

**Minutes of Board Meeting  
November 19, 2024  
6 p.m.**

The meeting was held at the Lakeland Achievement Academy. Board members in attendance were Adil Khan, Paige Campbell, Sheilitha Williams, Ana Kalman, Joe Little, Janice Jones, Steve Earley, Nick Sellars, Mike Brossart, Carly Reifenrath, Zelda Abram, Brant Masters and Jill Haladay. Staff members present included Kristin Aiken, Deborah Sulsona, Cindi Parker-Pearson, Kelly Lane, and Mary Holjes.

**Approval of Minutes**

Adil Khan called the meeting to order at 6:00p.m. Mike Brossart moved to approve the minutes of the October 15, 2024 Board meeting. Sheilitha Williams seconded the motion and it passed unanimously.

**PUBLIC COMMENT**

None

**Financial Report**

Paige Campbell presented the financial report for the four months ending October 31, 2024. Cash and investments are \$2.18 million. Total assets are \$3.51 million with net assets of \$3.49 million. Total revenue was \$1.26 million and total expenses were \$1.41 million resulting in a net deficit of \$153K. We typically carry a net deficit for the first few months of the fiscal year. We received our first capital outlay payment of \$10K today which is not reflected on the financials. Fundraising is just ramping up so we are not concerned at this time. We also have ample reserves in the meantime.

**Parents Report**

Today was the last day for fall basket tickets. Mary will draw names for the four baskets tomorrow. This fundraiser helps pay for the Fall Festival and staff holiday luncheon. School pictures were finished up today.

**Development Director**

Kelly Lane has been here for one month and is getting to know the staff and students. She is very impressed with the level of service and compassion that she has seen.

**Principal's Report**

Hurricane Milton occurred during the FTE survey week. We were only open one day of the week however we were fully enrolled and in attendance on that first day. The state of Florida offered an alternative week for school districts to decide which week to use for the FTE count. Unfortunately, Polk County Schools chose the alternative week which was more advantageous for them but not for Achievement Academy. We were only able to count 155 students. The full year of funding is based on an average of the October and February FTE counts. Kristin will reach out to our state representatives to see if they can help.

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Our newest teacher has turned in her resignation so we are looking for a teacher. We were also informed that our school nurse of 27 years has accepted a great opportunity with the new VA clinic in Lakeland. We will post an ad tomorrow. Our school nurse salary is in range with the district. We will also look at the cost of contracting for a Register Nurse (RN).

### **President's Report**

Kristin is still very involved with Top Chef. We have \$30K in committed sponsorships so far. We are waiting to send a press release regarding Top Chef until we hear from Publix Super Markets about being the presenting sponsor. We currently have 10 chefs and 10 community leaders. We would like a couple more community leaders since they're no longer paired with a chef.

We have entered into a one-year contract with Marcia as a grant writer. She toured the Lakeland campus and was so impressed that she offered another decrease in her monthly rate. The annual cost will be \$15K and she believes she will have earned that back within the first quarter. Kristin is also working on in-house grants with prior funders.

The two new Early Interventionists in the Birth to Three program are progressing and are starting to build a caseload. The team is in talks with the Down Syndrome Support Group about offering a monthly group session. The team will also attend Healthy Start's Bumps & Babies event that was rescheduled. Kristin has done an analysis and the rate of referrals that turn in to clients is low. We will be looking at how we can increase that figure.

The ceiling tiles that were damaged from Hurricane Milton should be replaced next week. We also have Vogel Brothers looking at the area outside the room that was flooded for drain work.

### **Committee Reports**

None

### **Unfinished Business**

None

### **New Business**

Kristin sent the holiday bonus scale that was included in the 2024-25 budget to the board. Adil Khan suggested increasing the bonus amount for longer service. Kristin sent out an updated holiday bonus scale which would be a difference of \$5K. Janice Jones moved to approve the increased bonus scale to show value for longevity. Mike Brossart seconded the motion and it passed unanimously. Brant Masters suggested we build in a higher bonus in next year's budget.

The meeting was adjourned at 6:29pm.

Respectfully submitted,

*Deborah Sulsona*

Chief Financial Officer