Seaside School, Inc

The Seaside School Board Meeting

Published on October 20, 2026 at 1:06 PM CDT
Amended on October 21, 2026 at 2:25 PM CDT

Date and Time

Thursday October 22, 2026 at 5:30 PM CDT

Location

Seaside Neighborhood School
10 Smolian Circle
Santa Rosa Beach, FL 32459

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/about/governance

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.

If a person decides to appeal any decision made by this body with respect to any matter considered at this meeting or hearing, he or she will need a record of the proceedings and, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:30 PM**
A.	Record Attendance		Melissa Willcox	1 m
B.	Call the Meeting to Order		Andrew Jordan	
C.	Approve Minutes from the August 20, 2026 Seaside School Board Meeting	Approve Minutes	Andrew Jordan	1 m
D.	Approve Minutes from the October 1, 2026 Special Board Meeting	Approve Minutes	Andrew Jordan	1 m
E.	Consent Items Cindy Brigman Approval (Principal - Seacoast Collegiate High School)	Vote	Andrew Jordan	5 m
II.	**Academic Excellence**			**5:38 PM**
A.	Academic Excellence Update School academic goal-setting and meeting timelines	FYI	Caitie Cerise	5 m
B.	Strategic Subcommittee	FYI	Caitie Cerise	5 m

		Purpose	Presenter	Time
III.	**School Leadership Team**			**5:48 PM**
A.	Executive Director Board Report	Discuss	Drew Ward	15 m
B.	High School Update	FYI	Cindy Brigman	10 m
C.	Middle School Update	FYI	Courtney Fail	10 m
IV.	**Development**			**6:23 PM**
A.	Development Update	FYI	Dana Hahn	5 m
V.	**Finance**			**6:28 PM**
A.	Finance Updates	Vote	Frank “Chip” Brown	10 m
B.	Bank Signature Card (New signer Approval)	Vote	Frank “Chip” Brown	5 m
VI.	**Foundation**			**6:43 PM**
A.	Seaside School Foundation Update	FYI	Callie Cox	10 m
VII.	**Governance**			**6:53 PM**
A.	Executive Director Contract	Vote	Casey King	7 m
B.	Facilities Lease	Vote	Casey King	7 m
	Vote to approve lease between Foundation and School subject to approval by the Foundation.			
C.	Legislative Update	Discuss	Casey King	5 m
VIII.	**Other Business**			
IX.	**Closing Items**			
A.	Adjourn Meeting	Vote	Andrew Jordan	

Coversheet

Approve Minutes from the August 20, 2026 Seaside School Board Meeting

Section:	I. Opening Items
Item:	C. Approve Minutes from the August 20, 2026 Seaside School Board Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for The Seaside School Board Meeting on August 20, 2026

APPROVED

Seaside School, Inc

Minutes

The Seaside School Board Meeting

Date and Time
Thursday August 20, 2026 at 5:30 PM

Location
Seacoast Collegiate High School
109 Greenway Trail
Santa Rosa Beach, FL 32459

Founded in 1996
Serving Students in Grades 5 - 12

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Directors Present
A. Jordan, A. Weil, C. Cerise, C. King, D. Hahn, F. Brown, J. Doris, J. Mathis, K. Sandoe, L. Branch, M. Harrison

Directors Absent
None

Guests Present
C. Cox, C. Fail, D. Ward, M. Willcox, T. Peterson

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Jordan called a meeting of the board of directors of Seaside School, Inc to order on Thursday Aug 20, 2026 at 5:29 PM.

C. Approve Minutes

M. Harrison made a motion to approve the minutes from The Seaside School Board Meeting on 06-25-26.
K. Sandoe seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Consent Items

C. Cerise made a motion to approve the following new employees at Seaside Neighborhood School: Assistant Principal-Eric Gillis, P.E. Aide- Jacob Ogle, Art Teacher-Mandy Evans.

M. Harrison seconded the motion.
The consent agenda items were split into two separate votes (one for SNS and one for SCHS)
The board **VOTED** unanimously to approve the motion.
K. Sandoe made a motion to approve the following new employees at Seacoast Collegiate High School: Front Office Admin-Hannah Stahl & Part-Time Science Teacher-Katrina Sandstrum.
C. King seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Academic Excellence

A. Academic Excellence Update

C. Cerise gave the following updates for Academic Excellence:

- First meeting with new members September 10th at 4pm
- New committee includes: C. Cerise, K. Sandoe, L. Branch, D. Ward, C. Brigman, C. Fail, E. Gillis and K. Mixson as an advisor

C. Cerise made a motion to approve the items on the google spreadsheet listed as supplemental resources.
J. Doris seconded the motion.
M. Harrison noted that, in addition to text books, our teachers can have supplemental resources that must be approved by a board that includes parents and community members.
The board **VOTED** unanimously to approve the motion.

III. School Leadership Team

A. Enrollment Scorecard

D. Ward went over our enrollment numbers with the board. Total enrolled in both schools 656. The waitlist has been exhausted in 10th, 11th & 12th grade.

B. High School Update

D. Ward gave the following high school updates:

- Orientaton, Big Kahunas back to school trip
- Summer Internship with Mr. C
- Partnerships with NWFSC
- Tryouts for Mamma Mia coming up, Athletics has started
- PM1 data: 9th grade-78% on grade level or higher (27% 4s or 5s) and 10th grade-72% on grade level or higher
- College planning seminars with Ms. Larson has started

- Coming up: Open House, Lunch at the Coast with Club Fair

C. Middle School Update

C. Fail gave the following middle school updates:

- Pre-planning was great.
- 51 new 5th graders and 1 new student in grades 6th,7th & 8th
- Ms. Abbie Lee has started The Lion King auditions, Cross Country & Volleyball has started
- PM testing next week
- The mentoring program will be starting soon
- House opening & The Buzzet family showed up
- Transportation
- Renewing Cognia Certification accreditation
- 30 book goal in honor of our 30 years

D. Ward publicly thanked D. Rauschkalb, Black Bear and Taco Bar for providing breakfast and lunch for staff during pre-planning.

IV. Development

A. Development Update

D. Hahn gave the following updates for the development committee:

- First meeting September 8th
- New committee includes: D. Hahn, A. Weil, A. Jordan, K. Sandoe, L. Branch, administration and several foundation board members as well

V. Finance

A. Finance Updates

C. Brown gave the following finance updates:

- Good cash position over $900 thousand
- LCIR in February
- State appropriation of $750 thousand
- End of the year financials ended in a surplus

A discussion between board members and administration was had regarding the athletics deficit and potential solutions to improve it.

D. Ward met with K. Kilburg to go over the resubmission of Triumph documents.
M. Harrison made a motion to approve the June 30, 2026 year end financials.
F. Brown seconded the motion.

The board **VOTED** unanimously to approve the motion.
M. Harrison made a motion to approve the 2026-2027 budget.
F. Brown seconded the motion.
The board **VOTED** unanimously to approve the motion.
M. Harrison made a motion to change of the name on the internal Regions account to "The Seaside School Internal Account".
F. Brown seconded the motion.
A. Jordan discussed the reason for the name change. With the previous restructuring of the debt structure and loan accounts, the internal account was named the "Seaside Athletic Account". It is proposed that the new name will be "The Seaside School Internal Account". K. Mixson and Dr. Miller have been removed as signers and J. Doris and C. Fail were added. The other signers are A. Jordan, D. Ward and T. Peterson.
The board **VOTED** unanimously to approve the motion.

VI. Foundation

A. Seaside School Foundation Update

C. Cox gave the following foundation updates:

- Changed the programmatic sponsorships this year to leadership
- Thirteen unveilings that to happen by December.
- Event updates: Golf Camp Creek &St Joe will remain the same
- 30th anniversary is coming up—all founding families will attend
- Parted ways with logistics team, Spearhead Marketing
- Allison Gibb will be over volunteering
- Almost finished filming the race documentary
- Dancing with the stars-Kevin Sandoe, will be the school rep this year
- Golf and dancing support the capital campaign
- Race supports operations

VII. Governance

A. Board Member Policies/Disclosures

C. King distributed the annual Board Member Agreement, Conflict of Interest Policy and Code of Ethics for all members to sign.

B. General Governance Updates

C. King gave the following updates for the governance committee:

- First meeting last week
- The new committee includes: C. King, M. Harrison, A. Jordan, R. Kauffman, F. Barker and B. Campbell-Work

- The committee reviewed the Board Agreement, Conflict of Interest Policy and Code of Ethics
- The committee reviewed Ai Policy and Internet Safety Policy (no changes made)
- Next meeting in September

C. Annual review and Approval of Policies

M. Harrison made a motion to approve the Ai Policy and Internet Safety Policy.
D. Hahn seconded the motion.
The board **VOTED** unanimously to approve the motion.

VIII. Other Business

A. Buffkin Baker Review

M. Harrison gave an update on Buffkin Baker:

- Interviews will be over 2 days
- Possibly September 2nd & 3rd
- Day 1- First candidate would start at 7:30am through 3:15pm, second candidate would start at 11am through 5:45pm. Same schedule for Day 2
- Four final candidates
- They will visit both schools.
- House leaders at SNS and Compass Crew at SCHS will assist

B. Board Member Documents (Board on Track)

A. Jordan reviewed the Board on Track & Board of Director Documents that have been uploaded for members to review.

IX. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:51 PM.

Respectfully Submitted,
M. Willcox

Documents used during the meeting

- Jacob Ogle Resume.docx
- Eric Gillis Resume.pdf
- Mandy Evans Resume.pdf

- Katrina Sundstrum Resume.pdf
- Hannah Stahl Resume.pdf
- Seaside Student Enrollment Scoreboard - 2026-2027.pdf
- Seacoast Collegiate High August 2026 Board Report.pdf
- August 2026 SNS C. Fail Board Report.pdf
- Jun_26_SNS_Financial_Reports_Board_Pack.pdf
- Jul_26_SNS_Financial_Reports_-_Balance_Sheet_Only.pdf
- Notes from Lily Meadows of SFS April Board Meeting.docx
- FY27 Seaside School Budget 5Yr 08.19.26 Summary.pdf
- 2025.05.15 Board Member Agreement (Approved by Board).pdf
- Conflict_of_Interest_Policy.pdf
- Code of Ethics Policy - School and Foundation.pdf
- 2026.08.20 Seaside School AI Use Policy for Students-For Board Approval.pdf
- 2026.08.20 Internet Safety Policy_with grammatical changes (For Board Approval).pdf

Coversheet

Approve Minutes from the October 1, 2026 Special Board Meeting

Section: I. Opening Items
Item: D. Approve Minutes from the October 1, 2026 Special Board Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special Board Meeting on October 1, 2026

APPROVED

Seaside School, Inc

Minutes

Special Board Meeting

Date and Time
Thursday October 1, 2026 at 9:00 AM

Location
Chamber of Commerce (Conference Room)

Founded in 1996
Serving Students in Grades 5 - 12

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Directors Present
A. Jordan, A. Weil, C. Cerise, C. King, D. Hahn, F. Brown, J. Mathis, K. Sandoe (remote), L. Branch, M. Harrison

Directors Absent
J. Doris

Guests Present
C. Cox, C. Fail, F. Barker, K. Tucker, Kim Mixson, M. Willcox, N. Vlahos, Shannon Widman (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Jordan called a meeting of the board of directors of Seaside School, Inc to order on Thursday Oct 1, 2026 at 9:01 AM.
A. Jordan acknowledged the work involved in the Executive Director search process by thanking Megan Harrison, the Executive Director Search Committee and Ken with Buffkin Baker.

II. Selection Committee

A. ED Candidate Selection

Megan Harrison presented an update on the Executive Director search. The committee received more than 50 expressions of interest, conducted initial interviews, and invited four finalists for in-person visits and community engagement. Following further evaluation, the committee identified Drew Ward, who was serving as Interim Executive Director, as its recommended candidate.
The Selection Committee recommended that Drew Ward be named Executive Director, effective immediately.
Nick Vlahos expressed support for the recommendation and commended the committee's work and the thoroughness of the search process. The Foundation subsequently voted to approve Drew Ward as the next Executive Director of Seaside School.

M. Harrison made a motion to name Drew Ward effective immediately as the Executive Director of Seaside School, Inc.
D. Hahn seconded the motion.
The board **VOTED** unanimously to approve the motion.
The School Board discussed plans to establish a transition committee to support the incoming Executive Director. The proposed committee would meet regularly with Mr. Ward, identify resource and professional development needs, coordinate community engagement opportunities, and consider whether additional administrative hires may be necessary. The initial proposed members included representatives from the School Board and Foundation, with the possibility of expanding the committee to five members.
The Board also discussed communication and transition plans. An official press release is expected the following week, after appropriate notifications. School staff are to be informed of the leadership decision, with a request to refrain from public announcements until the official release.

III. Academic Excellence Committee

A. Approve the requested classroom instructional aids and materials as recommended by Academic Excellence Committee

The Board considered the classroom instructional aids and materials recommended by the Academic Excellence Committee for the middle and high schools.
C. Cerise reported that it had reviewed the requested materials and unanimously recommended approval. The materials primarily consisted of supplemental digital resources, online instructional tools, and books. Administrators reported that the review did not identify significant concerns requiring the requested materials to be excluded.
Board members discussed how potentially controversial instructional materials and books are identified and communicated to families. C. Fail explained that the school uses a library resource catalog that allows parents to search available materials and obtain parental permission regarding student access to classroom libraries.
C. Fail also reported plans to conduct a 90-day review of books on classroom shelves in response to recent state guidance. The review would involve library media specialists, teachers, and the Academic Excellence Committee. A temporary freeze on adding materials to classroom libraries would remain in place while the review is underway. C. Fail noted that instructional materials may be evaluated for suitability even when they have received state approval.
The Board discussed advance communication with families regarding novels and other instructional materials. Administration indicated that such information is generally included in course syllabi or communicated to parents by teachers before a novel is introduced.
C. Cerise made a motion to approve the requested classroom instructional aids and materials as recommended by the Academic Excellence Committee.
M. Harrison seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Finance Committee

A. Staff Contract Ammendment

The Board reviewed a state-funded teacher salary allocation totaling approximately $33,000 to support eligible teachers with ten or more years of service. The program required eligible teachers to receive a minimum $2,500 salary increase over the previous year. Of the 13 eligible teachers reviewed, five already met the requirement, while eight required additional salary adjustments. The Board reviewed the proposed adjustments, and revised contracts are needed to reflect the required increases.
F. Brown made a motion to approve the teacher salary allocation for the eight teachers and their salary adjustment.
C. Cerise seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. HVAC Maintenance Contract

A. Jordan reviewed proposals for ongoing maintenance of the HVAC system at the high school following the expiration of the building's initial one-year warranty.
Administration reported that three vendors had been contacted, two provided proposals, and one did not submit a quote. The proposed annual maintenance costs were:
Trane of Pensacola: $18,370 per year.
The Wright Company: Approximately $16,000 per year.
Mills Heating and Air: No quote submitted.
Administration recommended selecting Trane based on its familiarity with the building's HVAC equipment and its understanding of the system's maintenance and diagnostic requirements.
M. Harrison made a motion to approve the Trane of Pensacola HVAC maintenance contract.
D. Hahn seconded the motion.
The board **VOTED** unanimously to approve the motion.

V. Closing Items

A. Adjourn Meeting

A. Jordan noted that the next board meeting on October 22nd would be held in Seaside.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:29 AM.

Respectfully Submitted,
M. Willcox

Documents used during the meeting

- Candidate Cover Letter (Ward).pdf
- Candidate Resume (Ward).pdf
- Evaluation_and_Adoption_of_Other_Classroom_Instructional_Aids_and_Materials__Responses__-_Form_Responses_1.pdf
- _26-27 faculty Steps.xlsx
- HVAC_PM_Synopsis_Seaside_School_Board.pdf
- Seacoast Intercollegiate High School CMSA 2026 09-11-2026 (1) Proposal.pdf

Coversheet

Consent Items

Section: I. Opening Items
Item: E. Consent Items
Purpose: Vote
Submitted by:
Related Material: Cindy Brigman Resume.pdf

CYNTHIA W. BRIGMAN

SCHOOL LEADER • INTERIM PRINCIPAL

Santa Rosa Beach, FL • (850) 861-2414 • brigmanc@seasideschools.net

LEADERSHIP PROFILE

Experienced educational leader with more than two decades of school leadership, student services, counseling, safety, and community-engagement experience across high school, middle school, elementary, and district settings. Proven record of supporting academic achievement, developing staff, strengthening school culture, coordinating student supports, and building trusted relationships with students, families, staff, and community partners. Brings a student-centered, visible, collaborative leadership style and a strong commitment to continuous improvement.

CORE LEADERSHIP STRENGTHS

- **Instructional Leadership**
- **Academic Achievement**
- **Assessment, Data & MTSS**
- **Staff Development & Evaluation**
- **School Safety & Crisis Response**
- **School Culture & Student Support**
- **Family & Community Partnerships**

PROFESSIONAL EXPERIENCE

Interim Principal / Assistant Principal | Seacoast Collegiate High School, Santa Rosa Beach, FL | 2025–Present

- Currently serving as Interim Principal, providing day-to-day school leadership while supporting a safe, positive, academically focused environment for students and staff.
- Lead and support instructional planning, assessment and data review, PLC collaboration, MTSS/student supports, accommodations, testing operations, discipline, attendance, and schoolwide procedures.
- Partner closely with administration, teachers, counselors, families, school safety personnel, district/charter leadership, and community stakeholders to respond to student needs and strengthen school culture.
- Coordinate staff communication, professional learning, safety practices, and operational systems while maintaining a visible, accessible leadership presence throughout the school day.

Director of Student Services | Avery County Schools, Newland, NC | 2020–2024

- Provided district leadership for Pre-K, ESL, school nursing, school counseling, school safety, and student support services.
- Partnered with the county health department and sheriff's department to strengthen safe learning environments, emergency preparedness, and school safety drills.
- Represented the district through community boards and interagency partnerships focused on children, families, juvenile justice, and student well-being.

Interim Principal | Banner Elk Elementary, Banner Elk, NC | 2020

- Led staff and family communication during the initial COVID-19 school closure, coordinating instructional-material distribution and meal delivery with teachers, transportation, and cafeteria teams.
- Worked alongside school leadership to maintain continuity, answer family questions, and support students and staff through an unprecedented transition.

Assistant Principal / Director of Pre-K | East Laurens Primary School, East Dublin, GA | 2017–2020

- Supported 720 students and 98 employees with responsibility for professional development, staff evaluation, budgeting, facilities, curriculum supervision, safety, and community relations.
- Led school safety response efforts and maintained an active, visible presence at school and community events.

Executive Director | First Grace United Methodist Church Preschool Program, Decatur, AL | 2016–2017

- Directed a 165-child program and 50 employees, overseeing hiring, training, evaluation, budgets, facilities, curriculum, and community partnerships.
- Improved financial performance from a significant operating deficit to profitability through enrollment growth, financial management, and improved hiring and retention practices.

Assistant Principal | Jacobs Fork Middle School, Catawba County Schools, Newton, NC | 2015–2016

- Supported 589 students and 110 employees through instructional leadership, staff development and evaluation, budgeting, facilities supervision, curriculum oversight, safety, and community partnerships.

Assistant Principal | Fred T. Foard High School, Catawba County Schools, Newton, NC | 2012–2015

- Supported 1,200 students and 180 employees in a comprehensive high school setting; the school maintained the highest graduation rate among mid-sized high schools for three consecutive years.
- Led staff development, evaluation, budget and facility responsibilities, curriculum supervision, community partnerships, and college/university partnerships supporting student opportunities.

EARLIER PROFESSIONAL EXPERIENCE

School Counselor / Assistant Principal — Coffee County Middle School, Manchester, TN | 2004–2006

School Counselor — Morgan Elementary School, Salisbury, NC | 2002–2004; Brevard Elementary School, Brevard, NC | 2000–2002

Supervisor, Child Protective Services — Alexander County Department of Social Services, Taylorsville, NC | 1997–2000

Social Worker / Lead Forensic Interviewer — Anderson County Department of Human Services, Clinton, TN | 1994–1997

Registered Nursing Experience — Alexander County Community Hospital, Taylorsville, NC | 1990–1992

EDUCATION

- M.A., Executive Leadership Studies — Gardner-Webb University, Boiling Springs, NC
- Graduate Studies, Educational Leadership & School Counseling — University of North Carolina at Greensboro, Greensboro, NC
- B.S., Psychology / Social Work — Appalachian State University, Boone, NC
- Nursing Studies — Mitchell Community College and Wilkes Community College, NC

SPECIALIZED TRAINING & SERVICE

Forensic Interview Training • Medical Emergency Response Team (MERT) • School Safety & Emergency Response • Child Fatality Review / Juvenile Justice / Community Partnership Board Service

Coversheet

Executive Director Board Report

Section: III. School Leadership Team
Item: A. Executive Director Board Report
Purpose: Discuss
Submitted by:
Related Material: Executive Director's Board Report - October 2026 (1).pdf
#341 Seaside School Dream Big Walton Amendment.pdf
2026-27_Seaside_Student_Enrollment_Scoreboard October 2026.pdf

Seaside School, Inc.

Executive Director's Report to the Board of Directors

October 2026

Presented by R. Andrew Ward, Executive Director

A Word of Gratitude

It is a privilege to come before this Board for the first time as Executive Director of Seaside School, Inc. Seaside has been home for my family since 2018. I have been blessed to serve this school as a teacher, coach, Athletic Director, Dean of Students, Student Services Coordinator, and Principal of Seacoast Collegiate High School. Each of those roles taught me that this work is a calling to serve, not to be served. As we celebrate 30 years of Seaside School, Inc., I am grateful for the trust you have placed in me and for the faithful people who built this organization before us.

My goals for our schools:

- Continue academic excellence. Seaside has earned Florida's highest school grade for 25 consecutive years, and we will keep raising the bar.
- Connect and collaborate with our local community so we can make a real difference together.
- Give back to the community that has given so much to us.

2026–2027 Academic Goals

Seaside 2026-27 School Goal Sheet

Instructional and Library Materials: 90-Day Plan

On September 23, 2026, Commissioner of Education Henry Mack issued a memorandum to district superintendents and charter school leaders titled District Responsibility for the Selection, Review, and Maintenance of School Library and Classroom Materials. The memo restates that the governing board is responsible for the content of all instructional materials, classroom libraries, and reading lists under s. 1006.28, F.S., and it recommends a 90-day plan for school leaders.

Seaside School, Inc. has begun that 90-day plan. Our goal is to be proactive, not reactive, so that our parents never have to serve as the quality-control check for what is on our shelves.

Step	Action	Status
1. Own it in writing	Written directive to both campuses: collection-integrity review this term; no new library or classroom-library materials until certified by a media specialist	Completed
2. Layered audit	Compare both campus catalogs to the FDOE list of removed/discontinued titles, then frequently challenged authors and series, then classroom libraries and donations	Completed

3. Audit rubric	Apply the FDOE training standard and s. 847.012, F.S., to every flagged title	In progress
4. Parent involvement	Structured parent participation and a regular parent inspection window	Planned
5. Close the back doors	Pause donations and book-fair intake until selected; inventory classroom libraries; review digital/vendor content; 30-day review clock for flagged titles	In progress
6. Principal certification	Mid-year principal certification: training complete, procedures posted, classroom libraries inventoried, FDOE list cross-checked	In progress (mostly completed)
7. Intentional weeding	Remove outdated, non-circulating, or non-defensible titles	In progress
8. Brief the Board	This report serves as the initial briefing; flagged, removed, and retained counts will follow	Underway
9. Communicate clearly	One parent letter and one staff FAQ	Planned

I will return to the Board with audit results and a completion update.

Cognia Reaccreditation

Seaside School, Inc. is working through the Cognia reaccreditation process this year. We have met twice with our Cognia representative and are making steady progress toward completing Phase 1. The final accreditation packet is due March 2, and I will keep the Board informed as each deliverable is submitted.

Triumph Amendment

The Triumph amendment has been approved, expanding the program to include the middle school. The approved amendment is available in the board documents for review.

Community Engagement

Northwest Florida State College (NWFSC)

Emergency Preparedness and Safety: A joint College/SCHS safety meeting is scheduled for Thursday, October 29, to review emergency preparedness procedures and share best practices. Participants will include the college police department, Seacoast's administrative team, and our School Resource Deputy (SRD). The district safety department will also be invited to participate.

Culinary Program Collaboration: I will meet with Dr. Gabers and Dr. Sheffield at the college on November 5 for a collaborative lunch prepared by the college's culinary department. This visit will provide an opportunity to observe their culinary students in action, strengthen our partnership, and collaborate on upcoming initiatives.

Walton County School District (WCSD)

I have connected with district leadership and am coordinating a meeting within the next two weeks. The discussion will focus on our shared vision, opportunities for collaboration, and ways to strengthen community partnerships.

SCDC

A meeting with SCDC is planned for Monday. We want to express our appreciation for their support and care of the school following the hurricane. Students have also created a social media post recognizing their efforts and thanking them for their assistance.

Administrative Restructuring

To strengthen our organization as we grow, I have restructured our administrative team. Responsibilities have been reassigned so that staff know exactly where to go for support during the transition. We are now hiring for two key positions:

- **Director of Operations**: Oversees purchasing, accounts payable and reconciliation, teacher club and athletic budgets, event deposits, school and Foundation bank accounts, grant financial records, school operations and Foundation finances.
- **Human Resources Manager**: Supports hiring, onboarding, personnel records, and staff support across both campuses.

#SeasideServes

I am proud to introduce #SeasideServes, our new initiative to get our school community out into the area to give back. We want Seaside School, Inc. to be known as a community leader, and that starts with leading by example.

Last weekend, our Foundation Director, Callie Cox, volunteered with me at an event for the Northwest Florida Children's Foundation. It was a powerful reminder of how much good happens when people come together for kids. Thank you, Callie, for setting the tone. In the months ahead, we will invite students, families, staff, and Board members to join us in serving our neighbors.

Board Action Requested: Principal of Seacoast Collegiate High School

Recommendation: The Executive Director recommends that the Board approve Mrs. Cindy Brigman as Principal of Seacoast Collegiate High School, succeeding R. Andrew Ward.

THE
SEASIDE
SCHOOL™

Ms. Cori Henderson
Triumph Gulf Coast, Inc
PO Box 12007
Tallahassee, FL 32317

August 26, 2026

Dear Triumph Gulf Coast Board,

The Seaside School, Inc. formally requests amendments to Project #341 Dream Big Walton to: (1) expand the scope of the Dream Big Certification Initiative to include Seaside Neighborhood School, creating an intentional pipeline into Seacoast Collegiate High School's Applied Engineering, AI/Technology, and Business/Entrepreneurship pathways. See appendix A for updated certificate metrics, including proposed certificates for Seaside Middle School;

(2) reallocate 220 A.S. Dual Enrollment milestone credits to the A.A. Dual Enrollment milestone category because Northwest Florida State College's South Walton Campus will not offer the A.S. dual enrollment pathway originally anticipated. See appendix B for updated dual enrollment numbers; and

(3) reallocate Triumph funds and eligible match expenditures among existing budget categories to align with the current implementation plan and documented expenditures, as follows:

- **Triumph fund reallocation:** Move $2,910,000 from personnel expenses to implementation-related categories, including $2,445,000 for Furniture, Fixtures, and Equipment (FF&E) and $465,000 for Certification Fees, Materials, Professional Development, and Supplies (CFMPD&S).
- **Match fund reallocation:** Move $1,551,707 from personnel match to FF&E and CFMPD&S match: $250,960 to FF&E match and $1,300,747 to CFMPD&S match, including $1,268,347 in dual enrollment fees paid to Northwest Florida State College. Recognize $487,916 in eligible personnel match, representing a 25% proportional share of Biology, Algebra, Geometry, and Chemistry instructional salaries supporting foundational STEM instruction for CTE programming. CAPE funds, currently estimated at $140,000, will be reinvested in CTE certification expansion and program needs not funded through Triumph dollars.

1. Innovation Technology / Applied Engineering

Triumph Funds: Triumph funds will support Innovation/Engineering Lab equipment and instructional technology, including engineering and CAD workstations, robotics systems and competition platforms, 3D printers/additive manufacturing equipment, laser engraving/fabrication equipment, AI/software development systems, aerospace/rocketry equipment, cybersecurity/computer science equipment, and certification testing resources.

2. Robotics, Rocketry & Aerospace

Triumph Funds: Triumph funds will support robotics competition systems, robot components, engineering/fabrication equipment, rocketry materials and equipment, aerospace-related technologies, and associated technical learning resources.

3. Business & Entrepreneurship

Triumph Funds: Triumph funds will support the Business and Entrepreneurship Lab, including technology, instructional equipment, certification costs/materials and resources needed for students to develop businesses, prototypes, digital media, marketing materials and business presentations.

The proposed reallocations will ensure that The Seaside School, Inc. has the technology, equipment, and resources needed to support its educational programs and objectives.

Budget and Grant-Year Schedule

Grant Year	Triumph Expenditures	Match Expenditures	Certifications per Pathways
2026	FF&E: $880,000 CFMPD&S: $197,500 Personnel: $440,000	FF&E: $125,000 CFMPD&S: $225,000 Personnel: $350,000	Business/Entrepreneurship: 195 AI/Technology: 50 Engineering/Aerospace: 56
2027	FF&E: $645,000 CFMPD&S: $247,500 Personnel: $750,000	FF&E: $0 CFMPD&S: $275,000 Personnel: $475,000	Business/Entrepreneurship: 221 AI/Technology: 86 Engineering/Aerospace: 123
2028	FF&E: $725,000 CFMPD&S: $322,500 Personnel: $920,000	FF&E: $125,960 CFMPD&S: $295,507 Personnel: $525,000	Business/Entrepreneurship: 251 AI/Technology: 119 Engineering/Aerospace: 184
2029	FF&E: $670,000 CFMPD&S: $297,500 Personnel: $900,000	FF&E: $0 CFMPD&S: $301,540 Personnel: $576,750	Business/Entrepreneurship: 296 AI/Technology: 160 Engineering/Aerospace: 220
2030	FF&E: $300,000 CFMPD&S: $147,500 Personnel: $650,000	FF&E: $0 CFMPD&S: $175,200 Personnel: $325,011	Business/Entrepreneurship: 316 AI/Technology: 182 Engineering/Aerospace: 247

We appreciate your attention to this matter and look forward to your approval. Please do not hesitate to contact me if you require additional information or have any questions regarding this request.

Sincerely,



Drew Ward, Interim Executive Director

#341 The Seaside Schools, Inc
Appendix A

#341 The Seaside School, Inc									
Seacoast Collegate Programs									**TOTAL**
Program/Course	**CAPE ID**	**Certificate Name**	**25**	**26**	**27**	**28**	**29**	**30**	
Business/Entrepreneur	**Business/Entrepreneur**								
Business/Digital Art 1	ADOBE023	Adobe Certified Professional in Video Design				15	20	20	55
Business/Digital Art 1	ADOBE024	Adobe Certified Professional in Visual Design			10	15	20	20	65
Business/Digital Art 1	ADOBE025	Adobe Certified Professional in Web Design			10	15	20	20	65
Business/Digital Art 1	ADOBE026	Adobe Certified Professional in Marketing Design			10	15	20	20	65
Entrepreneurship	INTUT001	Quickbooks Certified User	0	12	20	20	20	20	92
Entrepreneurship	INTUT002	Entrepreneurship & Small Business	78	50	30	30	40	50	278
Entrepreneurship	INTUT003	Master Entrepreneurship Certification (Requires Entrepreneurship & Small B	0	71	30	30	40	50	221
Entrepreneurship	INTUT004	Bookkeeping Professional	0	12	20	20	20	20	92
Entrepreneurship	PRMIN004	PMI Project Management Ready		0	15	15	20	20	70
AI/Technology	**AI/Technology**								
Artifical Intelligence	CERTI011	Information Technology Specialist (ITS) - HTML and CSS		2	8	10	12	24	56
Artifical Intelligence	CERTI016	Information Technology Specialist (ITS) – Artifical Intelligence		0	30	35	40	45	150
Artifical Intelligence	CERTI019	Information Technology Specialist (ITS) – Cybersecurity		3	20	25	30	35	113
Artifical Intelligence	CERTI010	Information Technology Specialist (ITS) – JavaScript		0	2	12	24	24	62
Artifical Intelligence	KNOWL001	Python Coding Specialist	0	0	6	12	24	24	66
Artifical Intelligence	COMPT018	COMPTIA Tech+		20	0	0	0	0	20
Artifical Intelligence	MICRO124	Microsoft Certified: Azure AI-901 Fundamentals		25	10	10	10	10	65
Engineering/Aerospace	**Engineering**								
Applied Engineering	RECFN001	RECF Pre-Engineering Certificaiton		18	24	36	36	48	162
Applied Engineering	RECFN002	RECF Robotics Certification		6	24	24	36	36	126
Applied Engineering	ADESK008	Autodesk Certified User: Revit		2	12	18	24	24	80
Applied Engineering	ADESK030	Autodesk Certified User: Maya		2	8	8	10	12	40
Applied Engineering	ADESK031	Autodesk Certified User: 3dsMax		0	8	8	10	12	38
Applied Engineering	ADESK032	Autodesk Certified User: Fusion 360		18	24	24	24	24	114
Applied Engineering	ADESK011	Autodesk Certified User: Inventor		0	6	8	10	12	36
Applied Engineering	ADESK002	Autodesk Certified User: AutoCAD		0	2	6	8	12	28
Applied Engineering	USINS001	Small UAS (sUAS) Safety Certification: Level 1	0	5	10	15	15	20	65
Applied Engineering	USINS002	Visual Line of Sight System Operator (VSO) Ground	0	5	5	10	15	15	50
Seaside Neighborhood		**Proposed 5th-8th Grade Certificates**							
Business	ISOGR803	Google Suite Digital Tools		50	50	50	50	50	250
Business	ADOBE026	Adobe Certified Professional in Marketing Design			12	12	12	12	48
Business	PRMIN004	PMI Project Management Ready			14	14	14	14	56
Artificial Intelligence	PRODL801	Coding in Mindcraft			10	15	20	20	65
Applied Engineering		Autodesk Certified User: TinkerCAD (New Certification - submitting				15	20	20	55
		request to be added to the DOE CAPE list for ID number)							
Applied Engineering	ADOBE0032	Autodesk Certified User: Fusion 360				12	12	12	36
New Totals			**78**	**301**	**430**	**554**	**676**	**745**	**2,784**
Old Totals									2,030

Program Totals
Business/Entrepreneur
SCHS 1003
SNS 354
Total 1357
AI/Technology
SCHS 532
SNS 65
Total 597
Applied Engineering/Aerospace
SCHS 739
SNS 91
Total 830

#341 Seaside Schools, Inc
Appendix B

	#341 The Seaside Schools/Seacoast Collegiate High School	Fall						
Grade	**Project Annual A.A. Enrollment/Milestones Achieve**	**25**	**26**	**27**	**28**	**29**	**30**	
9th	Ninth Grade does not earn College Credit							
10th		100	110	130	130	150	150	
11th		82	100	100	115	130	150	
12th		66	82	100	100	115	130	
	Total Project A.A. Milestones Achieved	**149**	**250**	**295**	**335**	**355**	**190**	**1,574**
	College Credit Milestone 1: Student earned 15 college credits							
	College Credit Milestone 2: Student earned 30 college credits							
	College Credit Milestone 3: Student earned 45 college credits							
	College Credit Milestone 4: Student earned 60 college credits							

2026-2027 Student Enrollment Scoreboard

October 2026 Monthly Snapshot

** Changes this month- (1) 6th grade withdrawal (1) seat offered to 6th grade sibling declined, (1) seat offered to 8th grade sibling accepted, (1) 9th grade withdrawal*

Lottery Date Through First Day of School Tracking									
Grade	**5th**	**6th**	**7th**	**8th**	**9th**	**10th**	**11th**	**12th**	**Total**
Total Grade Level Goal	50	50	50	48	130	125	120	90	**663**
Intent to Return	0	49	50	45	34	110	104	78	**470**
Total Application Received	176	89	54	37	169	28	27	7	**587**
Applications received after 2/28	8	11	11	7	13	21	34	10	**115**
Application Goal #	100	20	20	20	200	50	50	25	**485**
Away from application goal	-84	-80	-45	-24	18	1	-11	8	**-217**
Declined Spot	5	2	0	1	73	34	46	7	**168**
Accepted Enrollment Spots	51	1	1	2	98	15	14	10	**192**
Total Enrolled	51	49	51	47	130	120	118	88	**654**
Withdraws (After August 11th)	n/a	1	n/a	n/a	4	5	n/a	n/a	**10**
Number from the enrollment goal	-1	0	-1	2	-2	5	2	2	**7**
Waitlisted Preference	0	7	4	4	0	0	0	0	**15**
***Current Waitlist**	129	100	64	40	10	0	0	0	**343**

*** Waitlist goal for each grade should be at least 50% of the Total Grade Level Goal.**

Last updated *10/22/26*

Coversheet

High School Update

Section: III. School Leadership Team
Item: B. High School Update
Purpose: FYI
Submitted by:
Related Material: Board Report - October 2026 - SCHS.docx

Seacoast Collegiate High School

Principal's Board Report

Cindy Brigman, Principal

Reporting Period: September–October 2026

School Overview

September and October have been busy months at Seacoast Collegiate High School. Our teachers and students have been working hard, and we continue to focus on academic growth, meaningful student opportunities, and the relationships that make our school special. Our priority is to provide a strong academic program while making sure students feel supported, challenged, and connected to our school community.

Academics and Learning

Our Professional Learning Communities (PLCs) are helping teachers work together, share effective practices, and respond to student needs. In August, our focus was building relationships and strong classroom routines, reviewing early FAST, STAR, and classroom assessment data, and identifying students who needed support early in the year. Teachers discussed flexible grouping, targeted reteaching, small-group instruction, enrichment for students ready to move ahead, and appropriate IEP and 504 accommodations.

In September, PLC conversations shifted to student engagement and instructional pacing. Teachers reviewed their semester road maps, shared strategies that were working well, and identified students who were beginning to fall behind because of missing work, attendance, tardies, or skill gaps. Teams also reviewed daily safety and attendance expectations and identified next steps for students needing additional attention.

Our goal is for differentiation to be part of instruction in every classroom. Through our Multi-Tiered System of Supports (MTSS), we are emphasizing early identification, progress monitoring, parent communication when appropriate, and interventions such as small-group support, reteaching, and additional guided practice. We want to respond before a small concern becomes a larger academic problem.

FAST ELA Progress Monitoring

Our 9th and 10th grade students completed FAST ELA PM-1, with 128 ninth graders and 118 tenth graders tested. We review the number of students at each achievement level (Levels 1–5), along with detailed standards breakdowns. Both grade levels showed relative strengths in vocabulary, context clues, and literary elements. Teachers are using the results to target standards that need more attention, adjust instruction, and prepare for the next progress-monitoring assessment.

PM-1 gives us an important starting point for tracking progress during the school year; it is not a final learning-gains measure. Our focus is on moving students forward at every achievement level.

College and Career Readiness

Preparing students for life after graduation remains a major priority at Seacoast. On September 3, our counseling team offered a Senior Parent College Application Meeting at two different times to help families understand applications, deadlines, essays, financial aid, scholarships, and how to support their seniors during this process.

We also encouraged families to attend the South Walton Beachside College Fair on September 15, where representatives from colleges, universities, and other postsecondary pathways were invited to connect with students. These opportunities help our students make informed decisions and begin planning for the future.

Our partnership with Northwest Florida State College continues to provide students with opportunities to earn college credit while completing high school. On October 16, we offered seniors the SAT on our campus at no cost, helping make college-readiness opportunities more accessible.

Student Activities and Leadership

Student involvement continues to be a bright spot at Seacoast. We are proud of the variety of clubs and organizations that allow students to explore their interests, build friendships, develop leadership skills, and learn beyond the classroom.

- Our new Future Medical Careers Club drew 46 student sign-ups and is introducing students to healthcare careers, educational pathways, service, and opportunities to connect with professionals.
- STEaM Club students are building and programming robots for the FIRST BIOBUZZ season. Our technology and engineering courses also include artificial intelligence, cybersecurity, web design, and work toward Autodesk Fusion CAD certification.
- National Honor Society began its yearly meetings in October, with an emphasis on scholarship, leadership, and ongoing community service.
- Garden Club, Coastal Research Club, Mu Alpha Theta, Art Club, Yearbook/Photography Club, and Fellowship of Christian Athletes provide additional ways for students to get involved.

We are also planning a pep rally on Friday, October 23, to bring students together and celebrate school spirit. Activities like this help build the positive culture we want students to experience every day.

Athletics

Our cross country, swim, and boys' and girls' golf programs provide opportunities for students to compete, represent Seacoast, and develop teamwork, perseverance, and sportsmanship. We appreciate the coaches and families who make these programs possible. We are also continuing to streamline student-athlete paperwork through the Home Campus athletic-clearance system, with a focus on eligibility and required safety documentation.

District meets are coming up

Swimming: October 26th at Frank Brown in PCB (Seacoast hosts)

Golf: October 26-27 at Eagle Springs for boys and girls teams

Cross Country: November 3rd in Pace

We will have a pep-rally for all sports on Friday, 10/23!

Community Partnerships and Service - #SeasideServes

Community service is an important part of the Seacoast experience, and our students have had several opportunities to give back this fall. During September, Seacoast partnered with Food for Thought for a food drive in recognition of Hunger Action Month. Families were invited to donate pantry items and other supplies to help support children and families in our area.

Students from our Environmental Health Club also participated in International Coastal Cleanup efforts at Camp Helen State Park. We are proud of students who take the initiative to care for the beaches and natural resources that make our community special.

Another highlight was Camp Helen's "Unload the Truck" volunteer event for the pumpkin patch. We had a reported record turnout of 61 members of the Seacoast community, including students from all four grade levels. The park staff shared their appreciation for the help, and it was especially encouraging to see former Environmental Science students return to serve.

We continue to encourage students to record community service and paid work hours, including hours that may help them meet Bright Futures Scholarship requirements. These experiences teach responsibility and the value of contributing to something bigger than themselves.

School Culture and Family Connections

Our September 18 Lunch at the Coast included a Hispanic Heritage Month celebration and provided a fun opportunity for students and families to connect. We value events that bring our school community together and celebrate the different backgrounds and experiences of our students.

We are now preparing for our Thanksgiving Feast on November 20. We look forward to welcoming families and staff to our campus to share a meal and celebrate the relationships that make Seacoast special. These traditions are an important part of the supportive, close-knit environment we want to maintain as our school continues to grow.

We also appreciate the support of families and community partners through efforts such as the Sponsor a Teacher program, which helps provide classroom materials and resources for meaningful learning experiences.

School Operations and Student Support

October required flexibility as Hurricane Isaias interrupted the school calendar. Our 9th and 10th graders returned on October 14, and teachers worked to adjust testing schedules, complete the first nine-week grading period, and help students catch up on missed work. We appreciate the patience and cooperation of our staff, students, and families during this time.

We continue to emphasize accurate attendance, student accountability, campus safety, and timely communication with families. Teachers and support staff are working together to identify concerns early and ensure students have appropriate accommodations and academic support.

Looking Ahead: November and December

As we move toward the end of the first semester, we will continue to monitor student progress, strengthen classroom differentiation and MTSS interventions, support our teachers, and encourage students to participate in school activities and service opportunities.

Important upcoming dates include:

- November 11 — Veterans Day; no school.
- November 20 — Seacoast Thanksgiving Feast for families and staff.
- November 23–27 — Thanksgiving Break for 9th and 10th grade students.
- December 18 — End of the second nine weeks and first semester.
- December 21–January 1 — Christmas and New Year holidays.

We will also continue planning for end-of-semester assessments, monitoring attendance and grades, and making sure students who need extra help receive it before the semester ends.

Closing

I am grateful for the dedication of our teachers and staff and for the support of our families and community partners. We have wonderful students at Seacoast, and I am proud of the academic opportunities, service projects, and student activities taking place on our campus.

As Principal, I want to build on the strong foundation already in place while continuing to look for ways to improve. Our focus remains on supporting teachers, maintaining high expectations, and helping every student be successful. I look forward to sharing our progress and celebrating the accomplishments of our students and staff throughout the school year.

Every Student. Every Teacher. Every Day.

Coversheet

Middle School Update

Section: III. School Leadership Team
Item: C. Middle School Update
Purpose: FYI
Submitted by:
Related Material: October 22 BOD Report Fail.pdf

Seaside Neighborhood School

Principal’s Board Report - Courtney Fail

Reporting Period: September 1 – October 22, 2026

School Culture and Student Engagement

September and October have been busy months at Seaside Neighborhood School as we continue building on our traditions while creating meaningful opportunities for students to grow, explore, and lead. Our focus remains on maintaining a small-school environment where students are known, supported, and challenged both inside and outside the classroom.

Our schoolwide initiatives continue to reinforce the Seaside Way: Support, Exploration, Accountability, Scholarship, Independence, Dreams, and Effort. This year, we introduced the *30 Book Goal* and *30 Years. 30 Books.* initiative to encourage reading while celebrating the school’s 30th anniversary. We are also emphasizing *Create More. Consume Less* to encourage students to engage actively in their learning and use their creativity.

Our *Leave It Better* initiative encourages students to take ownership of their school community through simple, intentional actions, including picking up after themselves, holding the door for others, and offering kind words. These everyday expectations help reinforce the culture we want students to experience and carry with them beyond our campus.

Student Leadership and House System

The House system continues to provide opportunities for students to develop leadership skills, build relationships across grade levels, and strengthen their connection to Seaside. The House Leader Advisory, which brings together students and teachers, is helping guide House activities and identify ways to increase student participation. Wednesday House Days continue to bring energy and school spirit to campus as students represent the Davis, Buzzett, and Williams Houses.

Our House Leaders also put on an amazing *Seaside Has Talent* show on Friday, October 16. Their work brought students, families, and staff together to celebrate the many talents within our school community. Through their planning and support of the event, our student leaders demonstrated initiative, teamwork, and pride in their school. The fundraiser also supported our House system and provided another opportunity to build school spirit and community connections. Thank you to the students and teachers who shared their talents and to the families who joined us.

Academics and Professional Learning

Our academic focus remains on ensuring that every student is appropriately challenged and supported. Our professional learning community work is guided by the theme *Every Student. Every Teacher. Every Day.* During October, our focus is differentiation, small-group instruction, and Multi-Tiered System of Supports (MTSS).

These conversations are intended to help teachers identify student needs, adjust instruction, and provide targeted support while maintaining high expectations for all learners. We are emphasizing student engagement, frequent checks for understanding, and using assessment information to guide instructional decisions.

We continue to prioritize student support through tutoring, Study Hall, and our Zeroes Aren't Permitted (ZAP) program, which provides students with structured opportunities to complete missing work and get back on track. We also continue coordinating supports for students with individual learning needs to ensure they have access to appropriate resources and opportunities for success.

Following Hurricane Isaias, we adjusted our academic calendar and assessment schedule to give students additional preparation time and coordinate make-up exams. Teachers communicated revised schedules and continued working with students to address missed instruction and assignments.

As we move further into the school year, we will continue to focus on student progress, responsive instruction, and strengthening the systems that help us identify and address academic needs early.

Student Activities and Enrichment

Providing opportunities beyond the traditional classroom remains an important part of the Seaside experience. Our extracurricular programs allow students to discover interests, develop confidence, and build relationships with classmates and staff.

Boys basketball, girls basketball, and soccer are underway, and we look forward to supporting our student-athletes throughout their seasons. These programs reinforce teamwork, perseverance, accountability, and sportsmanship while providing students with opportunities to represent their school.

The arts continue to be an important part of student life at SNS. Preparations for the school musical, *The Lion King*, have generated strong interest, with 30 students in grades 5–8 participating in auditions. We are excited to see students explore their creativity, develop performance skills, and work together through this production.

We will continue to support athletics, the arts, and other enrichment opportunities that help students discover their strengths and develop skills beyond their core academic classes.

Mentoring and Community Partnerships

Our mentoring program remains an important connection between Seaside students and members of the local community. Volunteer mentors share their professions, talents, skills, and experiences with students, providing opportunities to explore interests and learn from adults with a variety of backgrounds. Mentoring resumed in October following a temporary interruption due to Hurricane Isaias, and we are grateful for the continued commitment of our volunteer mentors.

We also held our first Parent Support Team meeting of the school year, continuing our efforts to strengthen communication and partnership between school and home. These connections are an important part of maintaining the supportive, close-knit community that makes Seaside special.

We have also begun planning one of our favorite Seaside traditions, the **Thanksgiving Feast**. We look forward to welcoming our families to campus on **November 19** to share a meal and celebrate the relationships that make our school community so special. Events like these provide meaningful opportunities for students, families, and staff to connect beyond the classroom.

Our partnerships with families, volunteers, community organizations, and local agencies continue to strengthen the school. We appreciate the time, support, and involvement of those who help make Seaside a place where students feel connected and supported.

Hurricane Isaias: Recovery and Continuity

Hurricane Isaias affected school operations during October, resulting in temporary closures and adjustments to academic schedules and activities. During this period, our priority was to communicate with families and staff, assess campus conditions, and coordinate our response with Walton County School District.

The storm affected more than the school calendar. We recognized that students, families, and staff were also managing recovery efforts at home. We adjusted assessment schedules to allow students additional time to prepare, coordinated make-up exams, and temporarily paused mentoring to give our volunteers time to recover.

A special thank you to Kevin Boyle, SCDC, and Seaside's Head of Landscaping for their hands-on help cleaning up our campus following Hurricane Isaias. We are incredibly grateful for their time, hard work, and support in helping us get our school ready for students to return. Their willingness to step in and help is a wonderful example of the partnership and community support that make Seaside such a special place.

I am grateful for the flexibility and support shown by our staff, families, students, and community partners during this period. The response reinforced the importance of communication, preparation, and the relationships that support our school community.

School Operations and Planning

We are also continuing preparations for Seaside's 30th anniversary during the 2026–2027 school year. This milestone provides an opportunity to recognize the history and traditions that have shaped Seaside while looking ahead to the next chapter of our school's work.

Through our arts education grant project, *30 Years of Impact: Then • Now • Next*, each advisory is working on a project that invites students to reflect on Seaside's history, consider their experiences today, and imagine the future of our school. This work connects our anniversary celebration with student creativity, school pride, and reflection on what makes Seaside special.

We look forward to seeing the artwork and reflections students create as they explore what Seaside has meant to previous generations, what it means to them today, and what they hope it will become in the years ahead. We anticipate showcasing their work during our WinterFest gallery night on December 10. This will be a meaningful opportunity for our school community to celebrate 30 years of impact through the perspectives of our students.

Looking Ahead: October Through December

As we move through the fall, our priorities remain focused on strong instruction, student engagement, and maintaining the relationships that make Seaside a special place to learn and work.

Key priorities and upcoming activities include:

- **Academic progress and instructional support:** Continue monitoring student progress, strengthening differentiation and small-group instruction, and providing targeted support through tutoring, Study Hall, and ZAP.
- **Athletics and Theater:** Support our boys and girls basketball teams, soccer, and preparations for *The Lion King*, providing students with opportunities to build skills, confidence, and teamwork.
- **Mentoring:** Continue our weekly mentoring program and strengthen relationships with the volunteers who contribute their time and experience to our students.
- **House system and student leadership:** Continue building school spirit and student ownership through House activities, leadership opportunities, and positive demonstrations of the Seaside Way.
- **30th anniversary and arts education grant:** Continue advisory work on *30 Years of Impact: Then • Now • Next*, with student artwork and reflections planned for display during WinterFest on December 10.
- **Reading and creativity:** Continue promoting the *30 Book Goal* and encouraging students to create, explore, and engage actively in their learning.

As we celebrate 30 years of impact, we remain committed to preserving the relationships, traditions, and high expectations that define Seaside while thoughtfully exploring opportunities to improve and grow. Our work continues to center on helping every student find a place to belong, opportunities to lead, and the support needed to succeed.

Coversheet

Finance Updates

Section: V. Finance
Item: A. Finance Updates
Purpose: Vote
Submitted by:
Related Material: SFS Notes - Lily Meadows.docx
Sep_26_SNS_Fin_Reports_Board_Pack.pdf
Aug_26_SNS_Fin_Reports_Board_Pack.pdf

September 2026 Financials

Revenue Receivables

- FEFP is being paid on 574.43, whereas I am accruing based on 638 (budget), you will continue to build a receivable **until this is balanced.**
- Capital Outlay is another revenue source that is paid based on last year's ending FTE number, it is currently being paid monthly, but again we are building a receivable because it's being paid at a lesser amount than we expect with current FTE. LCIR will not be paid until February, I am accruing 1/12th each month based on 638 FTE.
- Triumph, we are recording expenses as indicated by the School and recording revenue to offset. – Primarily salaries in receivable. We are awaiting the 1st reimbursement this month, at which time I will need to reconcile what I currently have recorded against what is received.
- The Lease payment is accrued based on the last agreement - $14,000/mo.

- Overall, in the third month of the fiscal year the school is showing a surplus of $546,086. Categorically there should be 75% of budget remaining, which when looking at these statements all seems well.
- We previously discussed the school needing cash support before December, I'd like to see the Triumph deposit come through and reconcile that piece late this month then have a follow up conversation with administration to determine any areas with the budget that we need to be mindful of that we expect to see variances. For that reason, I have not made a lot of updates to my projections.

The Seaside School, Inc
Balance Sheet by Fund
September 30, 2026

	Operating	Triumph Grant	Capital Outlay	Debt Service	Internal	Total
Assets and Other Debits						
Cash - Checking & Savings - First Citizens	575,351	-	-	-	-	**575,351**
Cash - Investment - First Citizens	772,294	-	-	-	-	**772,294**
Cash - Internal - Truist	-	-	-	-	9,908	**9,908**
Cash - Internal - Regions	-	-	-	-	91,721	**91,721**
Cash - SVB	-	-	-	3,502	-	**3,502**
Petty Cash	100	-	-	-	-	**100**
Accounts Receivable - FEFP	238,301	-	-	-	-	**238,301**
Accounts Receivable - Capital Outlay / LCIR	-	-	678,667	-	-	**678,667**
Accounts Receivable - Triumph - DBW	-	895,052	-	-	-	**895,052**
Due from Foundation	-	-	-	-	-	**-**
Prepaid Expenses	68,614	-	-	-	-	**68,614**
Due from Other Funds	1,521,496	-	458,543	133,479	-	**2,113,518**
				-		
Total Assets and Other Debits	3,176,155	895,052	1,137,210	136,981	101,629	**5,447,027**
Liabilities, Fund Equity, and Other Credits						
Liabilities:						
Accrued Payroll Liabilities	-	-	-	-	-	**-**
Accounts Payable	68,418	731	97,011	-	11,360	**177,519**
Due to Foundation	153,727	-	-	-	-	**153,727**
Due to Other Funds	592,022	894,321	-	-	627,174	**2,113,518**
Total Liabilities	814,167	895,052	97,011	-	638,534	**2,444,764**
Fund Equity and Other Credits						
Fund Balance	2,043,686	-	809,636	136,980	(534,126)	**2,456,177**
Excess (Deficiency) of Revenues - YTD	318,302	-	230,562	1	(2,779)	**546,086**
Total Fund Equity and Other Credits	2,361,988	-	1,040,199	136,981	(536,905)	**3,002,263**
Total Liabilities Fund Equity and Other Credits	3,176,155	895,052	1,137,210	136,981	101,629	**5,447,027**

The Seaside School, Inc
Revenues, Expenses, & Excess or Deficiency
Summary by Fund
Month and Year-to-Date Ending September 30, 2026

	Operating	Triumph Grant	Capital Outlay	Debt	Internal	Total	Annual Budget	Balance Remaining	% Remaining
Revenues									
State									
FEFP - Walton County	1,822,097					1,822,097	7,217,185	5,395,088	75%
FEFP - Restricted to Capital Outlay	21,657	-	-	-	-	21,657	88,406	66,748	76%
Industry Certification Funding	-	-	-	-	-	-	150,000	150,000	100%
Advance Placement Funding	-	-	-	-	-	-	60,000	60,000	100%
Charter School Capital Outlay	-	-	106,546	-	-	106,546	422,844	316,298	75%
Local Capital Improvement	-	-	640,007	-	-	640,007	2,539,965	1,899,958	75%
Misc State Revenue	12,000	-	-	-	-	12,000	-	(12,000)	-
Local						-			
Interest Income	6,416	-	-	-	-	6,416	-	(6,416)	-
Misc Local Revenue	9,595	-	-	-	-	9,595	-	(9,595)	-
Transfer In Kind Facility Lease	42,000	-	-	-	-	42,000	500,000	458,000	92%
Transfer from Foundation - General Revenue	-	-	-	-	-	-	300,000	300,000	100%
Grant(s)						-			
Triumph Grant		98,672	-	-	-	98,672	-	(98,672)	-
Debt/Construction						-			
Proceeds from Long Term Debt	-	-	-	1,112	-	1,112	-	(1,112)	-
Internal						-			
School Lunch Revenue	-	-	-	-	6,755	6,755	20,000	13,245	66%
Field Trip Revenue	-	-	-	-	6,089	6,089	100,000	93,911	94%
Athletics Revenue	-	-	-	-	31,883	31,883	65,000	33,117	51%
Total Revenues	**1,913,766**	**98,672**	**746,553**	**1,113**	**54,512**	**2,814,617**	**11,583,400**	**8,768,785**	**76%**
Expenses									
5100 - Instruction	779,355	66,836	8,578	-	-	854,770	4,808,324	3,953,554	82%
5200 - Exceptional Instruction	39,114	-	-	-	-	39,114	234,964	195,850	83%
6100 - Student Personnel Services	121,567	-	-	-	-	121,567	497,696	376,128	76%
6300 - Curriculum Development	-	-	-	-	-	-	35,000	35,000	100%
6400 - Instructional Staff Training Services	2,559	-	-	-	-	2,559	30,000	27,441	91%
6500 - Instructional-Related Technology	20,215	-	-	-	-	20,215	84,000	63,785	76%
7100 - Board Administration	124,966	-	-	-	-	124,966	428,063	303,096	71%
7200 - General Administration	13,955	-	-	-	-	13,955	57,706	43,752	76%
7300 - School Administration	344,609	31,835	-	-	-	376,444	1,560,402	1,183,958	76%
7400 - Capital Outlay Exp & Construction	-	-	49,984	1,112	-	51,097	515,702	464,605	90%
7500 - Fiscal Services	23,750	-	-	-	-	23,750	97,500	73,750	76%
7800 - Student Transportation Services	28,591	-	-	-	-	28,591	93,767	65,176	70%
7900 - Operation of Plant	96,783	-	120,190	-	-	216,973	845,819	628,846	74%
8100 - Maintenance of Plant	-	-	-	-	-	-	154,200	154,200	100%
9100 - Internal Activity	-	-	-	-	57,291	57,291	575,903	518,612	90%
9200 - Debt Service	-	-	337,238	-	-	337,238	1,377,017	1,039,779	76%
Buyback	-	-	-	-	-	-	18,267	18,267	100%
Total Expenses	**1,595,464**	**98,672**	**515,991**	**1,112**	**57,291**	**2,268,531**	**11,414,330**	**9,145,799**	**80%**
Excess (Deficiency) Revenues Over Expenses	**318,302**	**-**	**230,562**	**1**	**(2,779)**	**546,086**	**169,070**		

The Seaside School, Inc
Balance Sheet by Fund
August 31, 2026

	Operating	Triumph Grant	Capital Outlay	Debt Service	Internal	Total
Assets and Other Debits						
Cash - Checking & Savings - First Citizens	652,536	-	-	-	-	**652,536**
Cash - Investment - First Citizens	765,880	-	-	-	-	**765,880**
Cash - Internal - Truist	-	-	-	-	9,908	**9,908**
Cash - Internal - Regions	-	-	-	-	79,296	**79,296**
Cash - SVB	-	-	-	3,501	-	**3,501**
Petty Cash	100	-	-	-	-	**100**
Accounts Receivable - FEFP	155,941	-	-	-	-	**155,941**
Accounts Receivable - Capital Outlay / LCIR	-	-	497,702	-	-	**497,702**
Accounts Receivable - Triumph - DBW	-	838,203	-	-	-	**838,203**
Due from Foundation	24,175	-	-	-	-	**24,175**
Prepaid Expenses	123,256	-	-	-	-	**123,256**
Due from Other Funds	1,465,735	-	595,752	133,479	-	**2,194,966**
				-		
Total Assets and Other Debits	3,187,623	838,203	1,093,455	136,981	89,204	**5,345,466**
Liabilities, Fund Equity, and Other Credits						
Liabilities:						
Accrued Payroll Liabilities	513	-	-	-	-	**513**
Accounts Payable	65,633	731	127,365	-	11,360	**205,089**
Due to Other Funds	729,232	837,472	-	-	628,263	**2,194,966**
Total Liabilities	795,378	838,203	127,365	-	639,622	**2,400,568**
Fund Equity and Other Credits						
Fund Balance	2,043,686	-	809,636	136,980	(534,126)	**2,456,177**
Excess (Deficiency) of Revenues - YTD	348,559	-	156,453	1	(16,292)	**488,720**
Total Fund Equity and Other Credits	2,392,245	-	966,089	136,981	(550,418)	**2,944,897**
Total Liabilities Fund Equity and Other Credits	3,187,623	838,203	1,093,455	136,981	89,204	**5,345,466**

The Seaside School, Inc
Revenues, Expenses, & Excess or Deficiency
Summary by Fund
Month and Year-to-Date Ending August 31, 2026

	Operating	Triumph Grant	Capital Outlay	Debt	Internal	Total	Annual Budget	Balance Remaining	% Remaining
Revenues									
State									
FEFP - Walton County	1,214,731					1,214,731	7,217,185	6,002,454	83%
FEFP - Restricted to Capital Outlay	14,438	-	-	-	-	14,438	88,406	73,967	84%
Industry Certification Funding	-	-	-	-	-	-	150,000	150,000	100%
Advance Placement Funding	-	-	-	-	-	-	60,000	60,000	100%
Charter School Capital Outlay	-	-	71,031	-	-	71,031	422,844	351,813	83%
Local Capital Improvement	-	-	426,671	-	-	426,671	2,539,965	2,113,294	83%
Local						-			
Interest Income	1	-	-	-	-	1	-	(1)	-
Misc Local Revenue	5,222	-	-	-	-	5,222	-	(5,222)	-
Transfer In Kind Facility Lease	28,000	-	-	-	-	28,000	500,000	472,000	94%
Transfer from Foundation - General Revenue	-	-	-	-	-	-	300,000	300,000	100%
Grant(s)						-			
Triumph Grant		41,823	-	-	-	41,823	-	(41,823)	-
Debt/Construction						-			
Internal						-			
School Lunch Revenue	-	-	-	-	-	-	20,000	20,000	100%
Field Trip Revenue	-	-	-	-	5,119	5,119	100,000	94,881	95%
Athletics Revenue	-	-	-	-	15,456	15,456	65,000	49,544	76%
Total Revenues	**1,262,393**	**41,823**	**497,702**	**1**	**20,576**	**1,822,494**	**11,583,400**	**9,760,907**	**84%**
Expenses									
5100 - Instruction	368,008	29,619	4,000	-	-	401,628	4,808,324	4,406,696	92%
5200 - Exceptional Instruction	19,014	-	-	-	-	19,014	234,964	215,951	92%
6100 - Student Personnel Services	80,056	-	-	-	-	80,056	497,696	417,640	84%
6300 - Curriculum Development	-	-	-	-	-	-	35,000	35,000	100%
6400 - Instructional Staff Training Services	2,559	-	-	-	-	2,559	30,000	27,441	91%
6500 - Instructional-Related Technology	13,568	-	-	-	-	13,568	84,000	70,432	84%
7100 - Board Administration	83,236	-	-	-	-	83,236	428,063	344,827	81%
7200 - General Administration	9,303	-	-	-	-	9,303	57,706	48,403	84%
7300 - School Administration	232,712	12,204	-	-	-	244,916	1,560,402	1,315,486	84%
7400 - Capital Outlay Exp & Construction	-	-	29,309	-	-	29,309	515,702	486,394	94%
7500 - Fiscal Services	15,833	-	-	-	-	15,833	97,500	81,667	84%
7800 - Student Transportation Services	19,976	-	-	-	-	19,976	93,767	73,792	79%
7900 - Operation of Plant	69,570	-	80,673	-	-	150,243	845,819	695,577	82%
8100 - Maintenance of Plant	-	-	-	-	-	-	154,200	154,200	100%
9100 - Internal Activity	-	-	-	-	36,868	36,868	575,903	539,035	94%
9200 - Debt Service	-	-	227,267	-	-	227,267	1,377,017	1,149,750	83%
Buyback	-	-	-	-	-	-	18,267	18,267	100%
Total Expenses	**913,834**	**41,823**	**341,249**	**-**	**36,868**	**1,333,774**	**11,414,330**	**10,080,556**	**88%**
Excess (Deficiency) Revenues Over Expenses	**348,559**	**-**	**156,453**	**1**	**(16,292)**	**488,720**	**169,070**		

Coversheet

Executive Director Contract

Section: VII. Governance
Item: A. Executive Director Contract
Purpose: Vote
Submitted by:
Related Material:
Executive Director EMPLOYMENT AGREEMENT_R. Andrew Ward_for board approval 10-22-26.pdf

EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT
Between R. Andrew Ward and Seaside School, Inc.

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above-named employee ("Employee") and the Governing Board ("Board" or "Board of Directors") of the **Seaside School, Inc.** ("School") a Florida public charter school approved by the **Walton County School District** ("District"), effective as of October 1, 2026 (the "Effective Date"). The Board desires to engage the services of the Employee in the capacity of Executive Director of the School to assist the School in achieving the goals and meeting the requirements of the School's charter and implementing the School's purposes, policies, and procedures. More specifically, Employee will be responsible for all aspects of operating a successful combination charter school in the region, including the duties outlined in Schedule A, together with any other such duties and responsibilities that are reasonable and consistent with such position. Employee will supervise all School administrative leadership and implementation of successful academic programming and operations, together with providing collaboration with the Seaside School Foundation to enable diversified fundraising for the long-term operational success of the School, and overseeing the School's growth, board management and strategic planning. Employee will report directly to the Seaside School, Inc. Board of Directors. Success in this role means a thriving professional and parent community that advances the mission of the organization to provide SNS/SCHS students with a world-class education.

Employee agrees to perform his duties to the School faithfully and to the best of his or her ability and in conformance with all laws and the rules and policies of the school, including the Policies and Procedures Manual (the "School Policies").

ROLES AND RESPONSIBILITIES

Employee shall perform the duties and responsibilities of Executive Director as set forth in the Roles and Responsibilities attached hereto as "**Schedule A**" and incorporated herein by reference as if fully set forth herein, together with such other duties and responsibilities as may reasonably be assigned by the Board of Directors from time to time. Schedule A shall be reviewed by the Board at least annually and may be revised, amended, or supplemented by the Board at any time, in its discretion, without requiring an amendment to this Agreement. Any revised Schedule A approved by the Board shall supersede and replace the prior version and shall thereafter be deemed incorporated into this Agreement.

TERM AND RENEWAL

This Agreement shall commence on the Effective Date and shall continue through June 30, 2027 (the "Initial Term"), unless earlier terminated in accordance with this Agreement. Thereafter, this

Agreement shall automatically renew for successive one-year terms beginning July 1 and ending June 30 of the following year (each, a "Renewal Term"), unless either party provides written notice of its intent not to renew in accordance with this Agreement.

NONRENEWAL; EMPLOYMENT AT-WILL

Notwithstanding the term of this Agreement, Employee's employment with the School is at will. Accordingly, this Agreement and the Employee's employment hereunder may be terminated by either the School or the Employee at any time and for any reason, with or without Cause, and with or without advance notice, subject to any applicable provisions of this Agreement.

Either party may elect not to renew this Agreement for a subsequent Renewal Term by providing written notice to the other party on or before February 1 of the then-current Term. Nonrenewal of this Agreement shall not entitle Employee to any compensation or benefits beyond those otherwise due through the expiration of the then-current Term. The foregoing notwithstanding, Employee agrees to use reasonable efforts to provide the School with at least thirty (30) days' written notice of his voluntary resignation to facilitate an orderly transition; provided, however, that the School's or Employee's failure to provide the notice set forth herein shall not alter the at-will nature of the employment relationship.

For purposes of this Agreement, "Cause" means Employee's (a) failure to fulfill his obligations under this Agreement after Employee has been given notice and thirty (30) days to cure such failure in accordance with a written plan between the School and Employee; (b) failure or refusal to comply with any valid and legal directive of the Board or School policies; or (c) engagement in conduct that brings or is reasonably likely to bring the School negative publicity or into public disgrace, embarrassment or disrepute. With respect to Cause as defined in subsection (c), the School is not required to prove the occurrence of such misconduct but must, as determined by its Board of Directors, have a good faith belief based on a good faith investigation that such conduct occurred. Upon termination, Employee shall be entitled to compensation and benefits for services performed prior to the termination date, subject to applicable law and the terms of any applicable benefit plans and School policies and shall have no further rights to any compensation or any other benefits from the School.

Employee also may be demoted or disciplined and the responsibilities and terms of his or her employment may be altered at any time, with or without Cause, at the discretion of the School. Without impacting the at-will nature of the employment relationship or waiving any rights hereunder, the School may attempt to remedy and address issues of unsatisfactory performance with the Employee in accordance with the School's policy on Evaluation/Reviews.

This Agreement may not be modified or amended, nor any agreement made with the Employee that is contrary to the terms of this Agreement unless such modification or amendment is in writing and signed by the Chairman of the Board and Employee. In addition, any modification or amendment that would alter the at-will nature of Employee's employment must specifically state the intention to alter this "at-will" relationship.

COMPENSATION

In consideration of Employee's services, Employee shall be paid a salary of ONE HUNDRED SIXTY-FIVE THOUSAND AND NO/100 DOLLARS ($165,000.00) per school year (July 1 – June 30, with the first year to be pro-rated based on an October 1, 2026 start date). Employee shall be eligible to receive annual salary increases consistent with those provided to other School employees, subject to approval by the Board of Directors.

All payments made by the School to Employee shall be net of any tax or other amounts required to be withheld by the school under applicable law.

Employee shall be eligible to participate in benefit plans and programs offered by the School and in effect from time to time, including paid time off, group medical insurance and other fringe benefits made available to School employees, in accordance with and subject to the eligibility and other provisions of such plans and programs.

BOARD AUTHORITY

Employee shall report directly to and be subject to the direction and oversight of the Seaside School Inc., Board of Directors acting as a body. The Chair of the Board shall serve as the primary point of contact and liaison between Employee and the Board. No individual Board member shall have authority to direct Employee or modify the terms or conditions of Employee's employment except as expressly authorized by the Board.

LICENSURE

Employee shall maintain his Florida Principal License. Employee understands that employment is contingent upon verification and maintenance of any applicable licensure credentials required under Florida law once obtained as provided herein.

GENERAL PROVISIONS

1. **Waiver of Breach**: The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not prevent any subsequent enforcement of such breach or operate or be construed as a waiver of any subsequent breach.

2. **Governing Law**: This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of Florida.

3. **Partial Invalidity**: If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

ACCEPTANCE OF EMPLOYMENT

By signing below, Employee declares as follows:

1. Employee has read this Agreement and the School Policies and accepts employment with the school on the terms specified herein.

2. All information Employee has provided to the school related to his or her employment is true and accurate.

3. This Agreement, together with the School Policies, constitute the entire agreement between the School and Employee regarding the terms and conditions of Employee's employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. This Agreement is not effective until signed by all parties.

4. The parties agree that the Contract was entered into in Walton County, Florida, and if any litigation should arise as a result of either party's breach of the terms and conditions of this Agreement, jurisdiction and venue shall lie in the state court of competent jurisdiction in and for Walton County, Florida. Any litigation arising under this Agreement shall be determined in accordance with the law of the State of Florida.

5. The parties agree that each has participated in the drafting of this Agreement and/or has been afforded the opportunity to review the terms set forth herein with its respective legal counsel. As such, no clause herein shall be construed against any party as the drafter of the Agreement or of the specific clause in question, but shall always be interpreted in a neutral manner.

By: **Andy Jordan, Board Chairperson, Seaside School, Inc.**

_____

Date: _____

By: **R. Andrew Ward, Employee**

_____

Date: _____

SCHEDULE A

Executive Director Position Description

I. Purpose of the Role

The Executive Director (ED) serves as the leader of the Seaside School, Inc. and is accountable to the Seaside School Board for the academic, operational, financial, and legal performance of the school.

The Executive Director's primary purpose is to ensure long-term success, sustainability, and mission fidelity of the school by providing strategic leadership, maintaining compliance with Florida law and the charter contract, and supervising senior leadership.

The role is executive and strategic, not managerial or instructional at the classroom level.

II. Reporting Relationship

- **Reports to:** Seaside School Governing Board
- **Supervises:** Principals and senior administrative staff
- **Evaluation:** Conducted annually by the Governing Board using agreed-upon goals and performance indicators

III. Scope of Authority

The Executive Director is granted the authority to act on behalf of the school on all administrative and operational matters not specifically reserved to the Governing Board by statute, charter contract, or board policy.

The Executive Director may:

- Enter contracts within board-approved limits
- Supervise and evaluate employees
- Represent the school with the authorizer, regulators, higher-education partners, and the public

IV. Core Responsibilities

1. Strategic and Executive Leadership

- Lead execution of the school's mission, strategic plan, and board policies
- Provide organizational coherence across two campuses and grade spans
- Anticipate risks, growth opportunities, and long-term sustainability needs

2. Academic Oversight

- Establish academic expectations aligned with the board-approved mission
- Supervise and evaluate campus principals
- Ensure fidelity to the collegiate high school model, including:
    - Dual enrollment partnerships
    - Postsecondary readiness
    - Student advising systems
- Monitor academic performance trends and report regularly to the board on progress toward board-adopted goals

(Note: Day-to-day instructional management rests with principals.)

3. Financial Stewardship

- Develop and manage the annual budget for board approval
- Ensure sound internal controls, audits, and financial reporting
- Manage enrollment-based funding and cash flow
- Maintain financial stability, reserves, and long-term fiscal planning

4. Compliance and Risk Management

- Ensure full compliance with:
    - Florida Statute §1002.33
    - The charter contract and authorizer requirements
    - Open meetings, public records, ethics, and conflict-of-interest laws
- Serve as the primary liaison to the authorizer (school district, college, etc.)
- Ensure accurate and timely reporting

5. Organizational and Talent Leadership

- Recruit, supervise, evaluate, and retain senior leaders
- Establish systems that build leadership capacity and reduce reliance on any single individual
- Foster a professional culture aligned with the school's mission and values

V. Relationship with the Governing Board

The Governing Board and Executive Director operate within clear governance boundaries:

The Board:

- Sets mission, vision, and policy
- Provides oversight and accountability
- Evaluates Executive Director performance

The Executive Director:

- Executes strategy and policy
- Manages personnel and operations
- Reports on progress, risks, and outcomes to the board

The Executive Director does not serve as a voting board member.

VI. School Foundation Core Responsibilities

- Provides supervisory oversight of personnel shared between the School and the Foundation (Shared employees report directly to the ED)
- Supports strategic donor engagement, including participation in select donor meetings and capital campaign activities
- Contributes to legislative appropriations efforts and related advocacy
- Cultivates and strengthens relationships with key stakeholders, including SCDC, Walton County leadership, and NWFSC
- Supports grant development and fundraising events
- Contributes to financial planning and the annual budgeting process

VII. Key Success Indicators (Board-Level)

The Governing Board evaluates the Executive Director on:

- Student academic outcomes and growth
- Fidelity to the collegiate high school model
- Financial health and audit results
- Compliance record with the authorizer and state
- Leadership stability and succession readiness
- Quality and transparency of board reporting
- Annual board adopted goals

Coversheet

Facilities Lease

Section: VII. Governance
Item: B. Facilities Lease
Purpose: Vote
Submitted by:
Related Material:
Seaside Neighborhood School Facilities Lease_Eff 07.01.2026.docx
Seaside_Neighborhood_School_Facilities_Lease_2026_cjk_marked_changes (2).docx

Seaside Neighborhood School Facilities Lease

This Facilities Lease (this "***Lease***") is made effective the lst day of July 2026, by and between The Seaside School Foundation, Inc., a Florida non-profit corporation ("***Lessor"***) and The Seaside School, Inc., a Florida non-profit corporation ("***Lessee***"). Upon execution of this Lease, the prior lease by and between Lessor and Lessee is superseded and replaced in its entirety by this Lease and deemed of no further force and effect after the effective date of this Lease.

Background Facts

Lessor is the owner of three buildings located on real property located in the town of Seaside, Walton County, Florida. This real property is legally described in **Exhibit "A"** and said legal description is incorporated herein. The real property contains three buildings located and identified with the municipal addresses of 10, 30 and 42 Smolian Circle, Seaside, Florida (the "***Leased Premises***").

Article 1
Lease of Premises

For and in consideration of the covenants, promises and agreements contained in this Lease, Lessor does hereby lease the Leased Premises to Lessee for the specific terms set forth below in Article 2.

Article 2
Term

The term of this lease ("***Lease Period***") shall commence on the date set forth above (the "***Commencement Date***") and end on the fifth (5th) anniversary of the Commencement Date.

Article 3
Rent

Lessee shall pay **Lessor annual rent** in the amount of $437,240.00 for the first Year of the Lease Period, which may be paid in a lump sum on or before the Commencement Date or paid in monthly installments of $36,436.67, beginning on the Commencement Date, with each subsequent monthly installment due on the 5th day of each month until expiration of the Lease

Period. Either method of payment may be elected by Lessee at the commencement of each year of the Lease Period.

Commencing on the first anniversary of the Commencement Date, and on each anniversary thereafter during the Lease Period, the annual rent shall increase by three percent (3%) over the annual rent payable for the immediately preceding year. The monthly installment payments, if elected by Lessee, shall be adjusted accordingly to reflect each annual increase. The annual rent and corresponding monthly installment payments for each year of the Lease Period, reflecting the three percent (3%) annual increase, shall be as set forth in the following schedule. In the event of any discrepancy resulting from the rounding of monthly installment payments, the annual rent amount shall control, and the final monthly installment for the applicable lease year shall be adjusted accordingly.

ANNUAL RENT SCHEDULE

Lease Year (School Year)	**Annual Rent**	**Monthly Installment**
Year 1 (2026-27)	$437,240.00	$36,436.67
Year 2 (2027-28)	$450,357.20	$37,529.77
Year 3 (2028-29)	$463,867.92	$38,655.66
Year 4 (2029-30)	$477,783.96	$39,815.33
Year 5 (2030-31)	$492,117.48	$41,009.79

Article 4
Permitted Use

Lessee covenants that it shall, throughout the Lease Period, continuously use and occupy the Leased Premises solely and exclusively for the purpose of operating a school and other related activities, which will necessarily include all other uses reasonably related thereto (the "***Permitted Uses***").

Article 5
Utilities

Lessee shall be solely responsible for, and shall pay directly to such utility companies, all bills for utilities and services consumed and used on, at, in and from the Leased Premises.

Article 6
Repairs and Maintenance

Lessee shall be responsible, at its sole cost and expense, for all repairs, maintenance, and upkeep of the Leased Premises, including the buildings, improvements, fixtures, equipment, and systems located thereon. Lessee shall maintain the Leased Premises in good condition and repair throughout the Lease Period and deliver possession of the Leased Premises in substantially the same condition as it existed on the Commencement Date, reasonable wear and tear excepted.

Article 7
Exclusive Use and Occupancy

Lessee shall have the right to exclusively use, occupy and operate the entire Leased Premises. Lessee shall permit Lessor, its agents and representatives, and any mortgagee to enter the Leased Premises in order to examine, inspect and protect the Leased Premises, if necessary; provided, however, that at all times when students are on the Leased Premises, Lessor, its agents and representatives, and any mortgagee, shall when entering the Leased Premises be accompanied by an authorized representative of Lessee and otherwise cooperate with Lessee in complying with any applicable laws, rules and regulations, including Florida laws pertaining to access to schools while students are present and pertaining to student health, safety and welfare.

Article 8
Mutual Indemnity

Except by reason of negligence of Lessor, or anyone acting by, through or under Lessor, Lessee, only to the extent of the limitations of liability set forth in § 768.28, Florida Statutes,

hereby indemnifies and agrees to hold Lessor harmless from and against any and all liabilities, obligation, claims, damages, penalties, causes of action, judgments, costs and expenses (including, but not limited to, reasonable attorney's fees) imposed upon, incurred by or asserted against Lessor or the Leased Premises and resulting in any way from Lessee's occupancy and/or use of the Leased Premises or the surrounding area, or the breach of any obligation of Lessee set out in the Lease during or with respect to the Term hereof. Except by reason of negligence of Lessee, or anyone acting by, through or under Lessee, Lessor hereby indemnifies and agrees to hold Lessee harmless from and against any and all liabilities, obligation, claims, damages, penalties, causes of action, judgments, costs and expenses (including, but not limited to, reasonable attorney's fees) imposed upon, incurred by or asserted against Lessee or the Leased Premises and resulting in any way from Lessor's use of the Leased Premises or the surrounding area, or the breach of any obligation of Lessor set out in the Lease during or with respect to the Term hereof.

Article 9
Assignment and Subletting

Lessee may not assign its interest in this Lease voluntarily or by operation of law and shall not sublet or license all or any portion of the Leased Premises without the consent of Lessor, which consent may be withheld in Lessor's reasonable discretion. Any purported or attempted assignment or subletting, without Lessor's prior written consent, shall be null and void. Any permitted assignee or sub-lessee of Lessee shall expressly assume Lessee's liabilities and obligations under this Lease. No assignment, subleasing or licensing shall release Lessee from any of its obligations hereunder unless Lessor expressly agrees otherwise. Lessee shall not mortgage or otherwise encumber its leasehold interest hereunder. Notwithstanding the foregoing, Lessee is permitted, without Lessor's consent, to enter into facility use agreements of less than one-year terms for use of the Leased Premises during non-School hours, and which are terminable with 30-days notice.

Article 10

Insurance

Lessee covenants and agrees that it will at all times keep and maintain the Leased Premises, including all Improvements thereon, insured against such risks and in such amounts, with such deductible provisions, as are customary in connection with the operation of facilities of the type and size comparable to such facilities and consistent with the requirements of Florida law.

Article 11

Miscellaneous

This Lease shall be construed in accordance with the laws of the State of Florida. This Lease embodies the entire agreement between the parties. This Lease may not be amended or modified except by written instrument executed by all parties to the Lease, which may be executed in multiple counterparts. If the performance by any of the parties of its obligations under this Lease Agreement is delayed or prevented in whole or in part by any law, rule, regulation, order or other action adopted or taken by any federal, state or local governmental authority, or by any acts of God, fire or other casualty, floods, storms, explosions, accidents, epidemics, war, civil disorders, strikes or other labor difficulties, shortages or failure of supply of materials, labor, fuel, power, equipment, supplies or transportation, or by any other cause not reasonably within said parties control, whether or not specifically mentioned herein, said party shall not be deemed to be in default hereunder with respect thereto unless such party fails to promptly remedy such lack of performance immediately following the end of such event of force majeure.

Article 12

RADON GAS

Radon Gas Notification. In accordance with the requirements of the Florida Statutes, Section 404.056(8), the following notice is hereby given: RADON IS A NATURALLY OCCURRING RADIOACTIVE GAS THAT, WHEN IT HAS ACCUMULATED IN A BUILDING IN SUFFICIENT QUANTITIES, MAY PRESENT HEALTH RISK TO PERSONS WHO ARE EXPOSED TO IT OVER TIME. LEVELS OF RADON THAT EXCEED FEDERAL AND STATE GUIDELINES HAVE BEEN FOUND IN BUILDINGS

IN FLORIDA. ADDITIONAL INFORMATION REGARDING RADON AND RADON TESTING MAY BE OBTAINED FROM YOUR COUNTY PUBLIC HEALTH UNIT.

IN WITNESS WHEREOF, the undersigned parties agree to the terms hereof as of the date first written above.

LESSOR: THE SEASIDE SCHOOL FOUNDATION, INC.
(A Florida not-for-profit corporation)

By:_____
Name: _____
Title:_____

LESSEE: THE SEASIDE SCHOOL, INC.
(A Florida not-for-profit corporation)

By:_____
Name:_____
Title:_____

Seaside Neighborhood School Facilities Lease

This Facilities Lease (this "***Lease***") is made effective the lst day of July 2026, by and between The Seaside School Foundation, Inc., a Florida non-profit corporation ("***Lessor"***) and The Seaside School, Inc., a Florida non-profit corporation ("***Lessee***"). Upon execution of this Lease, the prior lease by and between Lessor and Lessee is superseded and replaced in its entirety by this Lease and deemed of no further force and effect after the effective date of this Lease.

Background Facts

Lessor is the owner of three buildings located on real property located in the town of Seaside, Walton County, Florida. This real property is legally described in **Exhibit "A"** and said legal description is incorporated herein. The real property contains three buildings located and identified with the municipal addresses of 10, 30 and 42 Smolian Circle, Seaside, Florida (the "***Leased Premises***").

Article 1

Lease of Premises

For and in consideration of the covenants, promises and agreements contained in this Lease, Lessor does hereby lease the Leased Premises to Lessee for the specific terms set forth below in Article 2.

Article 2

Term

The term of this lease ("***Lease Period***") shall commence on the date set forth above (the "***Commencement Date***") and end on the ~~first (1st)~~ fifth (5th) anniversary of the Commencement Date.

Article 3

Rent

Lessee shall pay **Lessor ~~a maximum~~ annual rent** in the amount of $437,240.00 for the first year of the Lease Period, ~~$168,000.00~~ which may be paid either ~~o~~in a lump sum ~~basis~~ on or before the Commencement Date or ~~paid~~ in monthly installments of ~~$14,000.00~~ $36,436.67, beginning on the Commencement Date, with ~~and~~ each subsequent ~~and every other~~ monthly installment ~~payment~~ due ~~thereafter to be payable~~ on the 5th day of each month until expiration

of the Lease Period. Either method of payment may be elected by Lessee at the commencement of each year of the Lease Period.

Commencing on the first anniversary of the Commencement Date, and on each anniversary thereafter during the Lease Period, the annual rent shall increase by three percent (3%) over the annual rent payable for the immediately preceding year. The monthly installment payments, if elected by Lessee, shall be adjusted accordingly to reflect each annual increase. The annual rent and corresponding monthly installment payments for each year of the Lease Period, reflecting the three percent (3%) annual increase, shall be as set forth in the following schedule. In the event of any discrepancy resulting from the rounding of monthly installment payments, the annual rent amount shall control, and the final monthly installment for the applicable lease year shall be adjusted accordingly.

ANNUAL RENT SCHEDULE

Lease Year (School Year)	Annual Rent	Monthly Installment
Year 1 (2026-27)	$437,240.00	$36,436.67
Year 2 (2027-28)	$450,357.20	$37,529.77
Year 3 (2028-29)	$463,867.92	$38,655.66
Year 4 (2029-30)	$477,783.96	$39,815.33
Year 5 (2030-31)	$492,117.48	$41,009.79

Article 4
Permitted Use

Lessee covenants that it shall, throughout the Lease Period, continuously use and occupy the Leased Premises solely and exclusively for the purpose of operating a school and other related activities, which will necessarily include all other uses reasonably related thereto (the "***Permitted Uses***").

Article 5
Utilities

Lessee shall be solely responsible for, and shall pay directly to such utility companies, all bills for utilities and services consumed and used on, at, in and from the Leased Premises.

Article 6

Repairs and Maintenance

~~Lessee shall, at its sole expense, keep the entire Leased Premises in the condition comparable to similar properties in the area and upon the expiration or early termination of this Lease Agreement, Lessee shall deliver possession of the Leased Premises to Lessor in substantially the same condition as it existed on the Commencement Date, with exception to reasonable and ordinary wear and tear.~~ Lessee shall be responsible, at its sole cost and expense, for all repairs, maintenance, and upkeep of the Leased Premises, including the buildings, improvements, fixtures, equipment, and systems located thereon. Lessee shall maintain the Leased Premises in good condition and repair throughout the Lease Period and deliver possession of the Leased Premises in substantially the same condition as it existed on the Commencement Date, reasonable wear and tear excepted.

Article 7

~~Reservation of Rights by Lessor~~ Exclusive Use and Occupancy

1. ~~Lessor reserves the right to use the Leased Premises provided such use does not interfere with Lessee's use of the Leased Premises.~~ Lessee shall have the right to exclusively use, occupy and operate the entire Leased Premises. Lessee shall permit Lessor, its agents and representatives, and any mortgagee to enter the Leased Premises in order to examine, inspect and protect the Leased Premises, if necessary; provided, however, that at all times when students are on the Leased Premises, Lessor, its agents and representatives, and any mortgagee, shall when entering the Leased Premises be accompanied by an authorized representative of Lessee and otherwise cooperate with Lessee in complying with any applicable laws, rules and regulations, including Florida laws pertaining to access to schools while students are present and pertaining to student health, safety and welfare.

Article 8

~~Liability~~ Mutual Indemnity

~~Lessor shall not be liable for and Lessee hereby waives all claims against Lessor for injuries to persons in or about the Leased Premises for any cause whatsoever arising at any time during the term hereof. Lessor shall not be liable in any way for the quality, quantity, impairment, interruption, stoppage or other interference with service involving water, sewer, gas,~~

~~electricity, telephone or other utility service. Lessor shall not be liable for and Lessee hereby waives all claims against Lessor for damage to or loss of any property of Lessee or of others located on the Leased Premises. Lessee shall indemnify and hold harmless Lessor from and against, and reimburse Lessor for, any and all claims, losses, damages and liabilities (including, but not limited to, reasonable attorney fees and court costs), which arise in any way in connection with the Leased Premises during the term of this Lease, except for claims, losses, damages and liabilities caused directly by the gross negligence or willful misconduct of Lessor or its agents.~~

Except by reason of negligence of Lessor, or anyone acting by, through or under Lessor, Lessee, only to the extent of the limitations of liability set forth in § 768.28, Florida Statutes, hereby indemnifies and agrees to hold Lessor harmless from and against any and all liabilities, obligation, claims, damages, penalties, causes of action, judgments, costs and expenses (including, but not limited to, reasonable attorney's fees) imposed upon, incurred by or asserted against Lessor or the Leased Premises and resulting in any way from Lessee's occupancy and/or use of the Leased Premises or the surrounding area, or the breach of any obligation of Lessee set out in the Lease during or with respect to the Term hereof. Except by reason of negligence of Lessee, or anyone acting by, through or under Lessee, Lessor hereby indemnifies and agrees to hold Lessee harmless from and against any and all liabilities, obligation, claims, damages, penalties, causes of action, judgments, costs and expenses (including, but not limited to, reasonable attorney's fees) imposed upon, incurred by or asserted against Lessee or the Leased Premises and resulting in any way from Lessor's use of the Leased Premises or the surrounding area, or the breach of any obligation of Lessor set out in the Lease during or with respect to the Term hereof.

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foregoing, Lessee is permitted, without Lessor's consent, to enter into facility use agreements of less than one-year terms for use of the Leased Premises during non-School hours, and which are terminable with 30-days notice.

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Article ~~10~~ 11

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CFN 1093450 OR BK 2826 PG 1114

LESSOR: THE SEASIDE SCHOOL FOUNDATION, INC.

(A Florida not-for-profit corporation)

By:_____

Name: _____

Title:_____

LESSEE: THE SEASIDE SCHOOL, INC.

(A Florida not-for-profit corporation)

By:_____

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