KID'S COMMUNITY COLLEGE® CHARTER SCHOOLS
"Dedicated to the well-being and educational success of every child."

Governing Board Meeting
Kid's Community College Riverview South Campus
10030 Mahogany Rd, Riverview, FL 33578
February 6, 2019 at 6:00 PM

Special Session
MINUTES

BOARD MEMBERS
Todd Hammond, Chair/President
Kenneth Scarborough, Vice President/Treasurer
Shirley Bhat, Secretary
Sweta Patel, Board Member
Robert Blount, III, Member

I. CALL TO ORDER / ROLL CALL

T. Hammond called meeting to order @ 6:00pm. Board members present: T. Hammond, S. Bhat, R. Blount Absent: K. Scarborough and S. Patel.

II. APPROVAL OF AGENDA

Motion to approve the agenda with adjourned and re adjourned: by S. Bhat; 2nd by R. Blount; Motion carried unanimously

III. APPROVAL OF MINUTES

a. November 15, 2018 Board Meeting

Motion to approve November 15, 2018 Minutes made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

b. January 31, 2019 Board Meeting

Motion to approve January 31, 2019 Minutes made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

IV. FINANCIAL REPORTS

a. KCC Orange Campus

Motion to approve December Financials for KCC Orange Campus made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

Draft form 990 for KCC Orange Campus was reviewed.

b. KCC South Campus

Motion to approve December Financials for KCC South Campus made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

Draft form 990 for KCC South Campus was reviewed.

c. KCC Southeast Elementary Campus
Motion to approve December Financials for KCC Southeast Elementary Campus made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

Draft form 990 for KCC Southeast Elementary Campus was reviewed.

d. KCC SE Middle Campus

Motion to approve December Financials for KCC SE Middle Campus made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

Draft form 990 for KCC SE Middle Campus was reviewed.

e. KCC Prep High Campus

Motion to approve December Financials for KCC Prep High Campus made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

Draft form 990 for KCC Prep High Campus was reviewed.

V. ACTION ITEMS

a. Approval of Out of Field Assignments - SE Elementary

<table>
<thead>
<tr>
<th>Teacher</th>
<th>Classes taught Assignment(s)</th>
<th>Assignment Start Date</th>
<th>Certification(s) held</th>
<th>Out of Field Area/Classes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cheryl Roberts</td>
<td>5th Grade</td>
<td>November 1, 2018</td>
<td>Elementary Education</td>
<td>ESOL</td>
</tr>
</tbody>
</table>

Motion to approve Out of Field Assignment for SE Elementary Campus made by R. Blount 2nd by S. Bhat; Motion carried unanimously.

b. Approval of Out of Field Assignments - Prep High

<table>
<thead>
<tr>
<th>Teacher</th>
<th>Classes taught Assignment(s)</th>
<th>Assignment Start Date</th>
<th>Certification(s) held</th>
<th>Out of Field Area/Classes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eddie Weeks</td>
<td>World History ESE Learning Strategies</td>
<td>August 16, 2017</td>
<td>Social Science</td>
<td>ESE</td>
</tr>
<tr>
<td>Derek Fort</td>
<td>English</td>
<td>August 10, 2018</td>
<td>Social Science</td>
<td>English; ESOL</td>
</tr>
<tr>
<td>Paulette Butterfield</td>
<td>HOPE</td>
<td>August 10, 2018</td>
<td>Physical Education</td>
<td>Health</td>
</tr>
</tbody>
</table>

Motion to approve Out of Field Assignment for KCC Prep High made by R. Blount 2nd by S. Bhat; Motion carried unanimously.

c. Approval of SE Elementary Parent Liaison Appointment - Brandi McFail

Motion to approve Brandi McFail as SE Elementary Parent Liaison made by R. Blount 2nd by S. Bhat; Motion carried unanimously.

d. Approval of SE Middle Parent Liaison Appointment - Jennifer Cosme
VI. FLOOR DISCUSSIONS

Golf Tournament for South Campus flyers are available.

VII. ADJOURNMENT

Meeting adjourned at 6:10pm to review February 6, 2019, special session minutes.

Meeting Reconvened @ 6:15pm

Motion to approve February 6, 2019 special session minutes made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

Motion to adjourn made by S. Bhat; 2nd by R. Blount; Motion carried unanimously. T. Hammond adjourned the meeting at 6:16pm.

DISTRICT STAFF MEMBERS

Timothy Kilpatrick (Superintendent) tkilpatrick@kidssc.org
Joy Smith-McCombick (Legal & Compliance) jmccombick@kidssc.org
Teresa Blackmon (Professional Standards and Compliance Administrator) tblackmon@kidssc.org
Patricia Alvarez (Director of School Counseling Services) palvarez@kidssc.org
Kisha Porter (Special Projects & Stakeholder Engagement) kporter@kidssc.org
Annie Mathew (Office and Human Resources Administrator) amathew@kidssc.org
Kathleen Crown (Educational Assessment and Improvement Analyst) kcrown@kidssc.org
DiMarco Burgess (Athletics Director) dburgess@kidssc.org
Jose Kuhn (Instructional Technology Coordinator) jkuhn@kidssc.org

Approved: ___________________________ Date: 2/16/19

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PUBLIC COMMENT - The Board of Directors welcomes participation in meetings. The public is welcome to comment on matters appearing on the agenda at the time they are called. The public is also welcome to comment on matters, which are not on the agenda when the President calls for "Public Input for the Good of the District." This time is provided for the public to introduce any topic within the District's jurisdiction. Because these are non-agenda matters, generally no discussion or comment by the Board should be expected except to properly refer the matter for review as appropriate, but no action will be taken at this meeting. Public Comment will be limited to five minutes per speaker. If you wish to speak, please step up to the podium at the appropriate time & begin by stating your name & address.

CONSENT ITEMS - All items are approved by a single action. There will be no separate discussion of those items unless an item is removed at the request of any Director or member of the public. Those items removed will be considered at the end of the consent agenda or placed on the action agenda for the next meeting.

CONFLICT RESOLUTION AND COMPLAINTS - The ultimate purpose of our internal complaint procedure is to encourage the healthy growth and development of Kid's Community College. Conflict is often a part of any organization and may arise in any community. An effective process for resolving conflict is therefore both consistent with the vision and mission of KCC, and an essential component of the communication model that our school has adopted. KCC recognizes that effective communication is paramount in effective conflict resolution, and therefore strongly encourages students, parents, and associates the community to review and follow our conflict resolution process, which is found here: KCC Conflict Resolution Policy.
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Governing Board Meeting
Kid's Community College Riverview South Campus
10030 Mathog Rd, Riverview, FL 33578
February 6, 2019 at 6:00 PM

Special Session
AGENDA

BOARD MEMBERS
Todd Hammond, Chair/President
Kenneth Scarborough, Vice President/Treasurer
Shirley Bhat, Secretary
Sweta Patel, Board Member
Robert Blount III, Member

thammond@kiddcc.org
kscarborough@kiddcc.org
sbhat@kiddcc.org
spatel@kiddcc.org
rblount111@kiddcc.org

I. CALL TO ORDER / ROLL CALL

II. APPROVAL OF AGENDA

III. APPROVAL OF MINUTES
   a. November 15, 2018 Board Meeting
   b. January 31, 2019 Board Meeting

IV. FINANCIAL REPORTS
   a. KCC Orange Campus
   b. KCC South Campus
   c. KCC Southeast Elementary Campus
   d. KCC SE Middle Campus
   e. KCC Prep High Campus

V. ACTION ITEMS
   a. Approval of Out of Field Assignments - SE Elementary
   b. Approval of Out of Field Assignments - Prep High
   c. Approval of SE Elementary Parent Liaison Appointment - Brandi McFall
   d. Approval of SE Middle Parent Liaison Appointment - Jennifer Cosme

VI. FLOOR DISCUSSIONS

VII. ADJOURNMENT TO REVIEW + RECONVENE

[Signature]
APPROVE 2/6/19 MINUTES.
KID'S COMMUNITY COLLEGE® CHARTER SCHOOLS
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DISTRICT STAFF MEMBERS
Timothy Kilpatrick (Superintendent) tkillpatrick@kidscce.org
Joy Smith-McCormick (Legal & Compliance) jmcormick@kidscce.org
Ternica Blackmon (Professional Standards and Compliance Administrator) tblackmon@kidscce.org
Patricia Alvarez (Director of School Counseling Services) palvarez@kidscce.org
Kisha Porter (Special Projects & Stakeholder Engagement) kporter@kidscce.org
Annis Mathew (Office and Human Resources Administrator) hr@kidscce.org
Kathleen Crown (Educational Assessment and Improvement Analyst) kcrown@kidscce.org
DiMarco Burgess (Athletics Director) dburgess@kidscce.org
Jose Kuhn (Instructional Technology Coordinator) jkuhn@kidscce.org

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PUBLIC COMMENT - The Board of Directors welcomes participation in meetings. The public is welcome to comment on matters appearing on the agenda on the day they are called. This is a public forum for the discussion of issues. The Board is also welcome to comment on matters which are not on the agenda when the President calls for Public Input. The President may call on any participant to address the Board on matters not on the agenda for which the Board has appointed. The Board is meeting to consider the matters listed on the agenda. Public Comment will be limited to five minutes per speaker. If you wish to speak, please sign up to the podium at the appropriate time and begin by stating your name and address.

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Governing Board Meeting
Kid's Community College Orange County Campus
1475 E. Silver Star Road, Ocoee, FL 34761
November 15, 2018 at 6:00 PM

MINUTES

BOARD MEMBERS
Todd Hammond, Chair/President
Kenneth Scarborough, Vice President/Treasurer
Shirley Bhat, Secretary
Sweta Patel, Board Member
Robert Blount III, Member

thammond@kidssc.org
kscarborough@kidssc.org
sbhat@kidssc.org
spatel@kidssc.org
rblount111@kidssc.org

I. CALL TO ORDER / ROLL CALL

R. Blount called meeting to order @ 610.p.m. Board members present : S. Bhat, R. Blount, K. Scarborough via phone (in person 6:27pm), T. Hammond joined @ 6:18pm

II. APPROVAL OF AGENDA

Motion to add KCC SE IB updates under other items as item “D”. Motion by S. Bhat; 2nd by R. Blount. Motion carried unanimously. Motion to approve the agenda with proposed changes by: R. Blount; 2nd by S. Bhat. Motion carried unanimously.

III. APPROVAL OF MINUTES

a. October 4, 2018 Board Meeting
   Motion to approve October 4, 2018 Minutes by S. Bhat; 2nd by R. Blount;
   Motion carried unanimously.

IV. CONSENT ITEMS

a. None

V. FINANCIAL REPORTS

a. KCC Orange Campus: Motion to approve October Financials for KCC Orange Campus by S. Bhat; 2nd by R. Blount; Motion carried unanimously.
b. KCC South Campus: Motion to approve October Financials for KCC South Campus by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

c. KCC Southeast Elementary Campus: Motion to approve October Financials for KCC Southeast IB Elementary Campus by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

d. KCC SE Middle Campus: Motion to approve October Financials for KCC SE Middle Campus by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

e. KCC Prep High Campus: Motion to approve October Financials for KCC Prep High Campus by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

VI. BOARD CHAIR REPORT

Golf tournament overview, acknowledgment of governing board spring fundraiser word of appreciation for the superintendent, campus directors, professors, staff, parents and fundraising team.

VII. SUPERINTENDENT REPORT

Word of appreciation towards KCC Orange campus for hosting the governing board meeting. Greatly appreciated the present of the Orange Campus staff during the governing board meeting. Thankful towards the entire KCC families, professors, directors, staff and governing board. Provided reminder of thanksgiving holidays.

VIII. CAMPUS DIRECTOR REPORT

a. KCC Orange Campus: Director D. Harris provided an update on enrollment, building maintenance, past events and upcoming events. Incorporation of school improvement committees, and stated that all staff position are filled.

b. KCC South Campus: Director K. Seder provided an update on enrollment, no changes in staffing, no building maintenance, sports, NWEA testing, went over past and upcoming events. County site visit Dec 13th. Great American Teach-In was a great success.

c. KCC Southeast Elementary and SE Middle Campus: Director B. Tackett provided an update on staffing, currently fully staffed, enrollment rate for both campuses, building maintenance, sports, NWEA testing, past and upcoming events, Great American Teach-In was great success. Sold 100 pairs of socks for a prosthetic leg for an individual in need in another country and earned 100 warm fuzzy socks for a local shelter. Upcoming events International Festival December 1st, School Choice Night November 26th.
d. KCC Prep High Campus: Director L. Cook provided an update on staffing, currently fully staffed that includes two staffing changes. Enrollment holds steady. Honor roll announcement. Successfully completed hurricane Micheal Drive. Provided highlights of past events. Update on sports and NWEA testing. Great American Teach-In was for the whole week, ended with a great success. Site visit December 17th.

IX. ACTION ITEMS

a. Out of Field - KCC Orange County: Motion to approve out of field for KCC Orange Campus Ms. A. Anderson made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

b. Out of Field - KCC South Campus: Motion to approve out of field for KCC South Campus due to updates as per required by the county made by R. Blount; 2nd by K. Scarborough; Motion carried unanimously.

c. Out of Field - KCC SE Campus: Motion to accept no changes on out of field for KCC SE Campus made by S. Bhat; 2nd by R. Blount; Motion carried unanimously.

d. Out of Field - KCC SE Middle Campus: Motion to accept no changes on out of field for KCC SE Middle Campus made by S. Bhat; 2nd by K. Scarborough; Motion carried unanimously.

e. Out of Field - KCC Prep High School: Motion to approve out of field for KCC Prep High School Mr. D. Fort (English/ESOL) made by S. Bhat; 2nd by K. Scarborough; Motion carried unanimously.

X. OTHER ITEMS

a. Good News/Recognition: The campus directors have decided that they will alternative their news. Director K. Seder from KCC South Campus highlighted 3rd grade science fair. South campus was able to successfully apply and receive a $2,000 grant from Mr. T. Hammond’s employer.

b. SE Middle School IB updates: As per Director B. Tackett IB updates will be a continuous agenda item. Six months extension was granted not only a request by KCC SE Middle School but also a recommendation from our IB liaison. Ms. Tackett provided a plan and dates of the process that also involves school wide training for all elementary staff. Governing Board is being invited for information session November 30th @ 10am. Official candidacy site visit was August 20th-21st. Process involves community members, students, staff, and families. On track for fully authorized IB Middle School.

XI. FLOOR DISCUSSIONS

S. Bhat thanked all the participants, and fundraising team for their support. Next fundraiser will be at Barnes and Nobles Dec 8th, 2018, 11am to 2pm.
Authors will be available to read to the students. Teachers will get 25 percent on their purchases. Flyers will be emailed to the Campus Directors to share school wide last week of November.

T. Kilpatrick shared information on Rise and Reach, 29th days of giving. We are @ 13 days of giving. KCC Culture and a link to our Culture Wall has been forwarded to our parents to view the KCC Culture Wall and all the great things that are happening at KCC everyday.

XII. ADJOURNMENT: Motion to adjournment the governing board meeting made by K. Scarborough; 2nd by S. Bhat; Motion carried unanimously. T. Hammonds adjourned the meeting at 6:46pm.

DISTRICT STAFF MEMBERS

Timothy Kilpatrick (Superintendent) tkilpatrick@kidscc.org
Joy Smith-McCormick (Legal & Compliance) jmccormick@kidscc.org
Ternice Blackmon (Director of School Counseling Services) tblackmon@kidscc.org
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Jose Kuhn (Instructional Technology Coordinator) jkuhn@kidscc.org

Approved: _____________________________ Date: 02.10.2019

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Shirley Bhat, Secretary
Sweta Patel, Board Member
Robert Blount III, Member

thammond@kidscc.org
kscarborough@kidscc.org
sbhat@kidscc.org
spatel@kidscc.org
rblount111@kidscc.org

I. CALL TO ORDER / ROLL CALL

T. Hammond called meeting to order @ 6:01pm. Board members present: T. Hammond, S. Bhat, R. Blount (via web-x) Absent: S. Patel and K. Scarborough. Due to quorum not present on site special meeting is announced for February 6, 2019, @ 6pm @ KCC South Campus in Riverview.

II. BOARD CHAIR REPORT

Word of appreciation for the superintendent, campus directors, professors, staff, and parents.

III. SUPERINTENDENT REPORT

T. Blackmon delivered superintendent report. School safety: 170k unbudgeted. Evaluation of CPA fundraising, school events and financials, it barely covers the cost of SROs. 2018/2019 we are negative in SRO funding. Issue has been identified with SRO at Orange Campus, Director D. Harris will address the issue with the officer. Reports on cash on hand for each school was presented. KCC Prep High School and Orange campus will be below budget. CSP grant is at last phase. KCC visionary had six sessions. Reports were emailed to all the board of directors. KCC is locally governed, Common theme was family culture, focuses on smaller class sizes, multiple intelligence, IB programs, Dual enrollment and NAF Track programs were some of the areas that were identified.

IV. CAMPUS DIRECTOR REPORT(S)
a. KCC South Campus: Director K. Seder stated that Florida’s governor signed an executive order that will eliminate the common core standards from Florida schools and replace them with yet to be determined Florida standards. Training will incur additional expenses. Maintenance update included, waxing of high used areas, field being re-seeded, front of the building cleaned and painted by a volunteer. A representative from the SDHC charter office visited on December 13th to review program and compliance. There were zero issues of non-compliance. Internal Audit conducted on November 9th with no findings. Next audit will be held on 2/14. PLC meeting takes place each Tuesday. Paper based testing will place except for 7th and 8th grader. They will be taking computer based testing. This year testing will be a small part of April and most of May. Middle school gifted fair was held on January 29th. Campus Parent Advisory Board is gearing up for final major fundraiser on April 6th that is 14th annual Golf Tournament. Board involvement is requested for potential sponsorship and players. KCC South is currently the only campus that is SACS-CASI (Southern Association of Colleges and Schools Council on Accreditation and School Improvement) accredited. This accreditation delivers great benefits to stakeholders and society at large. KCC South’s renewal is due in 2019-20 and current plan is to submit to SACS an application for SYSTEMS accreditation that would include all of the KCC Schools. Conference week begins next week. Enrollment is currently at 567 students of 568 seats. Staffing change includes part time ICFL associate and a new part time office associate. Mr. Kelly is back permanently on staff in Middle School social studies and he is coaching girl’s flag football and predicting a strong season. Mrs. Seder hopes that the board can acknowledge all of the staff and family volunteers that give extra to serve our students in sports. It is a big part of what makes KCC special and without them it would not be possible. Uniform Company Ibley has made significant change after several complaints last year and all campus directors are in agreement of this outstanding performance. The commission check received from uniform company was $5802.80 compared to $1819 last year. After the review of the pending documents the school will be moving forward with contract for future years.

b. KCC Prep High Campus: Director K. Seder delivered campus report on behalf of director L. Cook. KCC prep high school is fully staffed that includes two staffing changes. Enrollment has increased. Campus is actively engaging in community and marketing events to increase brand awareness and attract students and families. Upcoming fundraising includes world’s finest chocolate, video game tournament and parent’s night out, esports is gaining attention on campus, operational updates include academic improvement and school improvement plan, PERT test is scheduled in February, NWEA testing is scheduled for March, Cougar Writes is ongoing process. FSA boot camps have been scheduled and will begin in February. An outside contractor has been bought in for 7 weeks to add additional math FSA prep and practice. Guidance continues to focus on character education, social emotional well-being and mental health awareness with our high school scholars.
c. KCC Southeast Elementary and SE Middle Campus: Director B. Tackett provided an update on staffing, professor change in 2nd grade has been completed. Both campuses are currently fully staffed. The campus has a new temporary safety officer who has been briefed on campus safety policies and practices. Elementary School is at 97% enrollment and middle school is at 89% enrollment. Maintenance highlights the ongoing leaks at middle school that has been addressed with various methods and actions are taken according to all the rental agreements. CPA Book Drive brought in just over 2,000 books for K-8 students. CPA events and financials were provided by Ms. Tackett. CPA events included, skate night, holiday shoppe, i-fest. Middle School has completed several fundraisers that includes their first annual dance, slimed their teachers and jeans day. Funding collected will be utilized towards GradVenture buses. They are short $108 in reaching their goal. Upcoming event includes February board luncheon for IB Updates February 22nd. Invitations will be sent to board members. Cougar Royal Ball is scheduled for February 15th.

SouthEast Middle School IB Updates: Director B. Tackett provided IB PYP update that included staff training over three day weekend. CPA and front office staff is being recognized as a great support for keeping the staff nourished to minimize the cost during training. Great transformations is being noticed where all unit planners are in session and the school is on track for reauthorization visit in approximately 6-9 months. Date TBD.

IB MYP updates included authorization using option one that will transpire in April 2019 where option two included October 2019. Through conversations and guidance, the application for authorization will take place in April 1, 2019, six months earlier than originally predicted. This will allow both PYP and MYP for further evaluation visits for reauthorization on the same track. Science, Language Acquisition, Physical education, Design teachers category 1 needs to be certified prior to authorization visit.

d. KCC Orange Campus: Dr. Crown delivered campus report on behalf of Director D. Harris. Enrollment is at 194 and the campus is fully staffed. Improvement initiatives includes three school improvement committees that is encompassed of Hi-Tech Committee that oversees technology, A plus Committee that oversees academic improvement, and KCC connects that oversees building & enhancing school and community relationships. First Color Run fundraiser is scheduled for February 22nd, book fair and literary night is scheduled for the week of February 25th.

V. OTHER ITEMS

a. Good News/Recognition: Director K. Seder recognized KCC South East Elementary campus grades 3-5 for participating in Hillsborough County Math Bowl. 5th grade received gold. Teams will be forming for first and second grades.
VI. XI. FLOOR DISCUSSIONS

a. None

VII. XII. ADJOURNMENT: T. Hammond adjourns the meeting @ 6:31pm.

DISTRICT STAFF MEMBERS
Timothy Kilpatrick (Superintendent) tkilpatrick@kidecc.org
Joy Smith-McCormick (Legal & Compliance) jmccormick@kidecc.org
Ternica Blackmon (Professional Standards and Compliance Administrator) tblackmon@kidecc.org
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DiMarco Burgess (Athletics Director) dburgess@kidecc.org
Jose Kuhn (Instructional Technology Coordinator) jkuhn@kidecc.org

Approved: [Signature] Date: [Date]

AGENDA - The Board agenda is set by the Board and is prepared, posted and distributed at least one (1) week before the meeting. Anytime before the meeting, a parent, guardian or a member of the Board can request to add an item to the agenda by contacting either the Secretary or Board President. The final agenda is approved at the start of the Board meeting. Parents and guardians are also allowed to introduce any items during the time of Floor Discussions and Announcements. Although the Board may not consider on the items introduced at that time, they may decide to act on it in a future meeting. Anyone requesting an item placed on the Governing Board agenda must submit the item using the Agenda Item Request form at this link: https://apps.kidecc.org/new/indv/id/31601

PUBLIC COMMENT - The Board of Directors welcomes participation in meetings. The public is welcome to comment on matters appearing on the agenda at the time they are called. The public is also welcome to comment on matters which are not on the agenda when the President calls for “Public Input for the Good of the District.” This time is provided for the public to introduce any topic within the District’s jurisdiction. Because there are non-agenda matters, generally no discussion or comment by the Board should be expected except to properly refer the matter for review as appropriate, but no action will be taken at this meeting. Public Comment will be limited to five minutes per speaker. If you wish to speak, please sign up at the podium at the appropriate time & begin by stating your name & address.

CONSENT ITEMS - All items are approved by a single action. There will be no separate discussion of these items unless an item is removed at the request of any Director or member of the public. Those items removed will be considered at the end of the consent agenda or be placed on the agenda for the next meeting.

CONFLICT RESOLUTION AND COMPLAINTS - The ultimate purpose of our internal complaint procedures is to encourage the healthy growth and development of Kide’s Community College. Conflict is often a part of any organization and may arise in any community. An effective process for resolving conflict is therefore both consistent with the values and mission of KCC, and an essential component of the communications model that our school has adopted. KCC recognizes that effective communication is paramount in effective conflict resolution and therefore strongly encourages students, parents, employees and the community to review and follow our conflict resolution process, which is found here: KCC Conflict Resolution Policy.