



DISTRICT BOARD OF TRUSTEES

**SUMMARY OF ITEM FOR
*INFORMATION***

TOPIC: Academic Affairs & Charter Schools Governance Committee Meeting Report

REGULAR AGENDA OR COMMITTEE: Regular Agenda

SUBMITTED FOR: X **ACTION/VOTE**
 INFORMATION
 DISCUSSION

SUMMARY:

Report on the Academic Affairs & Charter Schools Governance Committee Meeting held earlier in the day. Will recommend approval for any items needing a vote.

COMMITTEE RECOMMENDATION: Trustee Jose Conrado

DATE: 11/18/25

BOARD ACTION: Approved

DATE: 11/18/25



**District Board of Trustees
Academic Affairs & Charter Schools Governance Committee Meeting
Indian River State College – Massey Campus
Ben L. Bryan Administration Building, Board Room A301
3209 Virginia Ave, Fort Pierce, FL 34981**

November 18, 2025

AGENDA

1. Call to Order – *Trustee Conrado, Vice Chair*
2. Request approval of the following 2025/26 Budget Amendments:
 - a. No. 1 – Fund 2 - Clark Advanced Learning Center – Current Fund – Restricted – *Dr. Leslie Judd*
 - b. No. 1 – Fund 2 – Indiantown High School – Current Fund – Restricted – *Lisa Davenport*
3. 2025/26 First Quarter Summary of Revenue & Expenses for Operating, PECO and Local Capital Improvement Revenue (*information only*)
 - a. Clark Advanced Learning Center – *Dr. Leslie Judd*
 - b. Indiantown High School – *Lisa Davenport*
4. Request approval of Performance Pay resulting from 24/25 School Year Final Evaluations – *Dr. Stephanie Etter*
 - a. Clark Advanced Learning Center
 - b. Indiantown High School
5. Adjourn

ACADEMIC AFFAIRS & CHARTER SCHOOLS GOVERNANCE COMMITTEE MEETING MINUTES

Members Present: Jose Conrado, presiding; Susie Caron, Vicki Davis, Tony George, Melissa Kindell, Brant Schirard, Dr. Tim Moore, Dr. Stephanie Etter, Dr. Leslie Judd, Lisa Davenport, Caroline Valentin and Suzanne Parsons, recording

Absent: Christa Luna and Milo Thornton

Others Present: Beth Gaskin, Edith Pacacha, Dr. Heather Belmont, Dr. Angela Browning, Alessandra Thompson, Tony Quinn, Don Bergmann, Scott Kimmelman, Chris Puorro, Andrew Treadwell, Jason Hazellief, Praveen Toteja, Nichole Rummo, Cindy Bruin, Brooklyn Stekl, Emily Mass, Vonrick Alexander, Dr. Calvin Williams, Kathleen Walters, Giovanni Barbieri, and Azzam Abdur-Rahman

Jose Conrado called the meeting to order.

Dr. Leslie Judd presented to the Committee, for its approval, the following 2025-26 Budget Amendment:

- a. No. 1 – Fund 2, Clark Advanced Learning Center - Current Fund – Restricted

On a motion made by Vicki Davis, seconded by Susie Caron, and passed by the Committee, the 2025-26 Budget Amendment No. 1 was approved.

Lisa Davenport presented to the Committee, for its approval, the following 2025-26 Budget Amendment:

- a. No. 1 – Fund 2, Indiantown High School - Current Fund – Restricted

On a motion made by Tony George, seconded by Melissa Kindell, and passed by the Committee, the 2025-26 Budget Amendment No. 1 was approved.

Dr. Leslie Judd and Lisa Davenport presented to the Committee, for its information, the 2025/26 First Quarter Summary of Revenue and Expenses for Operating, PECO and Local Capital Improvement Revenue for the Clark Advanced Learning Center and Indiantown High School.

No action is needed.

Dr. Stephanie Etter presented to the Committee for its approval, the Performance Pay resulting from the 24/25 School Year Final Evaluations for the Clark Advanced Learning Center and Indiantown High School.

On a motion made by Susie Caron, seconded by Melissa Kindell, and passed by the Committee, the Performance Pay resulting from the 24/25 School Year Final Evaluations for the Clark Advanced Learning Center and Indiantown High School were approved.

There being no further business, the meeting was adjourned at 10:50 AM.



DISTRICT BOARD OF TRUSTEES

SUMMARY OF ITEM FOR
ACTION

TOPIC: 2025/26 Budget Amendment No. 1 – Fund 2, Clark Advanced Learning Center – Current Fund, Restricted

REGULAR AGENDA OR COMMITTEE: Academic Affairs & Charter Schools Governance Committee

SUBMITTED FOR: X **ACTION/VOTE**
 INFORMATION
 DISCUSSION

SUMMARY:

Operating Budget Amendment Number 1 – To recognize actual fund balance and revenues of \$2,002,013 and reallocate to expense budget.

ALTERNATIVE(S): N/A

FISCAL IMPACT: N/A

PRESIDENT’S RECOMMENDATION: Recommend approval

SUBMITTED BY: Dr. Leslie Judd

DATE: 10/31/25

BOARD ACTION: Approved

DATE: 11/18/25

BUDGET AMENDMENT REQUEST
CLARK ADVANCED LEARNING CENTER CHARTER HIGH SCHOOL
at Indian River State College

Amendment Number: 1

Fiscal Year: 2025-2026

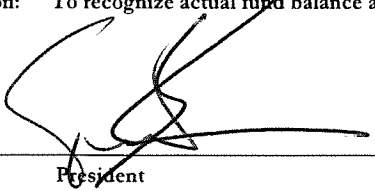
The District Board of Trustees of Indian River State College hereby approves the amendments to the Clark Advanced Learning Center budget for the fiscal year as follows:

Fund Name: Clark Advanced Learning Center - Current Fund - Restricted

Fund Number: Two

	<u>Original Budget</u>	<u>Prior Budget Amendments</u>	<u>Budget</u>	<u>Current Budget Amendment Increase</u>	<u>Current Budget Amendment Decrease</u>	<u>Current Budget</u>
Beginning Fund Balance	\$ 600,994	\$ -	\$ 600,994	\$ 2,002,013	\$ -	\$ 2,603,007
Revenues (Detail Attached)	<u>2,468,255</u>	<u>-</u>	<u>2,468,255</u>	<u>-</u>	<u>-</u>	<u>2,468,255</u>
Total to be Accounted for	<u>\$ 3,069,249</u>	<u>\$ -</u>	<u>\$ 3,069,249</u>	<u>\$ 2,002,013</u>	<u>\$ -</u>	<u>\$ 5,071,262</u>
Personnel Expenses (Detail Attached)	\$ 2,382,432	\$ -	\$ 2,382,432	\$ -	\$ -	\$ 2,382,432
Books, Categoricals, and Services (Detail Attached)	573,316	-	573,316	-	-	573,316
Facilities, Capital, and Contingency (Detail Attached)	113,501	-	113,501	-	-	113,501
Ending Fund Balance	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,002,013</u>	<u>-</u>	<u>2,002,013</u>
Total to be Accounted for	<u>\$ 3,069,249</u>	<u>\$ -</u>	<u>\$ 3,069,249</u>	<u>\$ 2,002,013</u>	<u>\$ -</u>	<u>\$ 5,071,262</u>

Justification: To recognize actual fund balance and revenues and reallocate to expense budget.

Certified: 
President

Date: November 18, 2025



DISTRICT BOARD OF TRUSTEES

**SUMMARY OF ITEM FOR
*ACTION***

TOPIC: 2025/26 Budget Amendment No. 1 – Fund 2, Indiantown High School – Current Fund, Restricted

REGULAR AGENDA OR COMMITTEE: Academic Affairs & Charter Schools Governance Committee

SUBMITTED FOR: X **ACTION/VOTE**
 INFORMATION
 DISCUSSION

SUMMARY:

Operating Budget Amendment Number 1 – To recognize the actual fund balance, resulting in a decrease to revenues of \$842,245, and to reallocate the expense budget accordingly.

ALTERNATIVE(S): N/A

FISCAL IMPACT: N/A

PRESIDENT’S RECOMMENDATION: Recommend approval

SUBMITTED BY: Lisa Davenport

DATE: 10/31/25

BOARD ACTION: Approved

DATE: 11/18/25

BUDGET AMENDMENT REQUEST
Indiantown High School
at Indian River State College

Amendment Number: 1

Fiscal Year: 2025-2026

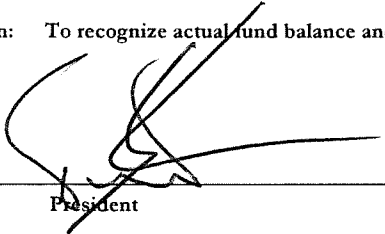
The District Board of Trustees of Indian River State College hereby approves the amendments to the Indiantown High School budget for the fiscal year as follows:

Fund Name: Indiantown High School - Current Fund - Restricted

Fund Number: Two

	Original Budget	Prior Budget Amendments	Budget	Current Budget Amendment Increase	Current Budget Amendment Decrease	Current Budget
Beginning Fund Balance	\$ 889,729	\$ -	\$ 889,729	\$ -	\$ 842,245	\$ 47,484
Revenues (Detail Attached)	<u>1,258,546</u>	<u>-</u>	<u>1,258,546</u>	<u>-</u>	<u>-</u>	<u>1,258,546</u>
Total to be Accounted for	<u>\$ 2,148,275</u>	<u>\$ -</u>	<u>\$ 2,148,275</u>	<u>\$ -</u>	<u>\$ 842,245</u>	<u>\$ 1,306,030</u>
Personnel Expenses (Detail Attached)	\$ 1,677,285	\$ -	\$ 1,677,285	\$ -	\$ -	\$ 1,677,285
Books, Categoricals, and Services (Detail Attached)	218,090	-	218,090	-	-	218,090
Facilities, Capital, and Contingency (Detail Attached)	252,900	-	252,900	-	-	252,900
Ending Fund Balance	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>842,245</u>	<u>(842,245)</u>
Total to be Accounted for	<u>\$ 2,148,275</u>	<u>\$ -</u>	<u>\$ 2,148,275</u>	<u>\$ -</u>	<u>\$ 842,245</u>	<u>\$ 1,306,030</u>

Justification: To recognize actual fund balance and revenues and reallocate to expense budget.

Certified: 
President

Date: 11/18/25



DISTRICT BOARD OF TRUSTEES

**SUMMARY OF ITEM FOR
*ACTION***

TOPIC: 2025/26 First Quarter Summary of Revenue & Expenses for Operating, PECO and Local Capital Improvement Revenue – Clark Advanced Learning Center

REGULAR AGENDA OR COMMITTEE: Academic Affairs & Charter Schools Governance Committee

SUBMITTED FOR: **ACTION/VOTE**
 X **INFORMATION**
 DISCUSSION

SUMMARY:

Operating: Clark's Operating revenue for FY2026 first quarter was \$624,057 or 25% of budgeted revenues; expenses totaled \$507,536 or 17% of budgeted expenses.

Capital: Clark's capital revenue for FY2026 first quarter was \$30,840 from PECO.

Clark's Operating and Capital revenue and expense are in line with the FY2026 budget. As of September 30th, Clark did not incur any expenses utilizing PECO or LCIR funds in FY2026.

ALTERNATIVE(S): N/A

FISCAL IMPACT: N/A

PRESIDENT'S RECOMMENDATION: N/A

SUBMITTED BY: Dr. Leslie Judd

DATE: 10/31/25

BOARD ACTION: None Required

DATE: 11/18/25

Clark Advanced Learning Center Charter High School
at Indian River State College
Summary of Revenues and Expenses - PECO and Local Capital Improvement Revenue (Unaudited)
For the Period Ended 9/30/2025

CHARTER SCHOOL PECO

	Present PECO Budget	Budget Amendments	Amended PECO Budget	Year-to-Date Revenues & Expenditures	Remaining Budget Balance	Percentage Budget Remaining
PECO Revenues and Fund Balance						
Beginning Fund Balance, July 1, 2025	\$ 331,644	\$ -	\$ 331,644	\$ -	\$ 331,644	100%
Estimated State Charter School PECO Funding - FY26 Funding	170,000	-	170,000	30,840	139,160	82%
Total Charter School PECO Beginning Fund Balance & Revenue	\$ 501,644	\$ -	\$ 501,644	\$ 30,840	\$ 470,804	94%
PECO Expenditures						
Facility Renovation, Repair, and Maintenance	\$ 501,644	\$ -	\$ 501,644	\$ -	\$ 501,643	100%
Ending Fund Balance, June 30, 2026	-	-	-	-	-	
Total Charter School PECO Expenditures and Ending Fund Balance	\$ 501,644	\$ -	\$ 501,644	\$ -	\$ 501,643	100%

CHARTER SCHOOL LOCAL CAPITAL IMPROVEMENT-LCIR

	Present LCIR Budget	Budget Amendments	Amended LCIR Budget	Year-to-Date Revenues & Expenditures	Remaining Budget Balance	Percentage Budget Remaining
LCIR Revenues and Fund Balance						
Beginning Fund Balance, July 1, 2025	\$ 327,747	\$ -	\$ 327,747	\$ -	\$ 327,747	100%
Estimated State Charter School LCIR Funding	300,000	-	300,000	-	300,000	100%
Total Charter School LCIR Beginning Fund Balance and Revenue	\$ 627,747	\$ -	\$ 627,747	\$ -	\$ 627,747	100%
LCIR Expenditures						
Capital Expenditures	\$ 627,747	-	\$ 627,747	\$ -	\$ 627,747	100%
Ending Fund Balance , June 30, 2026	-	-	-	-	-	
Total Charter School LCIR Expenditures and Ending Fund Balance	\$ 627,747	\$ -	\$ 627,747	\$ -	\$ 627,747	100%

Clark Advanced Learning Center Charter High School
at Indian River State College
Summary of Revenues and Expenses - Operating Fund (Unaudited)
For the Period Ending 9/30/2025

	Present Budget FY 25/26	Budget Amendments Q1	Current Operations Budget	Year-to-Date Revenues & Expenses	Remaining Budget Balance	Percentage Budget Remaining
Revenues						
State FEFP and Local	\$ 2,338,713	\$ -	\$ 2,338,713	\$ 603,624	\$ 1,735,089	74%
State Categorical Funding	\$ 9,542	\$ -	\$ 9,542	\$ 3,383	\$ 6,160	65%
Interest and Other Income	\$ 120,000	\$ -	\$ 120,000	\$ 17,050	\$ 102,950	86%
Total Revenues	\$ 2,468,255	\$ -	\$ 2,468,255	\$ 624,057	\$ 1,844,198	75%
Budgeted Fund Balance Reserves	\$ 600,995	\$ 2,002,012	\$ 2,603,007	\$ -	\$ 2,603,007	100%
Total Revenues and Fund Balances Reserves	\$ 3,069,250	\$ 2,002,012	\$ 5,071,262	\$ 624,057	\$ 4,447,206	88%
Expenses						
Personnel						
Salaries	\$ 1,579,008	\$ -	\$ 1,579,008	\$ 306,609	\$ 1,272,399	81%
Benefits	\$ 803,425	\$ -	\$ 803,425	\$ 103,784	\$ 699,641	87%
Total Personnel	\$ 2,382,433	\$ -	\$ 2,382,433	\$ 410,393	\$ 1,972,040	83%
Books, Supplies & Curriculum						
Instructional Books, Materials and Supplies	\$ 100,000	\$ -	\$ 100,000	\$ 44,829	\$ 55,171	55%
Instructional Support	\$ 220,000	\$ -	\$ 220,000	\$ -	\$ 220,000	100%
Curriculum Development & Software	\$ 30,000	\$ -	\$ 30,000	\$ 20,248	\$ 9,752	33%
Total Books, Supplies & Curriculum	\$ 350,000	\$ -	\$ 350,000	\$ 65,077	\$ 284,923	81%
Categoricals						
Transportation	\$ 9,542	\$ -	\$ 9,542	\$ -	\$ 9,542	100%
Total Categoricals	\$ 9,542	\$ -	\$ 9,542	\$ -	\$ 9,542	100%
Services, Insurance & Development						
Transportation	\$ 60,000	\$ -	\$ 60,000	\$ 5,508	\$ 54,492	91%
Services	\$ 54,000	\$ -	\$ 54,000	\$ 9,404	\$ 44,596	83%
Insurance	\$ 45,000	\$ -	\$ 45,000	\$ 41	\$ 44,959	100%
Professional Development	\$ 8,000	\$ -	\$ 8,000	\$ 1,751	\$ 6,248	78%
Administrative Fee	\$ 46,774	\$ -	\$ 46,774	\$ 7,010	\$ 39,764	85%
Total Services, Insurance & Development	\$ 213,774	\$ -	\$ 213,774	\$ 23,714	\$ 190,060	89%
Facilities, Capital & Contingency						
Facility Maintenance & Utilities	\$ 103,501	\$ -	\$ 103,501	\$ 7,544	\$ 95,957	93%
Technology, Equipment, and Repairs	\$ 10,000	\$ -	\$ 10,000	\$ 808	\$ 9,192	92%
Total Facilities, Capital & Contingency	\$ 113,501	\$ -	\$ 113,501	\$ 8,352	\$ 105,149	93%
Total Expenses	\$ 3,069,250	\$ -	\$ 3,069,250	\$ 507,536	\$ 2,561,714	83%



DISTRICT BOARD OF TRUSTEES

SUMMARY OF ITEM FOR
ACTION

TOPIC: 2025/26 First Quarter Summary of Revenue & Expenses for Operating, PECO and Local Capital Improvement Revenue - Indiantown High School

REGULAR AGENDA OR COMMITTEE: Academic Affairs & Charter Schools Governance Committee

SUBMITTED FOR: **ACTION/VOTE**
 X **INFORMATION**
 DISCUSSION

SUMMARY:

Operating: Indiantown's Operating revenue for FY2026 first quarter was \$268,898 or 21% of budgeted revenues and expenses totaled \$324,118 or 15% of budgeted expenses.

Capital: Indiantown received PECO funding of \$9,786 during the first quarter of FY2026. As of September 30th, Indiantown did not incur any expenses utilizing PECO or LCIR funds in FY2026.

ALTERNATIVE(S): N/A

FISCAL IMPACT: N/A

PRESIDENT'S RECOMMENDATION: N/A

SUBMITTED BY: Lisa Davenport

DATE: 10/31/25

BOARD ACTION: None Required

DATE: 11/18/25

Indiantown Charter High School
at Indian River State College
Summary of Revenues and Expenses - PECO and Local Capital Improvement Revenue (Unaudited)
For the Period Ended 9/30/2025

CHARTER SCHOOL PECO

	Present PECO Budget	Budget Amendments	Amended PECO Budget	Year-to-Date Revenues & Expenditures	Remaining Budget Balance	Percentage Budget Remaining
PECO Revenues and Fund Balance						
Beginning Fund Balance, July 1, 2025	\$ 56,421	\$ -	\$ 56,421	\$ -	\$ 56,421	100%
Estimated State Charter School PECO Funding FY 26 Funding	50,000	-	50,000	9,786	40,214	80%
Total Charter School PECO Beginning Fund Balance & Revenue	\$ 106,421	\$ -	\$ 106,421	\$ 9,786	\$ 96,635	91%
PECO Expenditures						
Facility Renovation, Repair, and Maintenance	\$ 106,421	\$ -	\$ 106,421	\$ -	\$ 106,421	100%
Ending Fund Balance, June 30, 2026	-	-	-	-	-	-
Total Charter School PECO Expenditures and Ending Fund Balance	\$ 106,421	\$ -	\$ 106,421	\$ -	\$ 106,421	100%

CHARTER SCHOOL LOCAL CAPITAL IMPROVEMENT-LCIR

	Present LCIR Budget	Budget Amendments	Amended LCIR Budget	Year-to-Date Revenues & Expenditures	Remaining Budget Balance	Percentage Budget Remaining
LCIR Revenues and Fund Balance						
Beginning Fund Balance, July 1, 2025	\$ 88,952	\$ -	\$ 88,952	\$ -	\$ 88,952	100%
Estimated State Charter School LCIR Funding	95,000	-	95,000	-	95,000	100%
Total Charter School LCIR Beginning Fund Balance and Revenue	\$ 183,952	\$ -	\$ 183,952	\$ -	\$ 183,952	100%
LCIR Expenditures						
Capital Expenditures	\$ 183,952	\$ -	\$ 183,952	\$ -	\$ 183,952	100%
Ending Fund Balance , June 30, 2026	-	-	-	-	-	-
Total Charter School LCIR Expenditures and Ending Fund Balance	\$ 183,952	\$ -	\$ 183,952	\$ -	\$ 183,952	100%

Indiantown High School
at Indian River State College
Summary of Revenues and Expenses - Operating Fund (Unaudited)
For the Period Ending 9/30/2025

	Present Budget FY 25/26	Budget Amendments Q1	Current Operations Budget	Year-to-Date Revenues & Expenses	Remaining Budget Balance	Percentage Budget Remaining
Revenues						
State FEEP and Local	\$ 1,058,546	\$ -	\$ 1,058,546	218,898	\$ 839,648	79%
State Categorical Funding	-	-	-	-	-	0%
IRSC Operating Expense Contribution	200,000	-	200,000	50,000	150,000	75%
Interest and Other Income	-	-	-	-	-	0%
Total Revenues	\$ 1,258,546	\$ -	\$ 1,258,546	\$ 268,898	\$ 989,648	79%
Budgeted Fund Balance Reserves	\$ 889,729	\$ (842,245)	\$ 47,483	\$ -	\$ 47,483	100%
Total Revenues and Fund Balances Reserves	\$ 2,148,275	\$ (842,245)	\$ 1,306,029	\$ 268,898	\$ 1,037,131	79%
Expenses						
Personnel						
Salaries	\$ 1,143,029	\$ -	\$ 1,143,029	\$ 178,976	\$ 964,053	84%
Benefits	529,256	-	529,256	92,497	436,759	83%
Total Personnel	\$ 1,672,285	\$ -	\$ 1,672,285	\$ 271,473	\$ 1,400,811	84%
Books, Supplies & Curriculum						
Instructional Books, Materials and Supplies	\$ 27,100	\$ -	\$ 27,100	\$ 851	\$ 26,249	97%
Instructional Support	61,260	-	61,260	-	61,260	100%
Curriculum Development & Software	6,500	-	6,500	-	6,500	100%
Total Books, Supplies & Curriculum	\$ 94,860	\$ -	\$ 94,860	\$ 851	\$ 94,009	99%
Categoricals						
Total Categoricals	\$ -	\$ -	\$ -	\$ -	\$ -	0%
Services, Insurance & Development						
Transportation	\$ 18,500	\$ -	\$ 18,500	\$ -	\$ 18,500	0%
Services	42,700	-	42,700	5,319	37,381	88%
Insurance	9,953	-	9,953	-	9,953	0%
Professional Development	4,150	-	4,150	217	3,933	95%
Administrative Fee	52,927	-	52,927	6,745	46,182	87%
Total Services, Insurance & Development	\$ 128,230	\$ -	\$ 128,230	12,281	\$ 115,949	90%
Facilities, Capital & Contingency						
Facility Maintenance & Utilities	\$ 240,900	\$ -	\$ 240,900	\$ 39,513	\$ 201,387	84%
Technology, Equipment, and Repairs	12,000	-	12,000	-	12,000	100%
Contingency	-	-	-	-	-	0%
Total Facilities, Capital & Contingency	\$ 252,900	\$ -	\$ 252,900	\$ 39,513	\$ 213,387	84%
Total Expenses	\$ 2,148,275	\$ -	\$ 2,148,275	\$ 324,118	\$ 1,824,157	85%



TOPIC: Performance pay for Clark Advanced Learning Center personnel resulting from 24-25 school year final evaluations.

REGULAR AGENDA OR COMMITTEE: Academic Affairs & Charter Schools Governance Committee

SUBMITTED FOR: X ACTION/VOTE
 INFORMATION
 DISCUSSION

SUMMARY: Per FL Statute 1012.22, the College is required to have a performance salary schedule that provides annual salary adjustments for instructional personnel and school administrators based upon performance determined under statute 1012.34.

The Performance pay adjustment for faculty and administrators who received a score rated as “highly effective” based on last year’s performance measures = One-time bonus of \$1,000.00

The Performance pay adjustment for faculty and administrators who received a score rated as “effective” based on last year’s performance measures = One-time bonus of \$500.00

ALTERNATIVE(S): There is no alternative to compliance with the statute that we are aware of.

FISCAL IMPACT: \$12,000 - included in 25-26 approved Clark budget.

PRESIDENT’S RECOMMENDATION: Recommend approval

SUBMITTED BY: Dr. Stephanie Etter

DATE: 10/22/25

BOARD ACTION: Approved

DATE: 11/18/25

Clark Advanced Learning Center
Pay for Performance Incentive from 24-25 Performance Evaluations

Qualified Employee		Final Rating	Bonus Amount
Ballard	Denise	Highly Effective	\$1,000
Croft	Megan	Highly Effective	\$1,000
Gribble	Alexandria	Highly Effective	\$1,000
Groell	Birgit	Highly Effective	\$1,000
Haynes	Lori	Highly Effective	\$1,000
Hutcheson	Anna	Highly Effective	\$1,000
Judd	Leslie	Highly Effective	\$1,000
Judd	Walter	Highly Effective	\$1,000
Marchant	Edward	Highly Effective	\$1,000
Stastny	Kelsey	Highly Effective	\$1,000
Villwock	Michele	Highly Effective	\$1,000
Voehl	Deanna	Highly Effective	\$1,000



TOPIC: Performance Pay for Indiantown High School Personnel resulting from 24-25 SY Final Evaluations.

REGULAR AGENDA OR COMMITTEE: Academic Affairs & Charter Schools Governance Committee

SUBMITTED FOR: X **ACTION/VOTE**
 INFORMATION
 DISCUSSION

SUMMARY:

Per FL Statute 1012.22, the College is required to have a performance salary schedule that provides annual salary adjustments for instructional personnel and school administrators based upon performance determined under statute 1012.34.

The Performance pay adjustment for faculty and administrators who received a score rated as “highly effective” based on last year’s performance measures = One-time bonus of \$1,000.00

The Performance pay adjustment for faculty and administrators who received a score rated as “effective” based on last year’s performance measures = One-time bonus of \$500.00

ALTERNATIVE(S): There is no alternative to compliance with the statute that we are aware of.

FISCAL IMPACT: \$9,500.00 - included in 25-26 approved Indiantown High School budget

PRESIDENT’S RECOMMENDATION: Recommend approval

SUBMITTED BY: Dr. Stephanie Etter

DATE: 10/22/25

BOARD ACTION: Approved

DATE: 11/18/25

Indiantown High School

Pay for Performance Incentive from 24-25 Performance Evaluations

Qualified Employee	Final Rating	Bonus Amount
Elliott, Sonia	Highly Effective	\$1000
Embrey, Lisa	Highly Effective	\$1000
Flom, Kayla	Highly Effective	\$1000
Kagan, Amanda	Highly Effective	\$1000
Martin, Jana	Highly Effective	\$1000
Ocampo, Juan	Highly Effective	\$1000
Rigal, James	Effective	\$500
Stiekman, Josh	Highly Effective	\$1000
Tate, Janay	Highly Effective	\$1000
Davenport, Lisa	Highly Effective	\$1000