal, OEN

Mark Moriarty, Assistant City Attorney

Mark Mason, Assistant City Manager

Crystal Feast, Deputy Finance Director

Nicole Reitler, Mgmt Budget Administrator

3. Workshop Discussion Agenda

3A. RECAP: EVERGREEN SOLUTIONS, LLC STUDY FINDINGS

3B. REVIEW OF:

- PAY GRADE ASSIGNMENTS
- COST EXPLANATIONS
- OLD PAY SCALE V. NEW PAY SCALE WHICH IS BASED ON RECOMMENDED CLASS PARITY COST
- COMPARABLE MARKETS - SCHOOLS/DISTRICTS

3C. ADDITIONAL REVIEW OF:

- SUBSTITUTE PAY INCREASE
- HIRING SALARY SCHEDULE
- COACHING STIPENDS
- ADDITIONAL STIPENDS DESIGNATED FOR ADMINISTRATORS

4. Final Board Comment

Atisele: It was important that we looked at this issue closely and found a way to provide some relief for teachers and their families.

Jackson: Thank you Evergreen, Charter School Administrators, and City Finance Teams for working so hard on this. This study has helped us find a way to provide support for our dedicated teachers and staff which they so greatly deserve.

Michaels: Great job Finance, Evergreen, and the Superintendent for working out a plan we can implement.

Santos: Great job Evergreen and Finance helping us find a way to better support teachers in our system.

Superintendent Collins: During the Next Regular Governing Board Meeting on Tuesday, February 11, 2025, governing board members will be asked to approve a resolution, "*Oasis Charter Schools Class Parity Adjustment Plan*" to address internal salary compression. The Administration proposes that the salary increases take effect on February 24, 2025, with the first adjustment pay date on March 14, 2025. The total cost of the salary increases for 2025 is approximately \$1,470,060.88.

5. Adjournment

The Cape Coral Charter School Authority Governing Board - *Oasis Charter Schools Employee Classification & Compensation Workshop* adjourned at 3:30p.m.

Respectfully Submitted,

Kathleen Paul-Evans, Secretary

Cape Coral Charter School Authority Governing Board

Secretary

Date of approval



Meeting Type Charter School Authority Governing Board –
Regular Meeting

Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval of the City of Cape Coral Oasis Charter Schools Instructional Calendar
SY 2025-2026

Summary:

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul Evans, Charter School Authority Governing Board Secretary



City of Cape Coral Oasis Charter Schools

SY 2025 – 2026

Instructional Calendar

JULY 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

 Holiday - Schools Closed

 Professional Duty Day - No School for Students

 First and Last Student Day

 Early Dismissal Days - Students

 Pre-School Week

 Severe Weather Make-up Day

January 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Jan 5 Professional Duty Day

Jan 19 Martin Luther King Jr Day

Feb 2-6 FTE

Feb 16 President's Day

Mar 12 End of Q3 (46 Days)

Mar 13 Professional Duty Day

Mar 16-20 Spring Break

Apr 3 Good Friday

Apr 6 Easter Monday

May 25 Memorial Day

May 29 Early Release/Weather Make-up Day*

June 1 Early Release/Weather Make-up Day*

Students Last Day - End of Q4

June 2 Professional Duty Day

June 3-5 Weather Make-up Days*

June 19 Juneteenth

(Semester 2 - 94 days)

Special Notes
All Jewish Holidays begin at sundown
the day before they are listed.

**In the event of extended Severe
Weather Days, the school calendar will
shift to make-up the appropriate days.*

Governing Board Approved 02/11/2025



Meeting Type Charter School Authority Governing Board –
Regular Meeting

Meeting Date February 11, 2025

Agenda Request Form City of Cape Coral

Title:

Request for Approval of the Oasis Elementary North Playground Replacement Project in the Amount of \$228,120.20

Summary:

Request Approval of the Oasis Elementary North Playground Replacement Project provided by Bliss Products and Services, Inc., Quote # 74357, in the Amount of \$228,120.20, Utilizing Piggyback Contract Mantatee Schools Bid MCSD NO 21-0053MR, IPEMA Quote# 645-173063A, and Authorize the Superintendent to Execute Purchase Order, Change Order, or Any Related Document.

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul Evans, Charter School Authority Governing Board Secretary



Bliss Products and Services,
Inc
6831 S. Sweetwater Rd.
Lithia Springs, GA 30122
(800) 248-2547
(770) 920-1915 Fax

Quote # **74357**
Sales Rep: Jim Carruthers
jcarruthers@blissproducts.com
O: (912) 922-2346
F: (770) 920-1915
C: (239) 248-7023

OASIS ELEMENTARY
SCHOOL NORTH

Date 12-11-2024

Project PLAYGROUND
REPLACEMENT

Bill To

OASIS ELEMENTARY SCHOOL NORTH
2817 SW 3RD LANE
CAPE CORAL, Florida 33991

Ship To

OASIS ELEMENTARY SCHOOL NORTH
OASIS ELEMENTARY SCHOOL NORTH
2817 SW 3RD LANE
CAPE CORAL, Florida 33991

Contact

KEVIN BROWN
PRINCIPAL
Phone: (239)
283-4511

Approximate Ship Date

8-10 WEEKS AFTER PERMIT ISSUE

Ship Via

BEST WAY

Payment Terms

Net 30

* Due to volatility in raw material pricing, this quote is only valid for 30 days unless otherwise noted.

* Due to instability in material procurement and manufacturing, verbal or written lead times are subject to change.

Vendor	Part #	Description	Qty	Unit Price	Extended Price
BPF	PERMITTING	PERMITTING BASED ON PERMITTING AUTHORITY ACCEPTING THE ENGINEERING USING EXISTING SLAB.	2	\$2,346.15	\$4,692.30
INS	DEMO/SITE PREP	REMOVE EXISTING PLAYGROUND EQUIPMENT AND SURFACING AND DISPOSE. INCLUDES SUB BASE PREP FOR NEW SURFACE.	1	\$10,750.00	\$10,750.00
INS	INSTALLATION	RECEIVE EQUIPMENT AND INSTALL PER MANUFACTURERS PLANS. THIS IS UNDER THE ALLOWABLE 50% OF DISCOUNTED EQUIPMENT PRICE PER MANATEE SCHOOLS BID MCSD No. 21-0053MR	1	\$26,550.00	\$26,550.00
PPS	CUSTOM STRUCTURE	CUSTOM DURAMAX STRUCTURE WITH 3.5" UPRIGHTS. COLORS TBD	1	\$68,099.00	\$68,099.00
PPS	FREESTANDING PANELS	EDUCATIONAL PANELS TO INCLUDE THE BUG ENCLOSURE PANEL, MUSIC PANEL, RAIN WHEEL, CLOUDS ACTIVITY PANEL, SPACE ACTIVITY PANEL AND SIGN LANGUAGE PANEL	1	\$15,319.00	\$15,319.00
PPS	68144	SINGLE "C" MAJOR INSTUMENT	1	\$4,723.00	\$4,723.00
PPS	CIG	COMMUNITY IMPACT GRANT AWARD	1	-\$34,049.50	-\$34,049.50
PPS	SURFACE MOUNT PLATE PACKAGE	INCLUDES THE FOLLOWING BASE PLATES TO SECURE PRODUCT TO EXISTING SLAB. 60855, 60856, 60858, 60860, 60861, 60857,	1	\$6,460.00	\$6,460.00
PPS	DISCOUNT	DISCOUNT PER MANATEE SCHOOLS BID MCSD No. 21-0053MR	1	-\$9,750.00	-\$9,750.00
SHA	DD654012	DOUBLE DOME SHADE TO BE 65x40 (40x45, 40x20) WITH 12' ENTRY HEIGHT. 6 POWDER COATED POSTS WITH GALVANIZED UPPER FRAME. USING FR - FIRE RATED FABRIC	1	\$51,505.00	\$51,505.00

Vendor	Part #	Description	Qty	Unit Price	Extended Price
SHA	INSTALLATION	INSTALL SHADE STRUCTURE INCLUDING FOUNDATIONS, EQUIPMENT AND LABOR	1	\$19,625.00	\$19,625.00
SHA	ENGINEERING	SIGNED AND SEALED DRAWINGS	1	\$1,750.00	\$1,750.00
SHA	DISCOUNT	DISCOUNT PER MANATEE COUNTY SCHOOLS BID MCSD No. 21-0053MR	1	-\$9,750.00	-\$9,750.00
SSM	PIP	POURED IN PLACE SURFACING OVER EXISTING SUB BASE TO MEET FALL HT OF 6' MAX. COLORS TO BE 50% BLACK AND 50% STANDARD COLOR.	1	\$66,285.71	\$66,285.71
SSM	DISCOUNT	DISCOUNT PER MANATEE SCHOOLS BID MCSD No. 21-0053 MR	1	-\$6,500.71	-\$6,500.71
STE	ENGINEERINIG	ENGINEERING FOR SURFACE MOUNTING STRUCTURE TO EXISTING SLAB	1	\$1,500.00	\$1,500.00

Sub Total \$217,208.80

Freight 10,911.40

Taxable
Subtotal

Tax 0.00

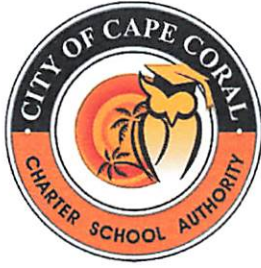
Financing as low as \$5,292.39 / month may be available pending credit approval.

Grand Total \$228,120.20

Quote valid for 30 days unless otherwise noted.

Installation prices are based on truck access to the site and normal soil conditions. Any buried rock or debris may be cause for additional charges. Any Site preparation or demolition not specified above must be completed prior to installation of the equipment. Site restoration, unless otherwise noted, is not included. Please refer to your installation agreement for further details. Sales tax if applicable is not included. Sales tax exempt certificate will be required for exemption. All orders are subject to approval and acceptance by the manufacturer.

Complete Terms and Conditions can be found at <https://blissproducts.com/terms-conditions/>



Meeting Type Charter School Authority Governing Board –
Regular Meeting

Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request Approval of the Oasis Elementary South Playground Replacement Project in the Amount of \$223,081.25

Summary:

Request Approval of the Oasis Elementary South Playground Replacement Project provided by Bliss Products and Services, Inc., Quote # 74358, in the Amount of \$223,081.25, Utilizing Piggyback Contract Mantatee Schools Bid MCSD NO 21-0053MR, IPEMA Quote# 645-173067A, and Authorize the Superintendent to Execute Purchase Order, Change Order, or Any Related Document.

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary



Bliss Products and Services,
Inc
6831 S. Sweetwater Rd.
Lithia Springs, GA 30122
(800) 248-2547
(770) 920-1915 Fax

Quote # **74358**
Sales Rep: Jim Carruthers
jcarruthers@blissproducts.com
O: (912) 922-2346
F: (770) 920-1915
C: (239) 248-7023

OES

OASIS ELEMENTARY
SCHOOL SOUTH

Date 12-11-2024

Project PLAYGROUND
REPLACEMENT

Bill To
OASIS ELEMENTARY SCHOOL SOUTH
3415 Oasis Blvd
Cape Coral, Florida 33914
T: (239) 542-1577

Ship To
OASIS ELEMENTARY SCHOOL SOUTH
3415 Oasis Blvd
Cape Coral, Florida 33914

Contact
MARY BETH
GRECSEK
PRINCIPAL
Phone: (239)
542-1577

Approximate Ship Date
8-10 WEEKS AFTER PERMIT ISSUE

Ship Via
BEST WAY

Payment Terms
Net 30

- * Due to volatility in raw material pricing, this quote is only valid for 30 days unless otherwise noted.
* Due to instability in material procurement and manufacturing, verbal or written lead times are subject to change.

Vendor	Part #	Description	Qty	Unit Price	Extended Price
BPF	PERMITTING	PERMITTING BASED ON PERMITTING AUTHORITY ACCEPTING THE ENGINEERING USING THE EXISTING SLAB. SEPARATE PERMIT FOR SHADE INCLUDED	2	\$2,346.15	\$4,692.30
INS	DEMO/SITE PREP	REMOVE AND DISPOSE OF EXISTING PLAYGROUND EQUIPMENT, SURFACING AND SHADE STRUCTURE. PREP SUB BASE FOR NEW SURFACE	1	\$10,750.00	\$10,750.00
INS	INSTALLATION	RECEIVE AND INSTALL PLAYGROUND EQUIPMENT PER MANUFACTURERS INSTRUCTIONS. WITHIN THE INSTALLATION ALLOWANCE OF MANATEE SCHOOLS BID MCSD No. 21-0053MR	1	\$26,850.00	\$26,850.00
PPS	CUSTOM STRUCTURE	CUSTOM DURAMAX PLAYGROUND STRUCTURE WITH SURFACE MOUNT PLATES. 3.5" UPRIGHTS. COLORS TBD.	1	\$55,215.00	\$55,215.00
PPS	AMAZA PANEL	FREESTANDING AMAZE PANELS. INCLUDES A SINGLE PANEL, DOUBLE PANEL AND A PUSH PULL PANEL WITH FOLLOWING EVENT INSERTS. ANSWER WHEEL, MAZE, ECHO CHAMBER, STAINED GLASS AND HYPNO WHEEL.	1	\$9,587.00	\$9,587.00
PPS	FREESTANDING EDUCATIONAL PANELS	3 PANELS TO INCLUDE RAIN WHEEL, CLOUDS ACTIVITY PANEL AND TREES ACTIVITY PANEL	1	\$5,998.00	\$5,998.00
PPS	67997	CLIMB AND DISCOVER CAVE PRIMARY COLORS	1	\$6,279.00	\$6,279.00
PPS	SURFACE MOUNT PLATE PACKAGE	INCLUDES THE FOLLOWING BASE PLATE MODEL #'S TO SECURE TO EXISTING SLAB 60855, 60856, 60857, 60858,, 60860, 60861	1	\$4,735.00	\$4,735.00
PPS	CIG	COMMUNITY IMPACT GRANT AWARDED FOR THE PLAYGROUND STRUCTURE ONLY	1	-\$27,607.50	-\$27,607.50

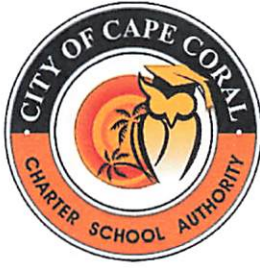
Vendor	Part #	Description	Qty	Unit Price	Extended Price
PPS	DISCOUNT	DISCOUNT PER MANATEE SCHOOLS BID MCSD No. 21-0053MR	1	-\$8,200.00	-\$8,200.00
SHA	DD654012	DOUBLE DOME SHADE STRUCTURE TO BE 65X40X12 (40x45 AND 40x20) WITH 6 POWDER COATED POSTS AND GALVANIZED UPPER FRAME.	1	\$51,505.00	\$51,505.00
SHA	INSTALLATION	INSTALLATION OF SHADE STRUCTURE TO INCLUDE FOUNDATIONS, EQUIPMENT AND LABOR.	1	\$19,625.00	\$19,625.00
SHA	ENGINEERING	SIGNED AND SEALED DRAWING	1	\$1,750.00	\$1,750.00
SHA	DISCOUNT	DISCOUNT PER MANATEE SCHOOLS BID MCSD No. 21-0053 MR	1	-\$9,750.00	-\$9,750.00
SSM	PIP	POURED IN PLACE SURFACING OVER EXISTING SUB BASE TO MEET FALL HT OF 6' MAX. COLORS TO BE 50% BLACK AND 50% STANDARD COLOR.	1	\$66,285.71	\$66,285.71
SSM	DISCOUNT	DISCOUNT PER MANATEE SCHOOLS BID MCSD No. 21-0053MR	1	-\$6,500.71	-\$6,500.71
STE	ENGINEERINIG	ENGINEERING FOR SURFACE MOUNTING STRUCTURE TO EXISTING 4" FIBRE REINFORCED SLAB.	1	\$1,500.00	\$1,500.00
				Sub Total	\$212,713.80
				Freight	10,367.45
				Taxable Subtotal	Tax 0.00
				Grand Total	\$223,081.25

Financing as low as \$5,175.48 / month may be available pending credit approval.

Quote valid for 30 days unless otherwise noted.

Installation prices are based on truck access to the site and normal soil conditions. Any buried rock or debris may be cause for additional charges. Any Site preparation or demolition not specified above must be completed prior to installation of the equipment. Site restoration, unless otherwise noted, is not included. Please refer to your installation agreement for further details. Sales tax if applicable is not included. Sales tax exempt certificate will be required for exemption. All orders are subject to approval and acceptance by the manufacturer.

Complete Terms and Conditions can be found at <https://olissproducts.com/terms-conditions/>



Meeting Type Charter School Authority Governing Board –
Regular Meeting

Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval to Accept Donated Funds from the Gunterberg Charitable Foundation and Culliton Family, in the Amount of \$70,000.00

Summary:

Request for Approval to Accept Donated Funds from the Gunterberg Charitable Foundation and Culliton Family, in the Amount of \$70,000.00, to be Used for Funding the Oasis Charter Schools STEM Innovation Program.

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary



February 6, 2025

Dear Gunterberg Charitable Foundation and Culliton Family,

We want to send this note as appreciation for your generous \$70,000 donation dated December 23, 2024 to the Oasis Charter Schools STEM Innovation Program. Your donation will go toward providing engaging opportunities for the students at the Oasis Charter Schools to engage in STEM learning. Throughout this program, students are learning skills which will not only prepare them for the challenges of the twenty-first century workforce, but also provide an opportunity for them to engage in problem solving, critical thinking, and collaboration.

We are so grateful for your continued partnership and the support you have provided to our program.

With greatest sincerity,

Jacquelin Collins
Superintendent
Oasis Charter Schools


Dr. John Omundsen
Director, K-12 STEM Education
Oasis Charter Schools



Meeting Type Charter School Authority Governing Board –
Regular Meeting

Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval of CSA Resolution 2-25 - Class Parity Adjustment Plan to address internal salary compression

Summary:

Request for Approval of CSA Resolution 02-25, Class Parity Adjustment Plan to address internal salary compression. The Administration proposes that the salary increases take effect on February 24, 2025, with the first adjusted pay date on March 14, 2025. The total cost of the salary increases for 2025 is approximately \$1,470,060.88.

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary



Classification and
Compensation Study

Evergreen Analysis by the Numbers

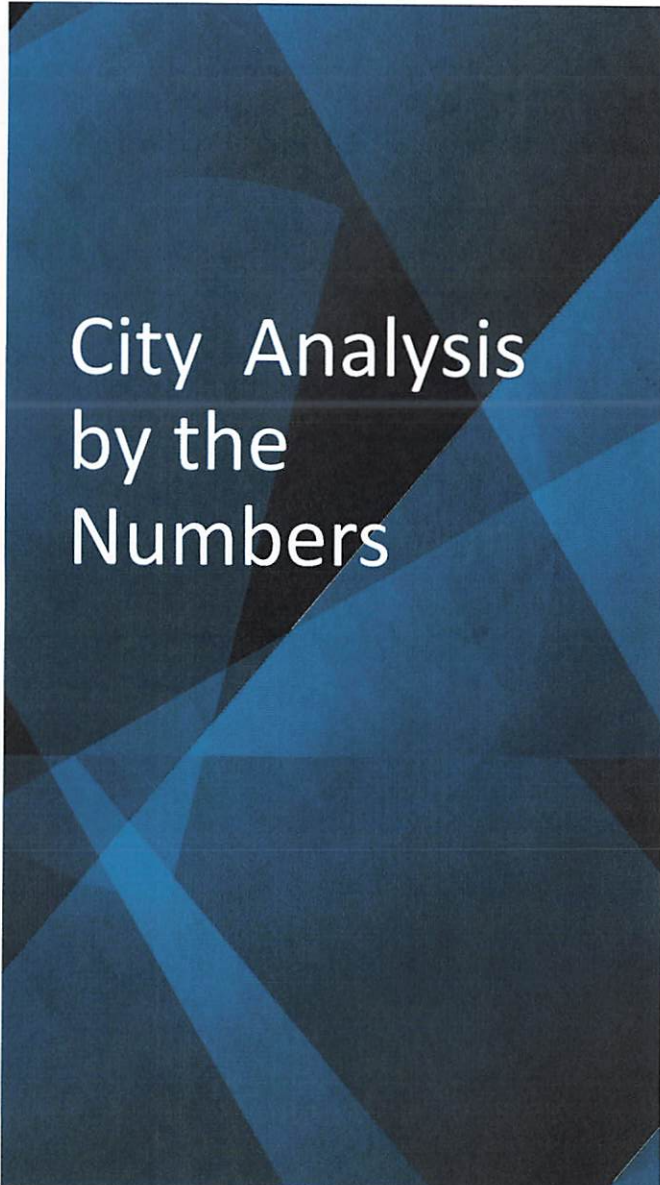
All Employees Implementation Option	Total Salary- Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percent Adjustment
Bring to Min	\$ 473,929.55	284	\$ 1,668.77	5.8%
Tenure Years	\$ 1,421,537.10	284	\$ 5,005.41	15.0%
Class Years	\$ 1,280,427.41	284	\$ 4,508.55	12.1%
Hybrid Years	\$ 1,315,748.82	284	\$ 4,632.92	12.2%

Charter School decided to move forward with Class Years.

Evergreen Analysis	Annual Salary	Class Years	Adjustment
Instructional	\$ 10,483,859.05	\$ 11,370,042.16	\$ 886,183.11
Support	2,134,292.03	2,406,354.25	272,062.23
Administration	1,100,059.10	1,222,241.18	122,182.08
Total Adjustment	\$ 13,718,210.18	\$ 14,998,637.59	\$ 1,280,427.41

When analyzing the data provided by Evergreen a few things to note:

- Evergreen data was taken at a point and time and not the current data in the system.
- Evergreen Cost only includes Salary adjustments, not total Cost.
- Evergreen data does not include vacancies for any positions without a current person.



City Analysis by the Numbers

Taxes/Pension	Annual Salary	Class Years	Adjustment
2025	\$ 14,897,229.12	\$ 16,367,290.00	\$ 1,470,060.88
2026	14,897,229.12	16,663,226.94	1,765,997.82
2027	14,897,229.12	16,826,873.67	1,929,644.55
Total Adjustment over 3 years			\$ 5,165,703.25

FY 2025 represents a full year adjustment. When we implement in 2025 it will be based on the number of pay periods left.

City Analysis

- Data was brought current.
- All positions, including vacancies were brought into the report.
- Positions for future years were adjusted/increased based on the need in the High School.
- Reclasses of positions were completed as requested.
- Does not include overall payroll changes – only changes to Salary/Taxes/Pension

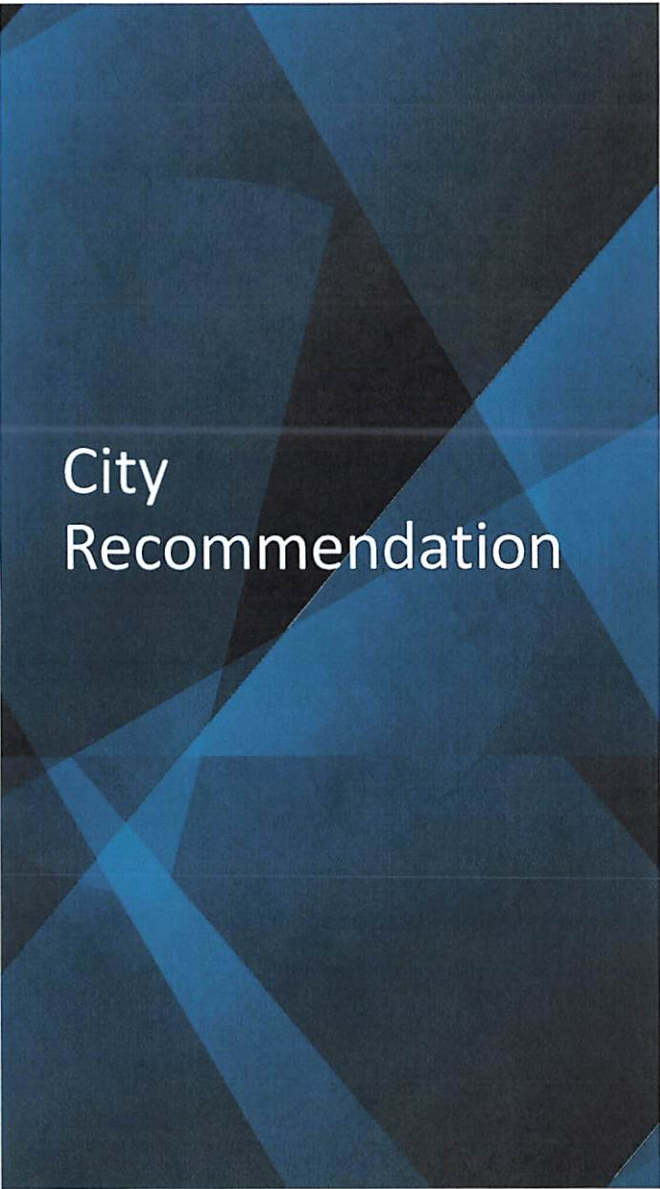
Charter School Budget to Actuals

	FY 2025 Original	FY 2025	Adjusted FY	FY 2026	FY 2026	Adjusted FY	FY 2027 Original	FY 2027	Adjusted FY
Revenues	Budget	Adjustment	2025 Budget	Original Budget	Adjustment	2026 Budget	Budget	Adjustment	2027 Budget
Intergovernmental	\$ 29,590,958	\$ -	\$ 29,590,958	\$ 30,311,656	\$ -	\$ 30,311,656	\$ 31,110,843	\$ -	\$ 31,110,843
Capital Outlay (PECO)	1,960,832	-	1,960,832	1,980,440	-	1,980,440	2,000,245	-	2,000,245
Local Capital Improvement (LCI)	2,045,250	-	2,045,250	2,727,000	-	2,727,000	3,636,000	-	3,636,000
Charges for Services	1,061,962	-	1,061,962	1,092,977	-	1,092,977	1,103,907	-	1,103,907
Miscellaneous	474,498	-	474,498	478,994	-	478,994	460,516	-	460,516
Transfers In	38,000	-	38,000	38,380	-	38,380	38,765	-	38,765
Total Revenues	\$ 35,171,500	\$ -	\$ 35,171,500	\$ 36,629,447	\$ -	\$ 36,629,447	\$ 38,350,276	\$ -	\$ 38,350,276
Expenditures									
Personnel	\$ 23,046,632	\$ 1,298,568	\$ 24,345,200	\$ 23,167,426	\$ 1,594,807	\$ 24,762,233	\$ 23,456,331	\$ 1,517,222	\$ 24,973,553
Operating	7,582,576	-	7,582,576	8,002,332	204,291	8,206,623	8,075,092	376,590	8,451,682
Capital	586,376	-	586,376	464,864	-	464,864	316,368	-	316,368
Debt	1,551,264	-	1,551,264	1,551,264	-	1,551,264	1,551,264	-	1,551,264
Transfers Out	946,152	-	946,152	1,630,694	-	1,630,694	2,789,760	-	2,789,760
Unassigned Fund Balance	1,458,500	(1,298,568)	159,932	1,812,867	(1,799,098)	13,769	2,161,461	(1,893,812)	267,649
Total Expenditures	\$ 35,171,500	\$ -	\$ 35,171,500	\$ 36,629,447	\$ -	\$ 36,629,447	\$ 38,350,276	\$ -	\$ 38,350,276
Net Revenues and Expenditures	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

City Analysis

- Reviewed Forecasted Revenue
- Reviewed and Adjusted Forecasted Expenditures
- Adjusted Categories to realign Expenditures

City Analysis by the Numbers



City Recommendation

- The City recommends moving forward with the Class Parity Adjustment to Pay.
- The 1% increase in FY 2026 and FY 2027 will be re-evaluated during the budget process to confirm.
- No additional positions will be added without a dedicated revenue source.
- In the summer of FY 2026, start of FY 2027 Budget, reengage with Evergreen to complete an updated study for the next 3 years.

Any Questions?

THANK YOU



Classification and Compensation Study



Market Comparable S

Market Salary Survey

- Data was collected from 7 peers
- Identified peers are close in proximity and represent employers that Oasis often competes with for quality employees, or that have a similar structure/size to Oasis.
- Supplementary data also collected from Economic Research Institute (ERI) to support market findings

Charlotte County Schools

ERI – Charlotte County (All Industry)

Collier County Schools

ERI – Charlotte County (Private Education)

Desoto County Schools

ERI – Charlotte County (Public Education)

Franklin Academy Charter Schools

ERI – Collier County (All Industry)

Hendry County Schools

ERI – Collier County (Private Education)

Lee County Schools

ERI – Collier County (Public Education)

Pembroke Pines Charter Schools

ERI – Lee County (All Industry)

ERI – Lee County (Private Education)



Cost Explanations

Option	Explanation	Option Pros	Option Cons
Bring to Minimum	Realigns employees who are below the minimum of their recommended pay range by bringing them up to the minimum, with no further adjustments made.	- Least Expensive Option - Ensures all employees are in new pay grade	- Does not address compression - Can cause additional compression at grade minimum
Class Parity	Realigns employees along their salary range on the basis of how long they have been serving in their current classification. This is done on a total 30-year basis, meaning employees with 30 or more years of experience in their current classification would be placed at maximum, whereas employees with 15 years would be placed at the midpoint of the range.	- Credits employees for time in classification - Addresses compression on the basis of time in classification - Adjusts for market	- Can erase performance gains - Does not account for organizational tenure - Does not account for outside experience
Hybrid Parity	Realigns employees along their salary range on the basis of their "hybrid years." A hybrid year would give full credit to an employee for each year they have been serving in their current classification and one-half credit for the amount of time they have spent in any other classification. This is done on a total 30-year basis.	- Credits employees for time in classification and organizational tenure - Addresses compression on the basis of time in classification and organizational tenure - Adjusts for market	- Can erase performance gains - Does not account for outside experience
Tenure Parity	Realigns employees along their salary range on the basis of how long they have been serving at the organization in any job title. This is done on a total 30-year basis.	- Credits employees for organizational tenure - Addresses compression on the basis of organizational tenure - Adjusts for market	- Can erase performance gains - Does not account for time in classification - Does not account for outside experience

Salary Only Cost

Support Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment
Bring to Min	\$ 162,422.90	78	\$ 2,082.34	7.8%
Tenure Years	\$ 345,256.00	78	\$ 4,426.36	16.3%
Class Years	\$ 272,062.23	78	\$ 3,487.98	13.1%
Hybrid Years	\$ 308,432.49	78	\$ 3,954.26	14.7%

Administrative Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment
Bring to Min	\$ 56,200.71	11	\$ 5,109.16	7.0%
Tenure Years	\$ 173,026.09	11	\$ 15,729.64	19.9%
Class Years	\$ 122,182.08	11	\$ 11,107.46	14.5%
Hybrid Years	\$ 112,604.46	11	\$ 10,236.77	13.4%

Instructional Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment
Bring to Min	\$ 255,305.93	195	\$ 1,309.26	2.5%
Tenure Years	\$ 903,255.02	195	\$ 4,632.08	8.7%
Class Years	\$ 886,183.11	195	\$ 4,544.53	8.6%
Hybrid Years	\$ 894,711.87	195	\$ 4,588.27	8.6%

Projected Implementation Date	Min. % Increase	Parity Length	% Increase Cap	Salary Range Cap
7/1/2025	1.00%	30.0	100.0%	100.0%
7/1/2025	1.00%	20.0	100.0%	100.0%
7/1/2025	1.00%	30.0	100.0%	100.0%

SUPPORT ADJUSTMENTS
ADMINISTRATION ADJUSTMENTS
INSTRUCTIONAL ADJUSTMENTS

All Employees Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	Average Percentage Adjustment
Bring to Min	\$ 473,929.55	284	\$ 1,668.77	5.8%
Tenure Years	\$ 1,421,537.10	284	\$ 5,005.41	15.0%
Class Years	\$ 1,280,427.41	284	\$ 4,508.55	12.1%
Hybrid Years	\$ 1,315,748.82	284	\$ 4,632.92	12.2%

Salary recommendations were built using the 50th percentile of the full market (including ERI data) placing Oasis right in the middle of the market (meaning half of our peers would be paying higher than the average median, and half of them would be lower).

Position Grade Assignments

Support Personnel

Pay Plan	Classification	Recommended Title	Proposed Grade
Support	Substitute Food Service Worker	SUB FOOD SERVICE WORKER	C01
Support	FOOD SERVICE WORKER	FOOD SERVICE WORKER	C01
Support	Instructor - Before And After Care	Instructor - Before And After Care	C02
Support	OFFICE ASSISTANT	OFFICE ASSISTANT	C02
Support	CLINIC ASSISTANT	CLINIC ASSISTANT	C02
Support	Substitute Paraprofessional I	SUB PARAPROFESSIONAL I	C03
Support	SECURITY GUARD	SECURITY GUARD	C03
Support	INFORMATION SPECIALIST	INFORMATION SPECIALIST	C05
Support	RECEPTIONIST	RECEPTIONIST	C03
Support	PARAPROFESSIONAL I	PARAPROFESSIONAL I	C03
Support	SECRETARY	SECRETARY	C03
Support	FOOD SERVICE WORKER LEAD	FOOD SERVICE WORKER LEAD	C03
Support	SUBSTITUTE TEACHER	SUBSTITUTE TEACHER	C04
Support	Long term Substitute Teacher	LONGTERM SUB TEACHER	C04
Support	PARAPROFESSIONAL II	PARAPROFESSIONAL II	C04
Support	BOOKKEEPER	BOOKKEEPER	C05
Support	TRANSPORTATION DISPATCHER	TRANSPORTATION DISPATCHER	C05
Support	BUS DRIVER	BUS DRIVER	C07
Support	EXECUTIVE ASSISTANT	EXECUTIVE ASSISTANT	C09
Support	ESOL Coordinator	ESOL COORDINATOR	C10
Support	TRANSPORTATION MANAGER	TRANSPORTATION MANAGER	C13
Support	TESTING COORDINATOR	TESTING COORDINATOR	C12
Support	Director of Before and After Care	BEFORE AND AFTER CARE COORDINATOR	C12
Support	FOOD SERVICE MANAGER	FOOD SERVICE PROGRAM MANAGER	C13
Support	NURSE - RN	NURSE - RN	C14

Pay range for each Position Grade Assignment

Grade	Minimum	Midpoint	Maximum	Range Spread
SECURITY GUARD	\$15.00	\$16.87	\$18.73	25%
OFFICE ASSISTANT	\$15.00	\$17.19	\$19.38	29%
PARAPROFESSIONAL I	\$15.00	\$17.39	\$19.78	32%
INFORMATION SPECIALIST	\$15.00	\$17.58	\$20.15	34%
CLINIC ASSISTANT	\$15.00	\$17.58	\$20.15	34%
PARAPROFESSIONAL II	\$15.00	\$18.26	\$21.51	43%
SECRETARY	\$15.00	\$19.13	\$23.25	55%
TRANSPORTATION DISPATCHER	\$16.45	\$20.72	\$24.99	52%
EXECUTIVE ASSISTANT	\$17.07	\$21.88	\$26.69	56%
BUS DRIVER	\$17.50	\$19.58	\$21.66	24%
BOOKKEEPER	\$17.69	\$22.68	\$27.66	56%
TRANSPORTATION MGR	\$20.56	\$26.34	\$32.12	56%
NURSE	\$21.05	\$27.07	\$33.09	57%
ATHLETIC DIRECTOR	\$25.40	\$30.80	\$36.19	42%
TESTING COORDINATOR	\$26.26	\$28.03	\$29.79	13%
SPEECH PATHOLOGIST	\$27.63	\$37.90	\$48.16	74%
FOOD SERVICE MANAGER	\$29.71	\$35.66	\$41.60	40%

Starting Rate for Support					\$15.00
Percent Adjustment					0.0%
Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
Support Staff					
C01	\$ 15.00	\$ 18.00	\$ 21.00	40.0%	-
C02	\$ 15.90	\$ 19.08	\$ 22.26	40.0%	6.0%
C03	\$ 16.85	\$ 20.22	\$ 23.60	40.0%	6.0%
C04	\$ 17.87	\$ 21.44	\$ 25.01	40.0%	6.0%
C05	\$ 18.94	\$ 22.72	\$ 26.51	40.0%	6.0%
C06	\$ 20.07	\$ 24.09	\$ 28.10	40.0%	6.0%
C07	\$ 21.28	\$ 25.53	\$ 29.79	40.0%	6.0%
C08	\$ 22.55	\$ 27.07	\$ 31.58	40.0%	6.0%
C09	\$ 23.91	\$ 28.69	\$ 33.47	40.0%	6.0%
C10	\$ 25.34	\$ 30.41	\$ 35.48	40.0%	6.0%
C11	\$ 26.86	\$ 32.24	\$ 37.61	40.0%	6.0%
C12	\$ 28.47	\$ 34.17	\$ 39.86	40.0%	6.0%
C13	\$ 30.18	\$ 36.22	\$ 42.26	40.0%	6.0%
C14	\$ 31.99	\$ 38.39	\$ 44.79	40.0%	6.0%
C15	\$ 33.91	\$ 40.70	\$ 47.48	40.0%	6.0%

Position Grade Assignments

Instructional Personnel

Pay Plan	Classification	Recommended Title	Proposed Grade
Instructional	Teacher - Bachelors 1	TEACHER Elementary	I01
Instructional	EXCEPTIONAL TEACHER Elementary	EXCEPTIONAL TEACHER Elementary	I01
Instructional	Guidance/Teacher Counselor - HS/MS	GUIDANCE/TEACH COUNS - HS/MS	I02
Instructional	Teacher - Bachelors 2	TEACHER Secondary	I01
Instructional	EXCEPTIONAL TEACHER Secondary	EXCEPTIONAL TEACHER Secondary	I01
Instructional	SPEECH PATHOLOGIST	SPEECH PATHOLOGIST	I03
Instructional	SOCIAL WORKER	SOCIAL WORKER	I04

TEACHER Elementary	\$32.89	\$34.58	\$36.27	10%
TEACHER Secondary	\$35.09	\$36.89	\$38.69	10%
EXCEPTIONAL TEACHER Elementary	\$44.43	\$46.12	\$47.81	8%
EXCEPTIONAL TEACHER Secondary	\$46.63	\$48.43	\$50.23	8%

Starting Rate for Instructional Plan					\$35.09
Percent Adjustment					0.0%
Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
Instructional Staff					
I01	\$ 35.09	\$ 42.11	\$ 49.13	40.0%	-
I02	\$ 36.84	\$ 44.21	\$ 51.58	40.0%	5.0%
I03	\$ 38.69	\$ 46.42	\$ 54.16	40.0%	5.0%
I04	\$ 40.62	\$ 48.75	\$ 56.87	40.0%	5.0%
I05	\$ 42.65	\$ 51.18	\$ 59.71	40.0%	5.0%
I06	\$ 44.78	\$ 53.74	\$ 62.70	40.0%	5.0%
I07	\$ 47.02	\$ 56.43	\$ 65.83	40.0%	5.0%

Grade	Minimum	Midpoint	Maximum
Instructional Staff			
I01	\$ 53,336.80	\$ 64,004.16	\$ 74,671.52
I02	\$ 56,003.64	\$ 67,204.37	\$ 78,405.10
I03	\$ 58,803.82	\$ 70,564.59	\$ 82,325.35
I04	\$ 61,744.01	\$ 74,092.82	\$ 86,441.62
I05	\$ 64,831.21	\$ 77,797.46	\$ 90,763.70
I06	\$ 68,072.77	\$ 81,687.33	\$ 95,301.88
I07	\$ 71,476.41	\$ 85,771.70	\$ 100,066.98

Current Annual Salaries

Annual Salary	Class Years	Final Annual Salary
\$ 53,336.80	1.92	\$54,698.72
\$ 59,021.60	19.94	\$67,519.03
\$ 53,975.20	3.61	\$55,902.81
\$ 57,836.00	16.90	\$65,354.38
\$ 51,148.00	2.76	\$55,302.71
\$ 51,148.00	2.76	\$55,302.71
\$ 59,219.20	15.89	\$64,637.38
\$ 54,005.60	3.57	\$55,875.53
\$ 56,194.40	4.88	\$56,808.81
\$ 60,982.40	1.92	\$61,592.22
\$ 55,844.80	0.91	\$56,403.25
\$ 50,600.80	4.68	\$56,666.58
\$ 50,646.40	4.87	\$56,801.01
\$ 50,600.80	3.92	\$56,121.03
\$ 54,522.40	9.91	\$60,382.13
\$ 50,600.80	3.92	\$56,121.03
\$ 53,352.00	12.92	\$62,527.29
\$ 53,428.00	2.92	\$55,411.82
\$ 50,600.80	4.34	\$56,421.08
\$ 56,635.20	0.91	\$57,201.55
\$ 50,099.20	2.92	\$55,409.87
\$ 50,904.80	0.91	\$53,985.61
\$ 50,616.00	5.92	\$57,545.29
\$ 52,303.20	11.92	\$61,816.13
\$ 60,268.00	15.89	\$64,637.38
\$ 51,680.00	2.92	\$55,409.87
\$ 52,379.20	11.92	\$61,816.13
\$ 49,992.80	0.80	\$53,907.67
\$ 54,522.40	9.91	\$60,382.13
\$ 58,672.00	0.91	\$59,258.72

Proposed Annual Salaries



Position Grade Assignments (Administrative Personnel)

STANDARD	A01	A02	A03
ARTICLE			
2021			

ADMIN	PRINCIPAL ITEM	PRINCIPAL ELEMENT	A01	A02

	ASSISTANT PRINCIPAL E	\$36.06	\$39.67	\$43.27	20%
	ASSISTANT PRINCIPAL M	\$36.06	\$39.67	\$43.27	20%
	ASSISTANT PRINCIPAL H	\$36.06	\$39.67	\$43.27	20%
	DIR OF STEM EDUCATION	\$40.28	\$47.33	\$54.37	35%
	PRINCIPAL E	\$46.54	\$50.84	\$55.14	18%
	PRINCIPAL M	\$46.54	\$50.84	\$55.14	18%
	PRINCIPAL H	\$46.54	\$50.84	\$55.14	18%
	ATHLETIC DIRECTOR	\$25.40	\$30.80	\$36.19	42%

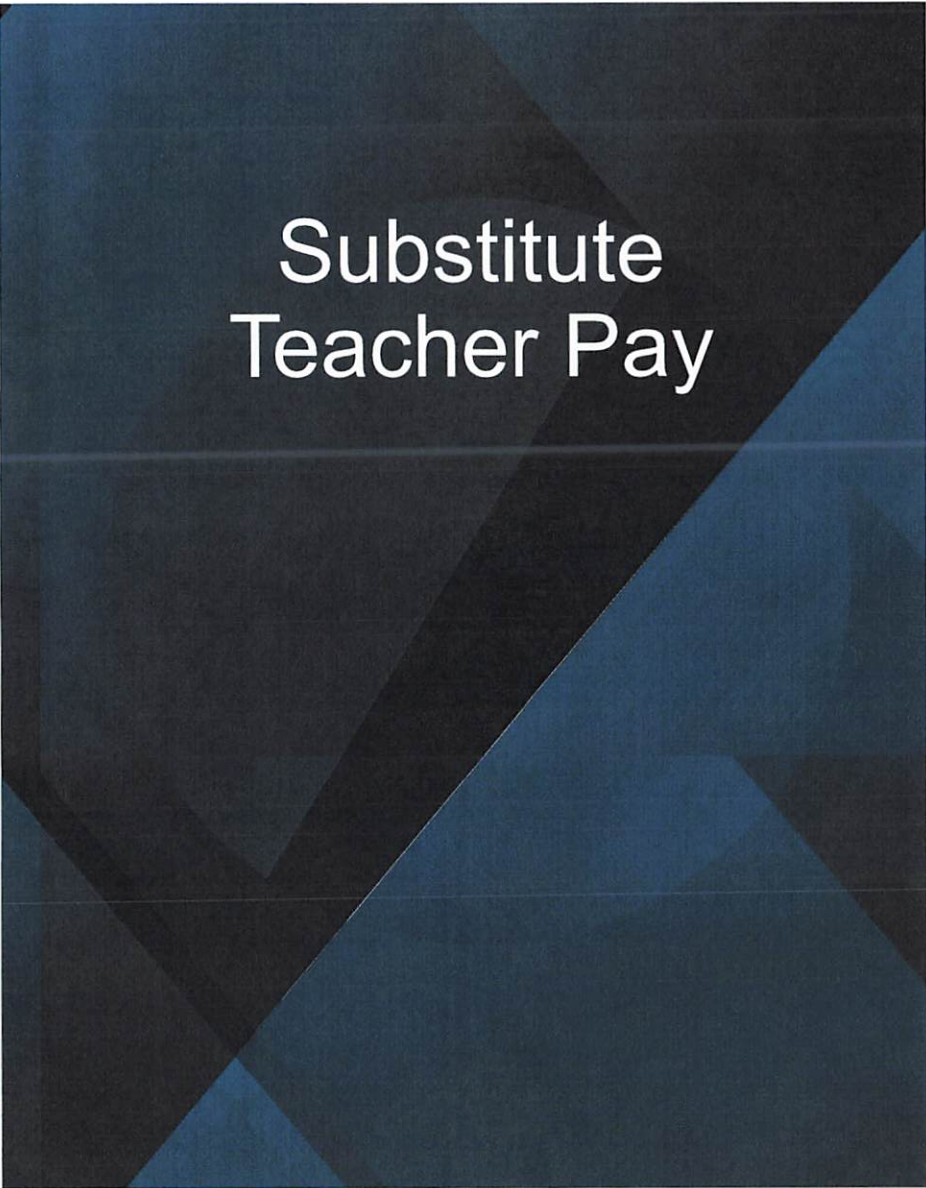
Starting Rate for Administrative Plan						\$40.50
Percent Adjustment						0.0%
Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression	
Administrative Staff						
A01	\$ 40.50	\$ 48.60	\$ 56.70	40.0%	-	
A02	\$ 43.54	\$ 52.25	\$ 60.95	40.0%	7.5%	
A03	\$ 46.80	\$ 56.16	\$ 65.52	40.0%	7.5%	
A04	\$ 50.31	\$ 60.38	\$ 70.44	40.0%	7.5%	
A05	\$ 54.09	\$ 64.90	\$ 75.72	40.0%	7.5%	

Grade	Minimum	Midpoint	Maximum
Administrative Staff			
A01	\$ 84,240.00	\$ 101,088.00	\$ 117,936.00
A02	\$ 90,558.00	\$ 108,669.60	\$ 126,781.20
A03	\$ 97,349.85	\$ 116,819.82	\$ 136,289.79
A04	\$ 104,651.09	\$ 125,581.31	\$ 146,511.52
A05	\$ 112,499.92	\$ 134,999.90	\$ 157,499.89

Supplement for Administrators

Principals		Assistant Principals	
Elementary	\$1500	Elementary	\$1000
Middle	\$3000	Middle	\$1000
High	\$6000	High	\$3000

* Extracurricular activities for athletics and events that take place throughout the school year.



Substitute Teacher Pay

Current pay plan:

- Substitutes must have a minimum AA degree (or 60 + college credits). Hourly rate \$15.25/hr. or \$114.00 per day before tax

Recommended pay plan:

- Substitutes must have a minimum AA degree (or 60+ college credits). Hourly rate \$22.00/hr or \$165.00 per day before tax
- Substitutes who are retired teachers, hourly rate \$27.00/hr or \$202.00 per day before tax

Hiring Salary Schedule

Instructional Personnel

Current Plan:

\$50,000 - \$55,000

(honoring up to 20 years of outside experience)

Recommended Plan:

\$53,135 - \$55,635

(honoring up to 20 years of outside

New Hire Salary Plan - Secondary

Proposed - 2025-2026 - **BASED ON 190 WORKING DAYS

Years	SALARY	DAILY RATE	HOURLY RATE CT	HOURLY RATE ANNUALIZED	BI-WEEKLY PAY ADJUSTMENT
0	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
1	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
2	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
3	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
4	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
5	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
6	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
7	\$52,135.00	\$274.39	\$36.59	\$26.7359	\$2,005.19
8	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
9	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
10	\$53,135.00	\$279.66	\$37.29	\$27.2487	\$2,043.65
11	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
12	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
13	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
14	\$53,600.00	\$282.11	\$37.61	\$27.4872	\$2,061.54
15	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
16	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
17	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
18	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
19	\$54,640.00	\$287.58	\$38.34	\$28.0205	\$2,101.54
20	\$55,640.00	\$292.84	\$39.05	\$28.5333	\$2,140.00

CSA RESOLUTION 2 – 25

A RESOLUTION OF THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING BOARD OF THE CITY OF CAPE CORAL, FLORIDA, AUTHORIZING THE CAPE CORAL CHARTER SCHOOL AUTHORITY TO IMPLEMENT THE CLASS PARITY ADJUSTMENT TO PAY OPTION PROVIDED BY EVERGREEN SOLUTIONS, LLC; AUTHORIZING THE SUPERINTENDENT TO IMPLEMENT THE CLASS PARITY ADJUSTMENT TO PAY AND THE AUTHORITY TO EXECUTE ANY RELEVANT DOCUMENTS TO INITIATE PAY ADJUSTMENT; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, during the Cape Coral Charter School Authority Governing Board ("Governing Board") workshop meeting held on February 4, 2025, the Governing Board was presented the Evergreen Solutions, LLC Classification and Compensation Study; and

WHEREAS, the Evergreen Solutions, LLC Classification and Compensation Study found the market for teachers and school staff in Lee County and the surrounding area is competitive, and

WHEREAS, the past practice of bringing in new hires at starting salaries higher or close to what existing employees are making in similar roles has created a significant pay compression (also referred to as wage compression, or salary compression) at the schools.

WHEREAS, there was consensus among the Governing Board Members to approve the Class Parity Adjustment to Pay option that was proposed within the classification and compensation study at a future regular meeting; and

WHEREAS, if the Governing Board approves the proposed salary adjustments at its Regular Meeting scheduled for February 11, 2025, the adjustments will take effect on February 24, 2025, with the first adjusted pay date on March 14, 2025; and

WHEREAS, the total cost of the salary adjustments for 2025 is approximately \$1,470,060.88; and

WHEREAS, the pay adjustments have been reviewed by the City's Financial Services Department; and

WHEREAS, Charter School staff recommends that the Governing Board for the Authority approve the Class Parity Adjustment to Pay option presented within the Classification and Compensation Study provided by Evergreen Solutions, LLC, with a total increase to salaries in the approximate amount of \$1,470,060.88.

NOW, THEREFORE, BE IT RESOLVED BY THE CAPE CORAL CHARTER SCHOOL GOVERNING BOARD OF THE CITY OF CAPE CORAL, FLORIDA:

Section 1. The Cape Coral Charter School Authority Governing Board of the City of Cape Coral, Florida, hereby approve the Class Parity Adjustment to Pay option presented within the compensation study provided by Evergreen Solutions, LLC, with a total increase to salaries in the amount of \$1,470,060.88. A copy of the Evergreen Solutions, LLC Classification and Compensation Study is attached as Exhibit 1.

Section 2. The Cape Coral Charter School Authority Governing Board of the City of Cape Coral, Florida, hereby authorizes the Superintendent to execute any documents required to implement the adjustment to pay.

Section 3. The 1% increase scheduled in FY 2026 and FY 2027 will be re-evaluated during the budget process.

Section 4. No additional employee positions will be added or created without a dedicated revenue source for the employee position first being identified.

Section 5. In the summer of FY 2026, start of FY 2027 the Authority will reengage with Evergreen (or comparable vendor) to complete an updated study for the next 3 years.

Section 6. Effective Date. This resolution shall take effect immediately upon its adoption.

ADOPTED BY THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING
BOARD OF THE CITY OF CAPE CORAL, FLORIDA AT THEIR REGULAR SESSION THIS
_____ DAY OF _____, 2025.

KRISTIFER JACKSON, CHAIR

VOTE OF THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING BOARD:

JACKSON _____
ATISELE _____
KATINE _____
MICHAELS _____

SANTOS _____
MINAYA _____
KILRAINE _____

ATTESTED TO AND FILED IN MY OFFICE THIS _____ DAY OF _____,
2025.

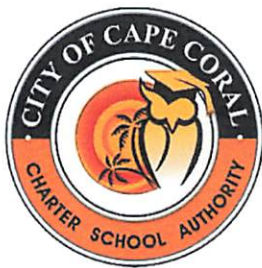
RECORDING SECRETARY

APPROVED AS TO FORM:

ALEKSANDR BOKSNER
CITY ATTORNEY

rcs/Class Parity Adjustment to Pay

DRAFT



Meeting Type Charter School Authority Governing Board –
Regular Meeting
Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval of the 2024-2025 Class Size Reduction Compliance Plan for OASIS
ELEMENTARY NORTH, 2817 SW 3RD LANE, Cape Coral, FL 33991

Summary:

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary

2024-25 Class Size Reduction Compliance Plan

For each school out of compliance with class size requirements pursuant to section 1003.03, F.S., this template should be used to submit a brief explanation of the school’s plan to meet class size requirements for the 2025 October FTE student survey. Per s. 1003.03(4), F.S., plans must be submitted by February 1, 2025. Class size reduction implementation strategies listed in s. 1003.03(3) and (5), F.S., may be considered, in addition to other strategies, to meet class size requirements. This template may be duplicated to accommodate all schools for which plans are submitted. The compliance plan must be certified by the school board or the charter school’s board of directors. The signature below acknowledges your approval of the compliance plan.

Signature of District School Board or Charter School Board of Directors Chair or Designee Approving Plan

District Name Lee District Number 36
School Name Oasis Elementary North School Number 4151

Summary of School’s Plan: Oasis Elementary North (OEN) will try to hire additional teachers to fill vacated positions. There has been a decline in applicants and finding a qualified candidates has proven challenging compared to previous years. Oasis Elementary North has been deemed a School of Excellence by Florida Department of Education due to our academic performance.

School Name School Number

Summary of School’s Plan

School Name School Number

Summary of School’s Plan



Meeting Type Charter School Authority Governing Board –
Regular Meeting

Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval of the 2024-2025 Class Size Reduction Compliance Plan for OASIS MIDDLE SCHOOL, 3507 Oasis Blvd., Cape Coral, FL 33914

Summary:

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary

Attachment 4

2024-25 Class Size Reduction Compliance Plan

For each school out of compliance with class size requirements pursuant to section 1003.03, F.S., this template should be used to submit a brief explanation of the school's plan to meet class size requirements for the 2025 October FTE student survey. Per s. 1003.03(4), F.S., plans must be submitted by February 1, 2025. Class size reduction implementation strategies listed in s. 1003.03(3) and (5), F.S., may be considered, in addition to other strategies, to meet class size requirements. This template may be duplicated to accommodate all schools for which plans are submitted. The compliance plan must be certified by the school board or the charter school's board of directors. The signature below acknowledges your approval of the compliance plan.

Signature of District School Board or Charter School Board of Directors Chair or Designee Approving Plan

District Name LEE

District Number 36

School Name OASIS CHARTER MIDDLE

School Number 4171

Summary of School's Plan: Co-teachers have already been added to various classes where appropriate. These teachers were not previously showing up in FOCUS (our student information systems program) properly. Our class size should be within the 22 limit for grades 4-8 once these changes are captured in FOCUS.



Meeting Type Charter School Authority Governing Board –
Regular Meeting
Meeting Date February 11, 2025

Agenda Request Form

City of Cape Coral

Title:

Request for Approval to hold a Private Executive Shade Meeting on Tuesday, March 11, 2025, at 4:00p.m., in Cape Coral Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

Summary:

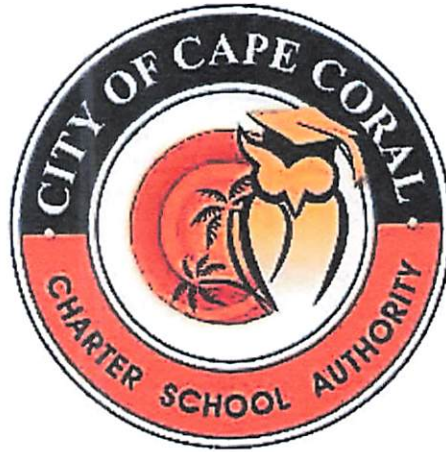
Pursuant to Florida Statutes Section 281.301, this Shade Meeting will confine all discussions to only those that relate to the results of the Crime Prevention Through Environmental Design (CPTED) Report conducted by SKYNET Crime Prevention Solutions, LLC., for the City of Cape Coral Oasis Charter Schools.

Requested Action: Approve or Deny

Additional Information:

Prepared By:

Kathleen Paul-Evans, Charter School Authority Governing Board Secretary



REQUEST FOR APPROVAL

The City of Cape Coral Charter School Authority Governing Board will hold a Private Executive Shade Meeting on Tuesday, March 11, 2025, at 4:00p.m., in Cape Coral Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990. Pursuant to Florida Statutes Section 281.301, this Shade Meeting will confine all discussions to only those that relate to the results of the Crime Prevention Through Environmental Design (CPTED) Report conducted by SKYNET Crime Prevention Solutions, LLC., for the City of Cape Coral Oasis Charter Schools.