



Seaside School, Inc

December Student Excellence Committee Meeting

Published on December 12, 2023 at 9:21 AM CST

Date and Time

Wednesday December 13, 2023 at 4:00 PM CST

Location

Seaside Neighborhood School, Upstairs- 3rd Building
10 Smolian Circle
Santa Rosa Beach, FL 32459

Zoom Link: <https://scholastic.zoom.us/j/94264501160?pwd=QTlrRElreUtNcFRxUnhOOG5UNG9jZz09>

Password: SNS

Founded in 1996

Serving Students in Grades 5 - 12

We seek to sustain an educational community where an emphasis on academic excellence is complemented by our concern for each learner's personal growth and intellectual, aesthetic, and psychological development. The curriculum is developmentally responsive – actively engaging students in learning skills in context, integrative – directing students to connect learning to daily lives, and exploratory – enabling students to discover their abilities, interests, learning styles, and ways that they can make contributions to society.

Information on procedures for public comment can be found at

<https://www.seasideschools.net/domain/35>.

If anyone needs special assistance to participate in the public input session, every effort will be made to provide an appropriate accommodation. When requesting accommodations for public input, please allow no less than 1 business day notice prior to the scheduled meeting.

Specific issues about a particular student should only be addressed to the school’s Director of Student Services, rather than the Board of Directors.

All public comments will be taken under advisement by the Board, but will not elicit a written or spoken response. The names of persons providing public comment and a brief summary of topics or input will be included in the meeting minutes published. A response will be provided to the stakeholder within seven (7) days.

Agenda

	Purpose	Presenter	Time
I. Opening Items			4:00 PM
A. Record Attendance		Jenna O’Donoghue	1 m
B. Call the Meeting to Order		Jenna O’Donoghue	
II. Student Excellence			4:01 PM
A. 3rd SE Goal	Discuss	Jenna O’Donoghue	5 m
"Develop and nurture strategic partnerships with families and community members to improve the capacity and diversity of the mentoring program, internship opportunities, and keynote speakers."			
-Survey creation to identify needs.			
B. Silent Auction	Discuss		5 m
-Items			
-Events			
C. Staff and Employee Benefits	Discuss	Jenna O’Donoghue	5 m
-Review current benefits and discuss possible additions that could be made.			
III. School Requirements			4:16 PM
A. Seaside School K-20 Technical Academy Advisory Committee	FYI	Kim Mixson	5 m

	Purpose	Presenter	Time
B. Seacoast Graduation Paths	FYI	Thomas Miller	5 m

The attached live link contains current and future graduation paths for Seacoast Collegiate Highschool. The documents are also attached to our agenda but will not reflect any changes made after 12/6/2023. [Graduation Paths](#)

IV. Other Business

V. Closing Items

A. Adjourn Meeting	Vote	Jenna O'Donoghue	
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Coversheet

Staff and Employee Benefits

Section:	II. Student Excellence
Item:	C. Staff and Employee Benefits
Purpose:	Discuss
Submitted by:	
Related Material:	Employee Benefit Ideas.docx Staff Benefits Summary.docx

SEASIDE SCHOOLS COMPENSATION BRAINSTORM:

1. National Board Certification support and incentive programs - wouldn't it be awesome to be the only school in the state (country?) to have a 100% nationally board certified staff?
2. Referral Bonus - refer someone, we hire them, the staff member gets money.
3. Longevity Bonus - Okaloosa gives \$264 per month (\$3168 annually) to staff with 18+ years in Okaloosa
4. Sabbatical Program - What about every 5? 7? years teachers can apply to take a sabbatical. A year off unpaid but with their job secured for the following year.
5. Professional Memberships - each teacher gets a professional membership.
6. Can we simplify our pay scale - all teachers get a standard increase each year. For example - each step is worth +\$2000 or whatever increment we decide on.
7. Bonus - such a hot topic! Let's give them but attach them to a school data point! Maybe a family satisfaction survey? Something like
 - a. if 80% of our families are very satisfied with their experience staff get a bonus
 - b. if our 5th and 9th grade applications are 200% of our available seats staff gets a bonus
 - c. maybe it is a goal the staff collectively agrees on?
8. First time Walton County homebuyer credit? Free title, realtor, and home inspection services?
9. Teachers and their families eat free - each month a teacher and their family can go out to dinner at a local restaurant or free.
10. Unlimited teacher budgets for instructional materials
11. NO DUTY - EVER
12. Teacher apprentice program - Aspiring teachers work as TA's in classrooms.
13. Summer travel opportunities - group travel planned for teachers and their families at a discounted rate.
14. Teacher of the Year Program with fancy gala at the end
15. Staff Children College Scholarship Fund - if you are a teacher's child and you graduate from SCHS you get money!!!
16. Private beach access? A staff only beach access?
17. 2 Free tickets to all Foundation Events
18. Family Benefits package - premiums paid for all staff members' family.
19. Pizza Friday
20. Car Detailing once a year
21. Restaurant Discount Card

OTHER - look at how awesome this benefits page is:

<https://mygreendotbenefits.com/tennessee/>

Kim's Brainstorm -

1. Carwash membership
2. Health Savings Accounts
3. Credit Union - information and access
4. Financial planning/will/trust
5. Child care assistance
6. gym/pool memberships or special access
7. Paid summer institute/PD working on a special project for the school
8. Travel incentives/theme park discounts
9. Stock the snack pantry
10. Paid planning day
11. Staff Awards and recognition/holiday party
12. Up to date technology for the classroom
13. Clothing discounts
14. Car purchasing support and discounts
15. Teacher pitch night - a day/night for teachers to propose ideas to the board-admin that they would like to work on and get paid for
16. Amazon Wishlist surprise
17. Teacher escape - team of teachers escape for the day and go to an escape room to work together and go to lunch
18. Fun scavenger hunt with prizes
19. Culinary workshops - teacher teachers how to make something new for their loved ones
20. Concert/sporting event tickets discounts
21. Movie tickets
22. Streaming subscription - Netflix/Disney+/ESPN
23. Building Community through shared experiences

So far this year we added:

- Andy Jordan has volunteered to provide complimentary financial advisor services
- Paid short term disability
- Based on the salary scale...we are still higher than Walton in 25 of 30 years



Seaside Schools, INC. Total Employee Compensation Overview

Salary Scale

It is the goal of The Seaside School to compensate its employees at the highest levels. The current salary scale for The Seaside School employees is between 3% and 13% higher than surrounding districts at most experience levels. We aim to review the scale every two years to ensure we stay ahead of adjustments made in the state scale and support our employees through the rising costs of living.

Health Insurance

Coverage

Health insurance is provided through Florida Blue. Eligible participants choose between the Blue Options Co-Payment Plan, or the Blue Choice Preferred Provider Option (PPO).

Rates

Seaside pays 100% of the monthly insurance premium for the employee only. The average cost of the employee coverage this year is over \$10,500 per year.

Dental Coverage Seaside offers a voluntary dental insurance plan paid for by the participant.

Vision Coverage Your vision health is an important part of complete wellness. Seaside offers a voluntary vision plan paid for by the participant.

Life Insurance Seaside provides, at no cost to the participant, a term life / accidental death and dismemberment insurance policy for each eligible, regular status employee that is double the employees current pay (not to exceed \$100,000).

Florida Retirement System

Seaside provides a retirement benefit by partnering with you in paying contributions, based on a percentage of your gross monthly salary, to the Division of Florida Retirement System (FRS). You initially may choose to participate in the FRS *Pension* or *Investment Plan*.



Payroll Program (403B)

This is for additional retirement benefits that Seaside Schools Inc matches 3% through Capital Group/American Funds. Our current Edwards Jones is the agent that handles these benefits. James Roberson james.roberson@edwardjones.com, 850-622-1009

Paid Time Off An employee begins earning Paid Time Off on his or her date of hire and earns leave at 1.0 days earned per month contracted.

12 month employees earn 1.0 vacation days per year. This amount increases based on their years of service at Seaside.

Years of Continuous Service To the School	Accrual Per Month	Maximum Annual Accrual
Zero (0) to Four (4) Years of continuous service to the school	One (1) day per month during contract year	Upd to twelve (12) days (90 hours) per contact year
Five (5) to Nine (9) years of continuous service to the school	One and one-fourth (1.25) day per month during contract year	Up to fifteen (15) days (112.5 hours) per contract year
Ten (10) years or more of continuous service to the school	One and one-half (1.5) day per month during contract year	Up to eighteen (18) days, (135 hours) per contract year

PTO Reimbursement: All employees will have the ability to be paid for up to five (5) days (37.5 hours) of accrued but unused sick leave at the end of each contract year (\$125 per day).

Work Day and Annual Calendar: The contracted time for a Seaside Employee is 7.5 hours a day and 190 days per year.

Paid Education Reimbursement: The Seaside School, Inc. supports teachers continuing to grow in the field of education. Any teacher wishing to continue their education is encouraged to do so. The Continuing Education Policy is being put into place to support those teachers wishing to pursue higher degrees and/or additional certifications/endorsements in the field of education.



1. Notify their administrator of their desire to pursue an advanced degree or additional certification/endorsement area to your teaching certificate in writing.
2. Get approval before beginning class.
3. Submit final grade to administrator for reimbursement.

The Seaside School, Inc. will reimburse teachers who take previously approved courses up to \$125 per credit hour upon receiving official documentation of passing the course with a "8" or higher up to 3 credit hours.

One course, per semester/summer will be eligible for reimbursement. Only coursework that is required for the advanced degree or additional certification/endorsement that has been previously will be eligible for reimbursement.

Short Term Disability (Employer Paid): This is fully paid by the employer to provide up to 60% weekly earnings for up to 12 weeks. Employees must have served 12 months at The Seaside School to be eligible.

Employee Assistance Program: This is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.

Working at Seaside School Intangible Benefits:

- Staff Salaries are the highest in the area and begin at the Effective Teacher Scale
- Small School Community Size (Core average class size 18:1 and adult to student ratio 12:1)
- A School Counselor to student ratio of less than 150:1
- Competitive Benefits
- Academic focused
- Supportive and dedicated leadership and staff
- Family atmosphere

Coversheet

Seaside School K-20 Technical Academy Advisory Committee

Section: III. School Requirements
Item: A. Seaside School K-20 Technical Academy Advisory Committee
Purpose: FYI
Submitted by:
Related Material:
Agenda December 13, 2023.docx.pdf
Copy of 2022-2023 Seaside School K-20 Advisory Committee Handbook.docx.pdf
CAPE IT Academy Frequently asked questions (2).pdf

Agenda

Seaside Schools K-20 Technology Academy Advisory Committee

DATE: December 13, 2023

LOCATION: Seaside School, Inc.

- Introduce committee members and guest
- Select a member to record the minutes
- CAPE Academy Frequently Asked Questions
- Review K-20 Technology Academy Advisory Committee Handbook
- 2022-2023 Report
 - What kind of certifications were taught?
 - Number of certifications earned.
- 2023-2024 School Year
 - Middle School
 - Microsoft Certifications
 - Google Certifications
 - Safe Serve
 - High School
 - Entrepreneurship Certification
 - Quickbooks
- What is next?
 - Digital Design?
- Questions /Comments / Other Discussion



2023-2024 Seaside School K-20 Technical Academy Advisory Committee Handbook

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2023-2024 Seaside School K-20 Technical Academy Advisory Committee Handbook

Mission Statement

We seek to sustain an educational community where an emphasis on academic excellence is complemented by our concern for each learner's personal growth and intellectual, aesthetic, and psychological development. The curriculum is developmentally responsive – actively engaging students in learning skills in context, integrative – directing students to connect learning to daily lives, and exploratory – enabling students to discover their abilities, interests, learning styles, and ways that they can make contributions to society.

Purpose

The purpose of the K-20 Technical Academy Advisory Committee is to make recommendations to school personnel in order to create a viable Career and Technical Education (CTE) program. The advisory committee will play an important role in ensuring that the goals of the academy aligns with local business and industry needs. The program advisory committee will assist the career and technical program in the following ways:

- Assist the school in developing long-range goals and plans that align with local business needs.
- Make recommendations to revise, add or delete CTE programs in order to meet the needs of the community.
- Evaluate program and industry certification goals and objectives.
- Evaluate technology equipment and software to determine if it is similar to that used in the field.
- Notify instructors of potential job opportunities.

Meeting Times and Location

Seaside Schools K-12 Technical Academy Advisory Committee will meet a minimum of two times per year at Seaside Neighborhood School or Seacoast Collegiate High School.



2023-2024 Seaside School K-20 Technical Academy
Advisory Committee Handbook

Committee Members

Administers: Dr. Tom Miller, Mrs. Kim Mixson, Mr. Drew Ward

Instructors: Sharon Martin, Chris Ward, Joy Robbins, Nick Volpe

Community Members: Jenna O'Donoghue

This committee is a part of the Academic Excellence Committee of the Seaside School, Inc. and includes their committee members.



2023-2024 Seaside School K-20 Technical Academy
Advisory Committee Handbook

Program Description

Program Title: Culinary Arts

Program Type: Career Preparatory

Career Cluster: Hospitality & Tourism

Purpose

This program offers a sequence of courses that provides coherent and rigorous content aligned with challenging academic standards and relevant technical knowledge and skills needed to prepare for further education and careers in the Hospitality & Tourism career cluster; provides technical skill proficiency, and includes competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical skills, and occupation-specific skills, and knowledge of all aspects of the Hospitality & Tourism career cluster.

Program Structure

This program is a planned sequence of instruction consisting of four credits. The fourth course in the program comprises three (3) tracks and is intended to provide flexibility for students in the last year of the Culinary Arts program.

Track 1 comprises Standards 20 - 27 and is a one credit course focused on Culinary and Hospitality Management skills.

Track 2 comprises Standards 28 - 38 and is a one credit course focused on Advanced Baking Techniques.

Track 3 comprises Standards 39 - 45 and is a one credit course focused on Gastronomy and Garde Manger skills.

To complete the program, students must complete either Track 1 or Track 2 or Track 3.

To teach the course(s) listed below, instructors must hold at least one of the teacher certifications indicated for that course.

The following table illustrates the secondary program structure:

Course Number	Course Title		Length	SOC Code	Level	Graduation Requirement
8800510	Culinary Arts 1	FAM CON SCI CULINARY 7 G	1 credit	35-2 021	2	
8800520	Culinary Arts 2		1 credit	35-3 021	2	PA
8800530	Culinary Arts 3		1 credit	35-2 014	3	PA



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Advisory Committee Handbook

8800540	Culinary Arts 4 (Track 1)					
or						
8800550	Culinary Arts 4 (Track 2)		1 credit	11-9051	3	
or						
8800560	Culinary Arts 4 (Track 3)					

Certifications

Servsafe – Certified Food Protection Manager

Microsoft – Digital Tools for MS Word, MS Excel, MS PowerPoint

Google – Digital Tools for Docs and Slides

Entrepreneurship Certification

Quickbooks Certification

CAPE Academy

Frequently Asked Questions

1. *WHAT IS THE CAPE ACT?*

In 2007, the Florida Legislature passed the Career and Professional Education Act. The purpose of the act was to provide a statewide *planning partnership* between the business and education communities in order to attract, expand, and retain targeted, high-value industry and to sustain a strong, knowledge-based economy.

2. *What are the objectives of the CAPE Act?*

- a. To improve middle and high school academic performance by providing rigorous and relevant curriculum opportunities;
- b. To provide rigorous and relevant career-themed courses that articulate to postsecondary-level coursework and lead to industry certification;
- c. To support local and regional economic development;
- d. To respond to Florida's critical workforce needs; and
- e. To provide state residents with access to high-wage and high-demand careers.

3. *What is a CAPE Academy?*

A "Career and Profession Academy" is a research based program that integrates an academic curriculum with specific industry workforce needs.

4. *What is the name of Seaside School's CAPE Academy?*

Seaside School K-20 Technical Academy

5. *What is the primary purpose of the CAPE Academy Advisory Committee?*

The purpose of the K-20 Technical Academy Advisory Committee is to make recommendation to school personnel in order to create a viable Career and Technical Education (CTE) program. The advisory committee will play an important role in ensuring that the goals of the academy aligns with local business and industry needs.

6. *What is an industry certification?*

An industry certification is a designation earned by a person to assure qualification to perform a job or task. The proof comes in the form of a certificate earned by passing an exam that is accredited by an organization or association.

7. *What are the benefits of certification?*

By earning a certification, students gain skills that are recognized and respected by colleges as well as industries. Certifications differentiate students in today's competitive education and work environments.

Coversheet

Seacoast Graduation Paths

Section: III. School Requirements
Item: B. Seacoast Graduation Paths
Purpose: FYI
Submitted by:
Related Material: AA with Business Management & Business Specialist (HR) CCC.xlsx
AA with Business Management CCC.xlsx
AA with Business Specialist (HR) CCC.xlsx
AA with Computer Information Data Specialist CCC.xlsx
AA with Graphic Design Production CCC.xlsx
AS in Business Administration.xlsx
Sample AA.xlsx

Notice

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