



# Superintendent's Interim Report to the Charter School Authority Governing Board

November 2021

# Superintendent's Message



**It is with great pleasure that I announce Oasis Charter Schools' accreditation status has been renewed!**

After inspecting numerous verification and evidence documents, along with conducting live interviews with the entire Oasis Community, the COGNIA Accreditation Team has recommended renewing our K-12 school system until 2025.

Accreditation, and especially a renewal, is important because it informs parents and students that a school system is successfully educating children, and meets, or in our case, *exceeds* minimum quality standards. Whenever families see an accreditation badge, they know the school system has been formally assessed and can be trusted to meet their child's educational needs and more.

Clearly, Oasis Charter Schools is a southwest Florida standout. Drew Moore, COGNIA Lead Evaluator, commented *"You have a great school system, incredible teaching staff, and wonderful students. This is probably the finest team I have ever worked with."*

Sixteen years after we opened our doors, Oasis Charter Schools can be proud we have achieved this renewal, and the place we have earned in the hearts of Cape Coral families as their premier School of Choice. Oasis Charter Schools is simply the greatest place to *Start*, especially if your ambition is to *Go EVERYWHERE.*

A huge thanks to the genuine efforts of our administrators, teachers, students, and stakeholders who participated in our journey of improvement that resulted in this prominent feather in our caps. Once COGNIA delivers a formal document, I will make a presentation to our Governing Board and City Council.



# Charter School Authority Financial Services



# MEET OUR FINANCIAL SERVICES TEAM!

(left to right) Jeanette Kreuz, MPA, MBA Senior Accountant/Charter Schools, **MaryAnne Moniz, Charter School Business Manager**, Jana Humenay, Charter School Bookkeeper, **Marisol Rivera, Charter School Accounts Payable Specialist I**

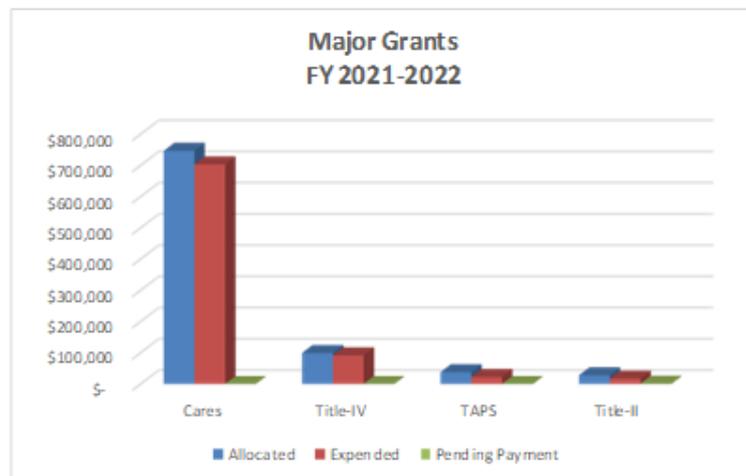


# Monthly Highlights

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- **Tyler Conversion is complete, and staff is diligently working to process requisitions, purchase orders and invoices.**
  - Actuals remain to be posted in the new system
- **The FY 2022-FY 2024 Operating Budget was approved and Adopted by the City of Cape Coral on September 29, 2021.**
- **FY 2021 Annual Audit was pushed to mid-November issuance**
  - Staff continues to provide data as requested by the external auditor
- **FY 2020 Internal Funds Audit is nearing completion**
- **FY 2022-2024 Adopted Operating Book will be distributed at November Board Meeting**

# Major Grant Updates



	Cares	Title-IV	TAPS	Title-II
<b>Allocated</b>	\$ 746,720	\$ 99,334	\$ 37,935	\$ 27,770
<b>Expended</b>	\$ 703,306	\$ 91,398	\$ 22,787	\$ 17,059
<b>Pending Payment</b>	\$ -	\$ -	\$ -	\$ 1,061



# Charter School Authority Operations Management

## Charter Schools ~ City TRANSITION TEAM SUPPORT



Danielle Jensen was recently promoted to OCS Director of Food Service and Transportation. She has been with the Charter Schools for more than 11 years and was responsible for establishing the system's National School Lunch Program. She has a Bachelor of Science degree in Finance from Northern Illinois University and has also completed several master-level business and finance courses from Arizona State University.

As our organizations continue to develop a unified operations environment, Danielle is helping support the transition between the charter schools' Procurement and Maintenance departments to City teams.





- \* **City is still finalizing the hiring of custodial staff.** The supply chain for items is running more smoothly. Each day the process is evolving and getting better.
- \* PO was issued to Grady Minor for the **OEN Portable Project.**

- \* **Campus Fire inspections** were finalized by Oct. 28<sup>th</sup>
- \* **Backflow replacement at OEN** is scheduled for November 22 and the PO has been issued.
- \* **Replaced OEN water heater**



John Farrara (OES) and Jason Hernandez (OMS)

# FOOD SERVICES



## Free and Reduced Lunch Eligibility

Verification process started on October 1. The OCS needs to verify 3% of error prone applications in order to meet the National School Lunch Program (NSLP) requirements. Currently, 33% of students are eligible for free and reduced meals.



## US Foods Contract

The Governing Board approved the new contract with US Foods in October, and even with unexpected food shortages, deliveries have been smooth.

# FOOD SERVICES **Continued Challenges with COVID – 19**

\* We are working to ensure each kitchen has a full staff due to **quarantine requirements and lack of substitutes**. Teams are working together to provide seamless coverage.

\* We are experiencing third-party challenges with **food availability and deliveries from US Foods** (they are dealing with a driver shortage).

\* We are noticing significant **increases in prices in both food and containers**. The system will need to monitor department budgets.

\* **Also, significant increases in meal and snack purchases** as students are back to school.



Yadi Lopez and Mon Wallin (OMS)

# HUMAN RESOURCES

MANAGEMENT

CAREER

RECRUITMENT

SKILL TRAINING

ABILITY

HIRING



# HUMAN RESOURCES – Leisa Orcutt, S-CP, Manager



**Leisa Orcutt, S-CP**

With more than 30 years of human resources experience, Leisa heads the Charter Schools HR team providing expert services for more 250 Oasis teachers and staff.



November is a “Hail and Farewell” month for the charter school’s HR department.

The HR Team welcomes Tonya Keehler, as the new Charter School Liaison. Tonya will work with both the City and Charter School human resources departments ensuring services are seamless and updated.

Farewell and Best Retirement Wishes to Vicki McAtee! She has worked in human resources for more than 22 years and devoted most of her career to supporting Charter School employees and their families. Vicki and her husband, Brett, intend to live the retirement good life visiting family and friends up North, and taking things one sunny day at a time.



# HUMAN RESOURCES – Leisa Orcutt, Manager



## Teacher Salary Allocation SY 2021-2022

- Completed Teacher Salary Increase Allocation Requests and submitted to LCSD for teacher increases School Year 2021-2022. Based upon the District's formula, teachers are scheduled to receive a .510% increase through FEFP funding which is still pending.

## Disaster Relief Payments and Student Loan Forgiveness

- Submitted paperwork for all eligible teachers entitled to the \$1,000 bonus payment.
- Processed teacher and principal applications for student loan forgiveness.

# HUMAN RESOURCES – Leisa Orcutt, Manager



**IN PROGRESS**

## **Strategic Plan Goal #2: *Continuous Improvement***

### **Development and Implementation of Teacher Recruitment and Retention Plan**

HR is developing an Oasis Charter Schools' Recruitment and Retention Plan to help build and sustain a qualified and competitive workforce. Creating the plan starts with researching and engaging with multiple talent and recruitment platforms among other specialized employment sites. OCS has also explored deeper predictive analytics with Aaron Butler from JourneyFront.com. This type of assessment and redirection will help us identify the best advertising platforms that will yield the highest return on investment. Predictive analytics can also assist in reducing employee turnover and help forecast next-level hiring strategies.

# HUMAN RESOURCES – Leisa Orcutt, Manager



**Bus Drivers**                      **\$16.48/hr plus benefits and three paid holidays**

**Substitute Teachers** **\$14.00/hr (not eligible for benefits)**

**Certified Teachers**    **\$47,500.00-\$50,500.00/year**

Charter School employees are contract employees whose terms and conditions of employment are governed by their individual contracts. Most full-time Charter School employees are offered the following benefits:

**Health Insurance**

**Basic Life Insurance**

**Optional Vision Insurance**

**Optional Dental Insurance**

**Supplemental Insurance**

**Retirement Plan (FRS)**

**Long Term Disability**

**Leave Time (Sick, Vacation)**

**Paid Holidays**

**Deferred Compensation Programs**

**Payroll Direct Deposit**

**Employee Assistance Program**



START **HERE.** GO **EVERYWHERE.**



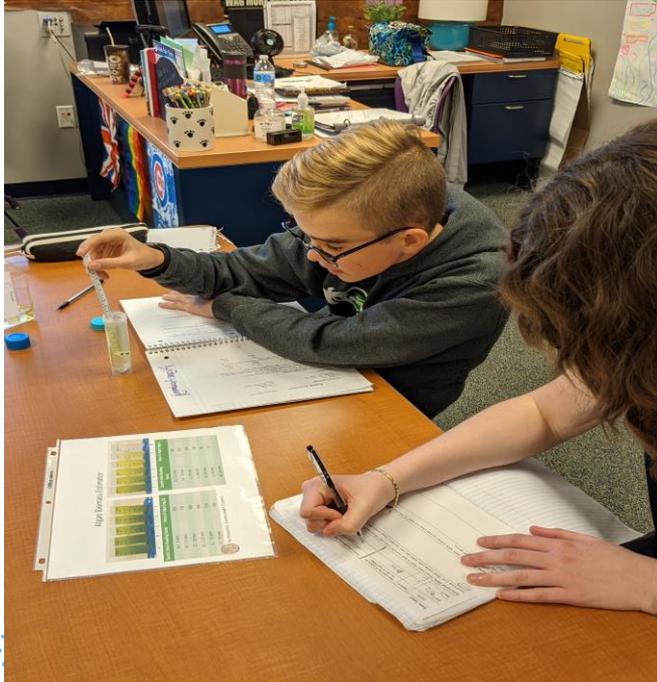
**Dr. John Omundsen**

**Director of Oasis STEM Education**

**Oasis STEM INNOVATION funding to date:**

**\$634,000**

## STEM INNOVATION – Dr. John Omundsen, Director

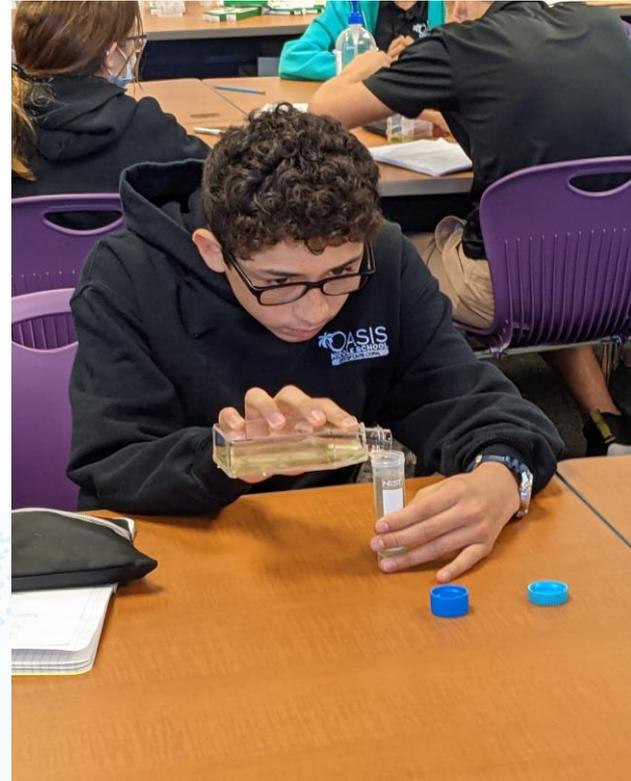


### 8th Grade Goes Green

Engineering students at Oasis Middle School had the opportunity to participate in "The Algae Academy", a unit on algae and their potential as an alternative energy source. The curriculum and kits were provided free of charge by the Algae Foundation.

## STEM INNOVATION – Dr. John Omundsen, Director

**According to the Algae Academy,** "The goal of the Algae Academy is to utilize algae as a tool to effectively meet the four disciplines of STEM in an interdisciplinary and applied approach through real world applications. Students will grow algae, develop experiments, measure growth, analyze data, and make connections on how algae production has a positive impact on the global environment."



## STEM INNOVATION – Dr. John Omundsen, Director



### OASIS HIGH TOURS FULL SAIL UNIV

The students in the CTE (career and technical education) courses at Oasis High had the opportunity to take a virtual tour of the Full Sail University campus. This tour highlighted areas of the campus which correlate with the programs offered at Oasis High School (robotics, game design, digital design, TV production, cybersecurity) and acted as an introduction to the partnership program between OHS and Full Sail University. The students learned of the opportunities available to them as part of this partnership program.



We are excited to announce the names of our first two of makerspaces:

**Oasis Elementary North:** *"The Rist Family Foundation Makerspace"*

**Oasis High School:**

*"The Gunterberg Charitable Foundation and Culliton Family Makerspace"*



# TRANSPORTATION SERVICES

# 1,985

This is the largest school bus ridership in the system's history.

# 23/34/948

We have 23 buses. Our drivers manage 34 different routes and 948 student bus stops.

# 20

Transportation currently has a team of 20 personnel – 18 CDL certified bus drivers and two office support.

# Oasis Transportation Department

**Danielle Jensen, Transportation Director** (left)  
Danielle is also the system's Director of Food Services.

**Tammy Daniels, Transportation Coordinator** (right)  
Tammy Daniels was promoted to Transportation Coordinator (TC) from substitute dispatcher/bus driver. Her role as TC is crucial in handling the hectic day-to-day driver issues which include getting 1,985 students safely to and from our charter schools.

## **NEW HIRE NOW ONBOARDING!**

The Transportation Department is happy to announce they have hired a new **Driver Dispatcher** who will join the team after Thanksgiving break.



# Oasis Transportation

## Bus Rider Survey – Completed Sept 30 to Oct 14, 2021

The District's annual Transportation Survey is now complete. This ridership survey is important because state funding is calculated on a validated number of students who ride a bus each day of the survey.

## Fleet Repairs/Maintenance

Buses are being sent to fleet for repairs, inspections and preventative maintenance. The Charter School has been able to work with fleet to ensure our aging buses are operating properly.

## Staff Shortages

Bus driver shortages continue to be an issue. However, with its' committed and hardworking staff, the OCS is covering the routes with limited interruption.





**Athletics**

# Oasis Athletics

Michael O'Brien  
OHS Athletic Director

## COACHING STAFF RECEIVES CONCUSSION CERTIFICATIONS

All coaches are compliant with the Charter School Authority Concussion Policy as it is also part of the FHSAA. Our coaches are also certified as mandated by FHSAA, NFHS and Charter School Authority Athletics requirements.  
([www.nfhslearn.com](http://www.nfhslearn.com)).



# Oasis Athletics

## Michael O'Brien

### OHS Athletic Director

## OASIS COACH EVALUATIONS MAKE HISTORY

This year for the first time ever, Oasis High Athletics is providing coaches with work performance feedback in the form of evaluations. Each coach will review their overall performance with the school Athletic Director and brainstorm techniques to help them become player role models and the game's best.



In an effort to provide the best possible instruction to the Hockey Participants of AHC we are asking that parents, along with their player(s) take a few moments to complete the following evaluation form. This will give us a good indication as to the strengths and weaknesses within our coaching ranks.

1 = Poor      2 = Below Average      3 = Average      4 = Above Average      5 = Excellent

**Practice Planning**  
Coach made good use of all practice time and taught the skills necessary for improvement.

**Communication**  
Coach and Manager communicated well with the parents and players. You felt informed at all times as to the schedule for your team.

**Discipline**  
Coach was able to control his team at **all times** and was able to command a proper work ethic from players.

**Hockey Knowledge**  
Coach seemed knowledgeable about the sport and demonstrated it through his/her teaching and coaching ability.

**Role Model/Bench Conduct**  
Coach set a good example of sportsmanship and demonstrated this through his/her actions both on and off the ice.

**Off ice team management**  
Team management was organized and informed parents/players of all activities.

**Fun Meter**  
The coach made the overall experience fun for his/her players.

**Overall Rating**  
 Yes, the coaching I received this season was positive and I would recommend this head coach for an AHC team next season.  
 No, the coaching I received this season was not positive and I would not recommend this head coach for an AHC team next season.

Other Comments: \_\_\_\_\_

Name \_\_\_\_\_ Player \_\_\_\_\_

Name of Head Coach \_\_\_\_\_ Division \_\_\_\_\_ Phone \_\_\_\_\_

\_\_\_\_\_ Team \_\_\_\_\_

I understand that the information on this page is confidential and realize this form is simply a tool for Hockey Operations to evaluate the strengths and weaknesses of our coaches and team management. \_\_\_\_\_ (Initial).

# Oasis Athletics

Michael O'Brien  
OHS Athletic Director



## OASIS SHARKS HEADED TO REGIONAL

We are very excited to be represented in the Regionals by two swimmers **Lucas Quintana** and **Jared Bienasz**, and in Golf Regionals, **Alyssa Fritz**.

We are also being represented by **Katarina Hagler** in the Swimming State Championship Series in Orlando.

(Left to right: Quintana, Bienasz, Fritz, and Hagler)





# OASIS

## ELEMENTARY NORTH

CITY OF CAPE CORAL

Principal: Kevin Brown

Assistant Principal: Kelly Weeks

Students: 769

*Home of the Explorers*





**OEN raised**  
***\$73,000 all profit!***







***OEN FIELD TRIPS RETURN!***

***Oasis North 1<sup>st</sup> graders enjoyed the school's first field trip in two years! Students visited Babcock Ranch Eco-Tour and explored the enticing property.***





**Principal: MaryBeth Grecsek**

**Assistant Principal: Carrie Abes**

**Student Body: 872**

*Home of the Panther Pride*





## OES BEST ELEMENTARY SCHOOL

U.S. News and World Report recently published their first-ever rankings of public elementary schools, **Oasis Elementary South placed among the top 30%** of elementary schools in the state of Florida, making it a **U.S. News Best Elementary School 2021-2022.**





## Congratulations to our Do the Right Thing Winner!

We are so proud of second grade student, **Dominic D'Andrea**! Over the summer he set up a lemonade stand and donated the profits to Cape Coral Caring Center.





## OES Celebrates Red Ribbon Week!

During this year's **Red Ribbon Week** students were reminded to stay away from drugs. Our OES theme is *"Drug Free Looks Like Me"* which urges them to be the best they can be. Students dressed up each day this week with a different fun theme each day!





**Principal: Donnie Hopper**

**Assistant Principal: Dr. Brianne Romano**

**Students: 828**

*Home of the Gators  
and The Gator Innovation Garage*



# Student Achievement: Strategy 1

*Development of rigorous curricular content and data driven analysis for continued student achievement.*

(Pictured: OMS faculty developing standards-based curriculum, common assessments, and learning targets)



Donnie Hopper, Principal

# Community Engagement: Strategy 1

*Developing relationships with businesses for the purpose of experiential learning.*

**Pictured: Mrs. Hannon's Career Education Class.**

**OMS welcomed another great guest speaker! Thank you, Dr. Krista Zivkovic from *Zivkovic Family Medicine!***

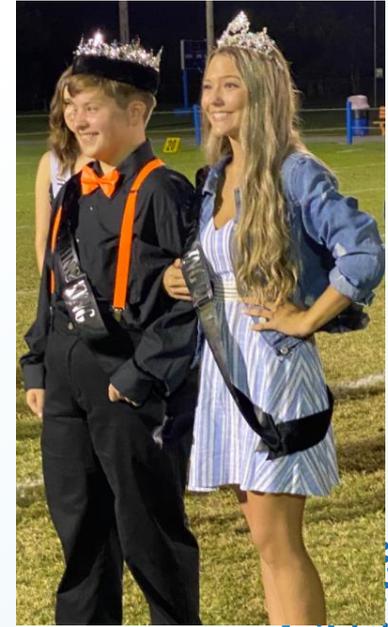




**Principal: Dr. Christina Britton**  
**Assistant Principal: Tim Loughren**  
**Assistant Principal: Elizabeth Cannon**  
**Student Body: 742 (largest ever)**

*Home of the Oasis Sharks  
and The Shark Tank*





### School Spirit

- Celebrated fall homecoming events, October 11th-15th.
- SGA working to increase school spirit at school and at home football games. We enjoyed a "Pink Out" in support of Breast Cancer Awareness, a Hawaiian theme, and Oasis Overload for Homecoming
- Lady ROTC Raiders Team continues to advance in district competition.
- ROTC CyberPatriot Team is 1st in the district, and 2nd in state at the beginning of their season.

# OASIS HIGH – SHARK eSPORTS

**Oasis High eSports is #1 in the nation!**

OHS senior team, “*Valorant A*,” won the Peachbelt Showcase Conference by winning every single battle map with at least a 9-point lead, plus two separate battle victories scoring 13-0 each time.

Any eSport team with the coveted “**A**” designator is considered a Tier 1 high school competitor that is allowed to engage with college-level combatants.

There are 175 U.S. colleges that offer varsity eSports scholarships totally more than \$9,500 per player; our OHS students have been offered and applied for a piece of the pie.

