Focus Academy™

Where Education Meets Life™

FOCUS ACADEMY BOARD OF DIRECTORS MEETING

Monday, October 27, 2025

4:30 p.m.

Meeting Called to order:

Board Chair James Rossman called the meeting to order at 4:40 PM. Board members James Ballard, Karl Langefeld, Doug Amoroso and Beth McIntyre were present. Staff members Josephine Isenbergh, Loretta Gallo-Lopez, Elisabeth Kraft-Radka, and Meagan Zaharakes were present. Ildes Sotelo attended via Zoom.

APPROVAL OF CONSENT AGENDA

Jim Rossman moved to approve September minutes. Karl Langefeld moved; Beth McIntyre second

PUBLIC COMMENT - NONE

FOCUS MOMENT-

Jim Rossman was presented with the Heart of the Dragon award at the Focus Gala.

BOARD CHAIR COMMENTS - NONE

COMMITTEE ACTION REPORTS

Financial Committee-

The Financial Committee presented a recommendation for approval of a 403(b) Retirement Plan provider change. This change will enable additional entities under the Focus umbrella to participate in the 403(b) program, expanding retirement benefit access across the organization.

The Board also discussed Teacher Salary Increase Allocation (TSIA) funding. Administration confirmed that teachers signed an acknowledgment form indicating their understanding that, should Focus transition to private status, they would no longer be eligible for TSIA funding.

As a result of teachers receiving TSIA funds, millage funding was distributed among the remaining staff. Allocations were based on years of service and job performance.

Additionally, Jim Rossman submitted a letter to the district addressing Full-Time Equivalent (FTE) funding. The letter seeks resolution of the funding issue stemming from the 2024–2025 school year.

Governance Committee-

Committee met; no activity to report.

Marketing Committee –

The Parks and Recreation Committee visited the Temple Terrace Recreation Center. Karl reported that he received numerous compliments regarding the Focus Café. Many committee members, all from out of town/state, expressed interest in learning how the café was established so they could explore implementing a similar concept in their own facilities.

ADMINISTRATION REPORT

The new policies and procedures developed this year have been tremendously helpful in addressing and reducing severe student behavior issues.

Administration has also been in discussion with Christ Our Redeemer regarding plans to rebuild and update Building 2. Clayton Clemens and Edward Briggs are currently in communication to explore potential state funding opportunities that may support this project.

PROJECT MANAGER REPORT

None

FOUNDATION REPORT

Gala was very successful. Mosaic did a $25,000 match.

COMMITTEE/ACTION ITEMS

Millage Allocation

James Ballard moved; Karl Langefeld second; all approved

403b Retirement plan change to John Hancock

Karl Langefeld moved; Beth McIntyre Second; all approved

Teacher Allocation

Karl Langefeld moved; James Ballard second; all approved

Motion to adjourn at 5:03

Doug Amoroso moved; James Ballard second; all approved

Upcoming Meetings: November 17, 2025; December 15, 2025; January 26, 2026; February 23, 2026; March 30, 2026; April 27, 2026; May 18, 20226; June 22, 2026.

Adjournment: Board Chair Rossman accepted a motion to adjourn,

Reminder: Board members must recuse from voting on any item that may be a conflict of interest.

Minutes taken and prepared by Meagan Zaharakes , approved by board vote and confirmed by signature below:

James Ballard, Board member/treasurer

Print Name Title

11/17/25

Signature and Date