



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

BOARD
APPROVED

FEB 11

CITY OF CAPE CORAL
CHARTER SCHOOL AUTHORITY

Secretary

Date of approval