



# Launch Year Training For schools opening August 2025

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Florida Charter School Conference November \_\_\_\_, 2024

Powered by Miami Dade College

### **The Presenters**



**Dana Vignale**Charter Support Manager
Florida Charter Institute

Teacher
School Principal
Independent School Head of School
Executive Director supporting charter schools
Director of Finance & HR for a network of charter schools
Financial analyst and budget guru for Building Hope



**Christine Mentis**Governance Program Director
Florida Charter Institute

Teacher School Principal Executive Director of network of charter schools Governance support for FCI



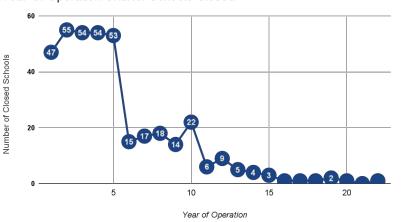




# Getting Started Florida Charter Institute

# The early years are the most difficult

Year Of Operation Charter Schools Closed



Source: State MSID Database data regarding closed public charter schools (October, 2019)

# Services for Schools

Having led charter schools ourselves, we recognize you might not have chosen this work because you love budgeting, facilities planning, or compliance. It all connects to student and school success, however, so understanding the administrative side of running a school is essential. Lean on the CSU to help you with an array of resources, services, and counsel — at no cost to your school.



#### Planning & Launching

Thoughtful planning, before and after a school receives its charter, is key to a successful opening.



#### Finance & Budget

Whether it's the annual budget or a building project, we can help you maximize your resources.



#### **Boards & Governance**

New boards need to understand their responsibilities. Veterans need to plan for the school's future.



### Compliance & Grant Administration

The CSU can help your school maximize your grant returns and ease the stress of compliance paperwork.



#### **Facilities Planning**

Our experts can help you build the budget, establish expectations, and create an action plan.



#### **School Operations**

Resources and guidance to help charter schools run smoothly and safely.

### ... disclaimers ...

- We are not attorneys
- We are not your financial advisor
- We will collect the name of your school and the type of support provided for reporting our activities



QR Code to a shared resources concerning the topic & the Website to access it

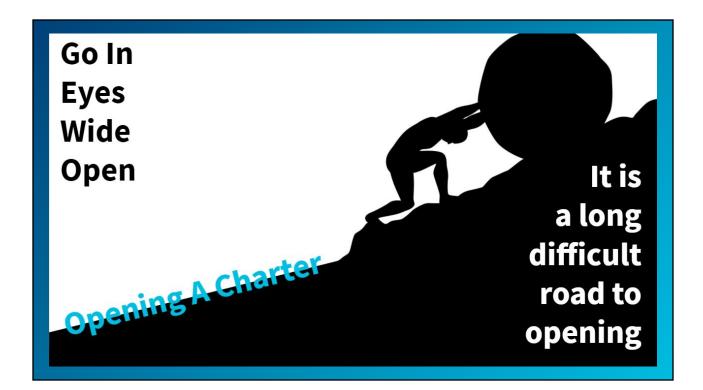
### **Slide Format**

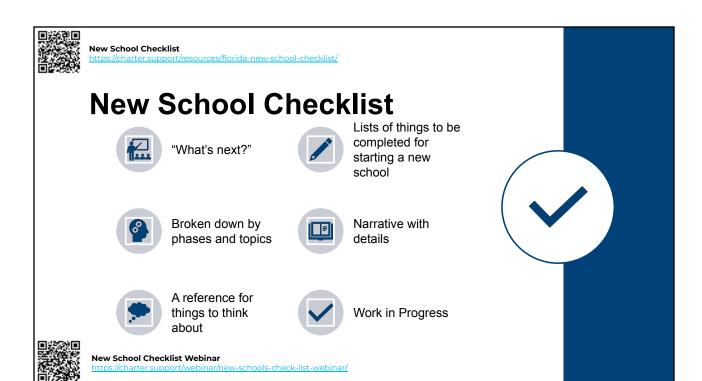
"Anything in italics will be a direct quote of a statute or law."

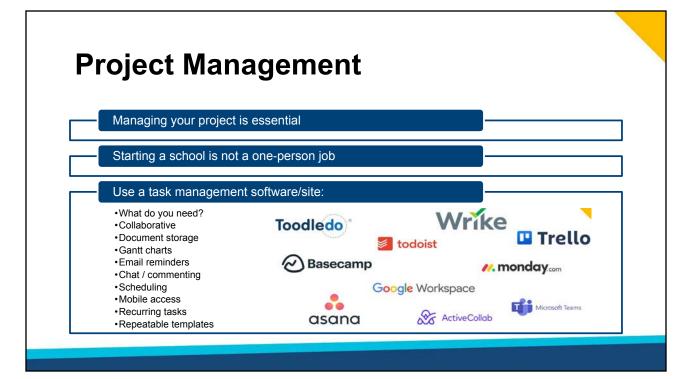
- Points of interest
- Points of interest
- RED Warning! Take Notice!



QR Code to a webinar or training concerning the topic & the Website to access it







# Governance



### **Onboarding New Board Members**

### **Onboarding Tasks**

- ☐ Resume on File
- ☐ Complete Fingerprinting/Background Check
- ☐ Complete Initial Governing Board Training (4hr)
- ☐ Provided Governing Board Manual
- ☐ Completed Conflict of Interest Form
- ☐ Completed Financial Disclosure Form

### **Governing Board Manual**

- ☐ School Overview: Mission, Vision, Strategic Plan, History
- ☐ Calendars: Board Meetings, School, Special Events
- ☐ Charter School Contract
- ☐ Complete Policy Handbook
- ☐ Board Bylaws
- ☐ Most Recent Independent Financial Audit
- ☐ Annual Budget
- ☐ Accreditation Report, School Reviews, etc.
- $\hfill \Box$  Develop a clear system for organizing and managing documents



New Governing Board Member Checklist



# **Governance Training**

- 4-hours required.
- Must be completed within 90-days of appointment
- 2-hour refresher every three years
- Separate from the New Operator Training required at least 30-days prior to opening (Typically in May)



### **Governance Development**



**CSU Annual Governance Conference**: This annual hybrid event focuses on serving the needs of Charter School Governing Board Members throughout the state of Florida.

- Identifying Schools in Early Distress
- Biggest Legal <u>Mistakes Charter Schools Make</u>
- Strategies to Support Your Facility Plan

Bond Financing: Post-Issuance Compliance & Reporting

- Creating Data Dashboards
- Crafting Policies that Prevent the Worst
- Developing a Powerhouse IT Strategy
- Effective Governing Board Meetings
- Setting Up Financial Systems for Success

- Ethical Considerations for Governing Boards & School Leadership
- Evaluating a Principal or ED
- Governing Boards & Compliance
- How Can the Board Ensure the School is Following ESE Requirements
- Increasing Community Presence
- Legislative Updates
- Risk Management & Insurance
- Secrets of Strategic Planning Every Board Member Should Know
- Understanding the Role of the Board with Authorizers & Accountability



**Governance Conference 2024 Presentations** 

https://ficharterinstitute.org/2024/09/14/2024govco

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# Is It Sunny Yet?

The intention of the sunshine requirement is to "provide a right of access to the decision making process of Boards"

- Government in the Sunshine
- Once your contract is signed
- Meetings must be posted
- Communication must be in the sunshine



Governance in the Sunshine Webinar

https://charter.support/webinar/government-in-the-sunshine-part-1/

### Basic Things To Remember

- All official acts must be taken at a public meeting
- No two board members may discuss anything that could potentially come before the Board outside of a public meeting
- Unilateral communication is okay, discussion is not
- Advisory committees are also subject to the sunshine laws
- Cannot use liaisons to circumvent the requirements
- Executive Shade recommend to only use when attorney tells you to do so





### What Is Quorum?

- Minimum number of people required to make decisions
- Not defined in statute
- Usually defined in ByLaws
- CSP requirements are more than 50%
- Government in the Sunshine manual says quorum must be present in person unless the meeting is following CMT regulations



# **Communication Media Technology**

- •... Members of the governing board may attend in person or by means of communications media technology used in accordance with rules adopted by the Administration Commission under s. 120.54(5).
  - Must provide a physical "access point"
  - If technical issues prevent communication, meeting must stop
  - Notice must include:
    - Address of all access points (which are open to public?)
    - · Contact info for additional information
    - · Contact info for sharing written evidence





•"includes all documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other materials, regardless of physical form, characteristics or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency."

- · Must be made available if requested
- Personnel records are public (although some exceptions do exist)
- Board member emails about school issues are public
- Be sure to post on your site who the custodian is
- Develop clear policy on who and how record requests will be handled



Develop an annual board schedule with topics relevant to that time of the year



Develop a process for sending materials to members



Develop a regular template for board minutes



Set timelines and try to stick to them



Sample Annual Board Meeting Schedule

https://charter.support/document/general-annual-board-schedule/

# **Agenda**

#### **Opening Session**

· Roll Call, Agendas, etc.

#### Reports

· Just to ask guestions from written reports

#### **Consent Agenda**

- · Approved with the agenda
- · Items can be "pulled" by Board members
- · No discussion except on "pulled" items

#### **Board Discussion / Action**

- · Sometimes broken into Old / New Business
- · This is where most of the Board's time should
- · Recommended to have Strategic Planning item at every meeting



Sample Board Meeting Agenda



#### Called to order at 12:11 pm

#### Roll Call:

- Board Members Present: Miguel Briceno, Julio N
- Board Members Participating Electronically: Ja
- Non-Board Members: Curtis Fuller, Richard Mor Gustavo Rosas

B. Agenda - Approval of Agenda

Moved to approve the agenda - moved by Mr. Cesepe Approved unanimously.

Reports
A. School Progress Report

See attached

B. Financial Report Explained that Build 5 Hope has not yet started manag report is available.

III. Consent Agenda

### This is just a sample, not a required format

### **Directly From Agenda**

Small gray text is what was on the agenda

### Larger Bold Text are motions and actions taken

I encourage having the motions in writing if they are complicated, so that the language is clear.

Larger unbolded text summarizes conversations

Be sure to attach relevant and supporting documents if they are needed to explain discussion.

# The Business of School



### You Are A Business!

What guides your governance and operations?

- **Charter Contract**
- Applicable Statutes
- Corporate Documents
  Tax Statuses

What business practices do you need to establish?
• Policies & Procedures Manual

- - Board
  - Employment Business

  - HR management
  - Student/Parent Handbook
  - Records Retention



# The Charter Contract

- An essential document directing your operation
- Extremely important you understand the contract
- "Negotiations" are complicated.



Know Your Charter Contract Webinar charter.support/webinar/know-your-charter-contract





charter.support/reference/attorney-contacts/

### **Charter Contract Recommendations**

- Carefully read and understand everything before agreeing
- Contract will restate statute, and further restrict operations
- \$ Attorney expensive but worth it
- Remember you will live with the terms for the next 5 years

### **Understanding Statutes**



### Florida Statutes

http://www.leg.state.fl.us/Statutes/



### **Charter Support Unit Legal Handbook**

https://charter.support/resources/florida-charter-school-legal-handbook/



### **Government in the Sunshine manual**

http://www.mvfloridalegal.com/sun.nsf/sunmanual



### **DOE School Choice Charter Schools Office**

http://www.fldoe.org/schools/school-choice/charter-schools/

### **Corporate Documents**

- Articles of Incorporation (Establishes the organization)
- ByLaws (Defines (in broad strokes) the way the Board operates)
- Policies (The Board's directions to staff members & others)
- Charter Contract (Your agreement / obligations to the district)
- Annual Budget (The Board's directions on how money is to be spent)





# Tax Exempt Status

Three Unique Statuses:

- Not For Profit Corporation
- Sales Tax Exemption
- 501(c)(3) Public Charity



FL Department of Revenue Website http://dor.myflorida.com/Pages/forms\_index.

# Florida Sales Tax Exemption



Can be completed as soon as you have a charter contract





Florida Dept of Revenue Form: DR-5

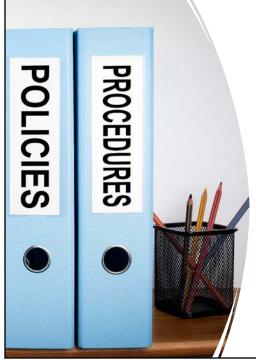


<u>https://floridarevenue.com/Forms\_library/c</u> urrent/dr5.pdf

# 501(c)(3) Application

- IRS Form 1023 Filed electronically - <a href="https://www.pay.gov/public/form/start/704">https://www.pay.gov/public/form/start/704</a> <a href="509645">509645</a>
- <u>Recommend</u> using the Charter School Guide Sheet
- Biggest holdup: Management Companies
- Be prepared with: Articles of Incorporation, Amendments to Articles, ByLaws, Nondiscrimination Policy, Budget, Charter Application / Contract, Board member resumes, Procurement Policy, Segregation of Duties Policy
- Fee: \$850
- Waiting Period: 180 days





# Policies & Procedures Manual

- Policies: The Board's direction to staff on operations
- Having a 'policy' protects the school and staff, especially from helicopter parents
- Organize a structure to keep any/all policies approved



Complete Sample Policy Manual https://charter.support/document/policy-manual/

### **Initial Policies to Consider**

### General

- Non Discrimination
- Anti-harassment
- Volunteer

### Board

- Public Comments
- Establishing Agendas
- Conflict of Interest

### Employment

- Compensation
- Evaluations
- Holidays
- Discipline
- Conduct Expectations

### Student

- Attendance
- Behavior
- Dress Code
- Grades/Homework
- Acceptable Use

### Business

- Purchasing
- Handling Cash
- Retention
- Capital Policy
- Audits

# Electronic Documents & Storage

- · Think about process and tools
- Email, Document Sharing, Collaboration
- · Google, Microsoft, Others?
- Be sure you investigate archival systems
- · Other Tools:
  - Dropbox, Evernote, Boomerang, Monday.com,Others?

Records retention webinar and doc



# Accounting & Finance



# Financial Reporting & Monitoring

- · New schools must report monthly
- Monthly reports start when contract is approved
- · State requires that all schools use the state
- Your contract may require additional formats
- The required format is not helpful for operations
- Try to automate the process for creating reports

SETTING UP FINANCIAL SYSTEMS FOR SUCCESS

https://flcharterinstitute.org/session/setting-up-financial-systems-for-success/





### **Financial Policies and Procedures**

- Segregation of Duties
- Checks and Balances/Internal Controls
- Banking Policies
- Accounting Processes
- Proper Coding of Revenues and Expenditures
- Purchasing and Procurement
- Payables and Receivable Processes
- Inventory
- Payroll Processes
- Auditor Selection Process
- Prepare and close Financial Reports
- Maintaining Fixed Asset Schedules







### **Record Keeping**

- Financial Mismanagement is the #1 cause of school closures!
- Starts the moment you receive your charter
- · Keep detailed records: Digital or paper?
- Spreadsheet might suffice now
- Start Understanding Redbook Basics: FUND-FUNCTION-OBJECT
- Establish a Chart of Accounts that will be used in your leger AND your budget.

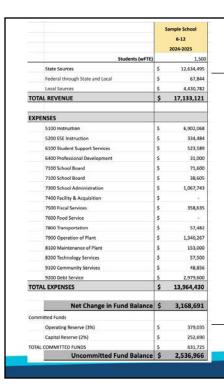
Business manager boot camp

### **Budgeting Best Practices**

- School site leadership should be involved in this process, too.
- Be based on actual enrollment projections
- Created in Spring for the upcoming school year

- Utilize a format that is easy for all to understand and monitor
- Amend during the course of the year to reallocate resources to best serve students
- Balance against at least a 5% reserve





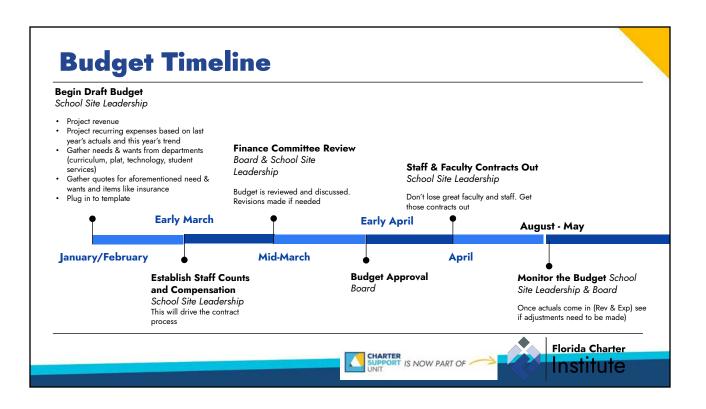
### **Sample Budget Template**

Utilize a format that is easy for all to understand and monitor.

Utilize a working template to prepare a variety of scenarios.

Sample Budget Template







### **Revenue Sources**

### Federal

### State

### Local



-Title I -Title II

-IDEA? -ESSER (sunsets 9/30/24)



-FEFP (Actual not hope!)
-Capital Outlay - State
-Transportation
-Advanced Academics
(IB, AP, AICE)
-School Lunch



-Capital Outlay -LCI - Millage

-Sale Tax -Referendum

-After School Program/Summer Camp/Private PK



Florida Charter

## Classifying Expenses



**Document: CSU Chart of Account** 

https://charter.support/resources/chart-of-accounts/



Document: FLDOE Red Book
https://www.fldoe.org/core/fileparse.php/7507/urlt/R

Type of Purchase	Fund	Function	Object
Classroom supplies (i.e. crayons, paper, glue) for a general education classroom.	100	5100	510
	General	Basic	Supplies
	Fund	Instruction	
Janitorial supplies (i.e. mop, Lysol, toilet paper and soap for bathrooms).	100	7900	510
	General	Operation	Supplies
	Fund	Of Plant	
Exterminator service charge	100	7900	390
	General	Operation	Non-Prof
	Fund	Of Plant	Services
Paying registration fee for a teacher to attend a conference	100	6400	730
	General	Staff	Dues and
	Fund	Training	Fees
Materials for the ESE Classroom (such as manipulatives, therapy putty, etc.)	100	5200	510
	General	Exceptional	Supplies
	Fund	Education	
Substitute Teacher to cover for a teacher out sick (part time sub)	100	5100	750
	General	Basic	Other
	Fund	Instruction	Personnel
Substitute Teacher to cover for a teacher attending a conference (part time Sub)	100	6400	750
	General	Staff	Other
	Fund	Training	Personnel
Purchasing Pizza for a class as a result of reaching a fund raising goal	791	5100	510
	Internal	Basic	Supplies
	Fund	Instruction	
Computers as part of a federal planning grant	420	6400	643
	Fed	Instructional	Cap. Comp.
	Program	Tech	Hardware

# Marketing & Messaging





# Marketing Tips and Tricks

- What is your message/brand?
- Develop talking points/elevator pitch (30s, 60s, 3-5min)
- What makes your school unique?
- Why will parents choose your school over others?



Webinar: If We Build It, They Will Come – Or Will They? charter.support/webinar/charter-school-marketing-101/





Sample Style Guide

# Get The Message Out



**Developing your Brand** 



Consider: Colors, Fonts, Designs



Being consistent increases professionalism and recognition

Decide how you want to message:



Word of mouth, website, Social Media Paid ads, Open Houses

### Website Requirements

Use it as a tool for communication & compliance



- School's grade and academic performance
- Names of governing board members
- Programs at the school
- Any management companies, service providers, or education management corporations associated with the school
- School's annual budget
- Annual independent fiscal audit
- Minutes on a quarterly basis of governing board meetings
- Parent liaison name and contact must be posted prominently on the charter school's website
- Fortify FL
- Grade Level Capacity updated every 12 weeks
- Seat Availability updated every 12 weeks
- Out-of-Field teachers listed within 30 days before the beginning of each semester
- Online educational service PII Information. This notice must include a link to the online educational service's terms of service and privacy policy, if publicly available.
- Special Magistrate Process\*
- Custodian of public records is for the school and how to contact that person \*\*

#### Website Requirement Checklist

https://charter.support/document/charter-school-website-checklist/

# Website Tips

- Make a good first impression
- Ease of Management versus Cost
- Decide on the purpose
- · Be sure design matches purpose
- Use your branding
- · Keep it current
- Accessibility



Webinar: Effective Website Design
https://charter.support/webinar/web\_design/



# **Student Enrollment**



# When are Families Looking?

- When does your district have open enrollment?
- When are families "shopping"?
- Be sure you're visible during those times
- January is a statistically high time to push for enrollment
- Track your applications on a weekly basis with your marketing efforts



### Develop an **Enrollment Timeline**

- Develop timelines for when marketing will start. lotteries held & parents notified
- Florida Statute 1002.33(10)(b):
  - The charter school shall enroll an eligible student who submits a timely application, unless the number of applications exceeds the capacity of a program, class, grade level, or building. In such case, all applicants shall have an equal chance of being admitted through a random selection process.

### **Sample Enrollment Timeline**

- Jan. 1 Registration Packet Available
- Apr. 1 Applications due for Lottery #1
- Apr. 3 Lottery #1 Conducted
- Apr. 8 Parents notified of lottery results
- May 13 Applications due for Lottery #2
- May 15 Lottery #2 Conducted
- May 20 Parents notified of lottery results
- June 10 Family enrollment packets available





### Student Enrollment **Considerations**

- **Develop Processes**
- How will you accept applications?
- How will you run the lottery?
- How will you notify parents?
- How will you track students?
- How will you monitor your enrollment?



**Enrollment Tracker** 

https://charter.support/document/enrollment-tracker/

### Maintain Relationships

- You're asking families to put a lot of trust in you
- Maintain communication
- Keep families engaged
- Use Social Media



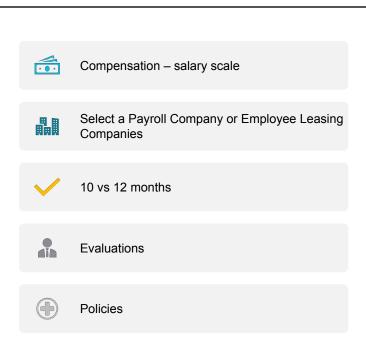
Webinar: Strategic Family Engagement Tools to Boost Student Recruitment and Retention <a href="https://charter.support/webinar/family\_engagement/">https://charter.support/webinar/family\_engagement/</a>



# **Administration & HR**



# HR Policies & Procedures



# Finding Your School Leader

- Your School Leader can make or break you!
- Ensure their beliefs align with your mission and vision
- · Are they self-motivated
- Do they believe that all students can achieve
- · Are they experienced?
- · Check their references
- · Interview multiple times



Presentation: Finding the Right School Leader https://vimeo.com/864072152?share=copy



# **Planning Your Hiring**



Start early – April/May



Hire with your mission in mind



Do not overhire



If possible, meet in July to "bond"



Remember you will need subs too!

### **Hiring Teachers & Staff**

### **Develop Accurate Projections**

- Be sure you know how many teachers you need
- Possibly wait to offer the position until enrollment supports
- Completely understand your budget prior to hiring
- Develop a competitive compensation package (salary, benefits, retirement, etc.)



### **Hiring Teachers & Staff**

### **Develop a Hiring Process**

- · Where to post
- · Tiered approach to screening and interviewing
- · Developing questions and a rubric
- · Understand certification requirements
- · Present Offer Letter and Contract
- Understand FLDOE Hiring Practices
  - · Conduct Level 2 background Screening
  - · Conduct Employment History Checks
  - Screen Candidates Using FLDOE's 3 Screening Tools
    - The Teacher Certification Database (BEC-PASS)
    - Professional Practices' Database of Disciplinary Actions Against Educators
    - . The Disqualification List



### **Hiring Teachers & Staff**

### **Develop an Onboarding Process**

- · Collect payroll documents and develop employee file
- · Websites for employment and benefit information
- Orientation for new employees
  - Overview of handbook
  - · Tour of facility
  - Introductions to key staff
  - · Trainings for online systems
  - · Trainings for processes and procedures



### **Evaluations**

- School Leadership
- Instructional Staff

**Succession Planning Guide for Charter Schools** 

htps://charter.support/document/succession-planning-guide/

# **Succession Planning**

- · Administrator turnover is common in the first few years of a charter school
- Be prepared for how you will handle a turnover
  - Groom new leaders
  - Ensure you have a comprehensive policy
  - Ensure all tasks can be completed by more than one employee

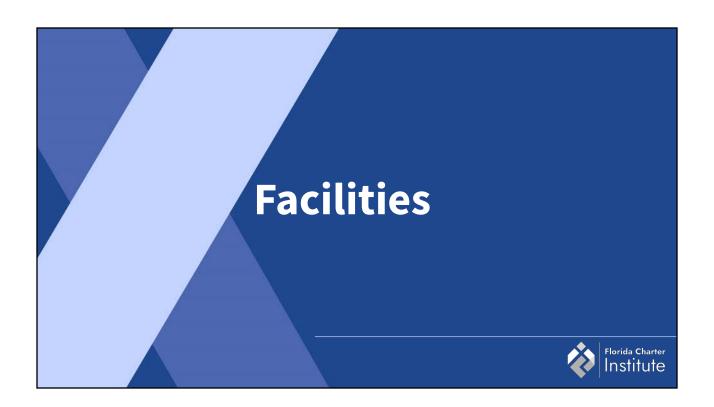
    Checklist for when an employee leaves

  - Process in place if you need to hire a new administrator





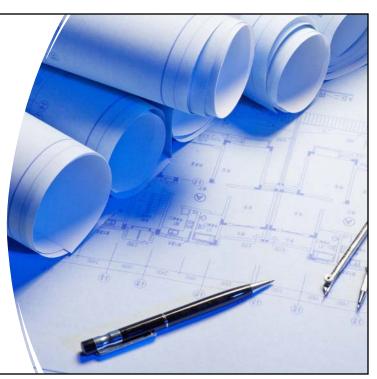
Succession Planning Guide for Charter Schools https://charter.support/document/succession-planning-guide/





# Realistic Expectations

- Most charters are not able to open in their permanent location
- What do you need now?
- Have a goal for future needs
- Renting versus buying





# Starting Your Search

- You're already running late
- Determine your target neighborhood
- Build your team (realtor, ESP, etc.)
- Determine your requirements
- Classrooms, size, price, etc.



# Mistakes To Avoid

- Wrong People & Order
- Wrong Sizing
- Flawed Thinking
- Expectation Errors
- Occupancy Assumptions
- Control Assumptions
- Attorney Engagement
- No Backup Plan
- No Reference Checks
- Wrong Questions
- Denial Presumed Malice



Webinar: 12 Facilities Planning Mistakes... That You Won't Make http://csu.li/4

# **Pricing**



Look for & beware of escalations



Cost Factors Year 1-5



Target: \$1,000 per student(ish)



### **Facilities Funding**

- Nothing specifically for new school facilities
- Capital Outlay does not start until year 3
  - O Criteria:
    - Been in operation for 2 or more years\*
    - · Clean annual audit
    - Satisfactory student achievement
    - Receive sponsor approval
    - · Serve students in non-district facilities
  - Estimated at approximately \$580 per student





### **FLDOE Capital Outlay Website**

https://www.fldoe.org/schools/school-choice/charter-schools/business-finance-accounting/capital-outlay-funding.stml

# **Financing**

- Turn-key lease
- Sources of financing
- Current versus Future Needs





Webinar: Finding and Planning for Facilities

charter.support/webinar/finding-and-planning-for-

# Additional Training & Resources



