

Marco Island Charter Middle School

School Board Meeting Final Minutes

April 16, 2012

Call to Order/Pledge of Allegiance

Tarik Ayson, President

Lisa Meurgue, Vice President

Jennifer Tenny, Treasurer

Gayle Collins, Secretary

Allyson Richards, Member

Christopher DeSantis, Member

Jamie Bergen, Member (Sworn in 4/16)

Dave Homuth, Member (Sworn in 4/16)

George Abounander, Principal /CEO, Ex-Officio Non Voting Member

Maria Hayden, Controller

Agenda:

Tarik added Dr. Albanese as first item under Old Business

Lisa motioned to approve agenda, second by Chris. Motion passed unanimously.

Minutes:

Gayle added to 3/19/12 minutes:

Tarik disclosed to board that he and his wife own a business called Sunshine Stickers, which makes uniforms. Upon being elected to the board he discussed this with CCPS attorney, Mr. Fishbane, and it was recommended he turn 100% over to his wife, which he did. This company sells to our PTO. Each year Tarik makes a donation to the PTO from another company he owns.

Amended minutes approved by Jennifer, Second by Lisa. Motion passed unanimously.

Old Business:

Per Tarik's instructions at the last board meeting. Dr. Albanese met with George and was not able to resolve the matter. For the new board members he restated his dispute. Since he is teaching 154 students in 6 periods, which is

more than any other teacher, he feels he should be paid the \$6600 other teachers received for teaching 7 periods and less than 132 students. At the end of the first quarter the teacher receiving this money decided she could not handle the class and asked to be relieved. At that time all these students were moved to Dr. Albanese. His rationale is since we were paying another teacher the money was allotted for but when we moved the students to him, he did not receive the compensation. George then referenced this memo dated April 14, which states since there was technically not money in the budget due to a projected deficit, therefore, he did not have the authority to issue payment.

During board discussion it was told by Mark five teachers were teaching more than the planned 132 students and two were being paid the \$6600.00 Debbie Waldinger, 7th grade Math then explained she and Carrie Holdsworth were the other two with Dr. Albanese which were not being compensated.

Gayle made a motion: Since we had 9 additional 6th grade students at approx. \$5,000 each, we brought in \$45,000 and covered with two and ¼ teachers we had a savings of at least \$8000 lets take ½ of this amount and divide among these three teachers who were not compensated. Lisa seconded motion.

Motion failed 5 against and 2 for.

(Lisa and Gayle)

Jennifer made a motion to reconfirm payment to teachers for this year ending 6/12 would be paid on a per class basis. Motion passed 5 for 2 against. (Lisa and Gayle)

Enrollment Figures:

George reviewed his memo dated 4/14 Enrollment Figures. Our current Applications for Enrollment next year is currently:

154 6th Grade 14 on waiting list 7 from TBE on waitlist

145 7th Grade 2 current students have not enrolled

143 8th Grade 1 current student has not enrolled

George then reviewed two scenarios. First would be to stay as we are currently and teachers teach 6 of 8 periods. This would require 3 + new teachers and locating 3 additional classrooms.

Second scenario would be to go to 7 periods per day with teachers teaching 6. He is recommending a stipend of \$3,000 to Core teachers who stay additional for a Grade Level Meeting three times per week. Computers as a subject would be eliminated and added to the core curriculum and PE would change to a ½ year class, which is state mandate. Most likely Music and Art would go

to a 5 out of 7 position and possibly these teachers would pick up an additional class if desired and qualifications were satisfied. This scenario would require 1 or 2 additional classrooms.

George also stated he has asked TBE if we could use their cafeteria therefore reducing one classroom needed for either scenario. George also showed board TBE future class sizes and next year our incoming class drops by 26 TBE students and continues to stay at that level or decrease further.

George also explained in scenario 1 based on the preliminary budget of 440 enrollment, our fundraising needs are \$206,000 and \$100,000 in scenario 2. George showed where previous boards have set high fundraising amounts but the average achieved over the last 5 years is \$140,000.

Tarik asked if we considered these items when we increased enrollment to 154 per class and if we could teach this amount with our current staff. George said he had always planned at 154/grade we would need 2+ new teachers and now with Intensive Math as a requirement it would be higher.

Tarik asked why we don't cap 7th and 8th at the numbers we currently have. George explained we previously set enrollment at 154 and need to allow any new applications up to that number.

Jennifer suggested we could increase our revenue if each board member committed to raising \$5 to \$10,000 next year. Jennifer commented that George has been able to make budget each year even though we have not reached our anticipated fundraising number. George explained he always had safeties in the budgets but over the years due to increased expenses those have all disappeared.

Chris stated he thought we rushed the announcement that we were over our enrollment capacity and then said we weren't. He felt this caused angst to the public. He asked why all communication had stopped.

Lisa is in favor of option 2. She is totally against using TBE cafeteria. It is not a good idea to mix elementary and middle school children.

Allyson said we have hammered families to meet their parent contribution with success and can do better next year if we start earlier, but does not see us raising \$206,000.

Dave stated without a new source or new idea we cannot expect \$206,000 in this economy.

Tarik stated we would most likely end this year \$30,000 below forecasted fundraising amount. Tarik asks another contribution letter be sent and more All Calls.

George stated due to our efforts we collected more than normal for next year enrollment. Allyson stated we didn't push, we just brought them to the edge.

Gayle asked for an explanation of how we went from George's email on 3/22 indicating we were over in 6th grade to Tarik's response on 3/23 indicating staff would check applications for completeness, call these families and we would discuss results at next meeting, to a newspaper article on 3/28 stating we had 1 space available for sixth grade.

Tarik explained after staff reviewed applications only 131 6th grade were complete. He instructed George to have staff call families and resubmit on a first in basis until 154 is met. Any over that number will go on waiting list.

Gayle stated since we took the applications, she felt all applications that had to be resubmitted should have been given an equal amount of time to show fairness to all. She also questioned what constitutes complete. Are the fees we are charging a reason to call incomplete since we have never done this in the past, and since we do not have an enrollment policy was this handled ethically and legally correct. Florida statute says number of timely applications.

Chris stated people had 10 days to submit and he believes we took correct action.

Allyson agreed with Chris and believes we need to hold parents accountable.

Tarik stated he cannot allow this to continue where parents show no responsibility and a kid throws his application on a desk.

Jennifer stated there are statutes and policies but sometimes you have to make a decision.

Tarik explained his decision was made because it caused havoc for 131 applicants who did complete the application. Next year we will have a clear policy to avoid this havoc.

Jennifer asked if other areas of the budget could be reduced i.e.; salaries. George stated he did include the \$500 over CCPS scale and froze those over CCPS scale but did not know if that was board intention. George also asked

what would we pay to a teacher who agrees to teach an additional class, would it be 10% as CC does or \$6600 as we did this year or some other number.

Chris stated he is not comfortable voting on this now as we just received this one day ago we should take time to digest.

Allyson suggests a workshop to discuss budget to discuss further. This idea was agreed by all and scheduled for 4/25 at 5:00 with a board meeting after at 6:00.

Personnel Contract:

Allyson incorporated all changes previously done and had questions below:

Unused Days – It was decided these would be paid at substitute rate for instructional and stay as is for non-instructional

After school clubs would move to handbook and would have to be approved prior to start.

Teachers will be required to attend 6 school events. Three of these are Back to School, Promotion Ceremony and New Student Orientation.

Additional pay for extra period will remain “as is”.

Merge items 8 and 15

Teacher evaluations will be once per year by the CEO/Principal.

Allyson will provide clean copy and vote will be taken at next meeting.

Handbook:

The following decisions were made:

Accrued time will be paid at end of year.

Hourly employees will receive a 15-minute break and paid lunch.

Teachers are allowed to bank 28 sick days, but should they leave these will not be paid.

Phrase regarding prescription medicine will be deleted

Signature page will be revised to add another layer of protection.

Gayle felt where CEO/Principal or Board President was used it should be changed to CEO/Principal or Governing Board as these items come under the responsibility of Governing Board in both Florida Statue and as stated in Article V of the bylaws and also in our contract with the district. Our by laws state all responsibilities the board as a whole has, and do not give any one board member more decision making authority than another.

Tarik said it should remain Board President so all matters do not have to be made public record and to avoid micro managing of school.

Jennifer feels Board President should have discretion whether to bring to board or not.

Chris felt Article VI Section 3 of our bylaws do give Board President decision power without board input, since obviously there was no board support we should move on.

Jennifer made a motion to approve handbook after above changes are incorporated and add social media clause provided by district. Chris seconded motion. Motion passed 6 to 1.

Authorization to Hire for 2012-13

Jennifer motioned to allow Mr. Abounader authority to hire all existing teachers and any additional required for next year. Second by Allyson. Motion Passed unanimously.

Principal/CEO Evaluation:

Form was given to board members. Tarik suggests we complete at next meeting and he will calculate score prior to end of meeting. Board members can ask questions of George.

Chris asked George how many years are left on his contract. George stated 2 more years.

Jennifer stated last year George provided concrete reasons which made the evaluation easy to do.

Chris stated he is a 360 degree guy and may want to interview George or a teacher. Allyson offered to help write this.

Climate Survey:

George suggested maybe this should be done through PTO so it would not have to be public.

Dave suggested we encourage participation. Jennifer suggested we raffle a student appropriate prize to increase participation.

Strategic Plan

Chris suggests we have a plan indicating where we want to be in 3 years and define our goals. It was agreed a sub-committee would be formed inviting teachers, public and 4 board members. Dave, Jamie, Allyson and Chris volunteered.

George asked Chris to provide information of intent, purpose and frequency of meetings so he could offer to teachers.

Financials

This item was covered with enrollment.

Other:

Jennifer asked for support from board for 5K run on 4/28. Word of Mouth will help!

Tarik stated board needs to sell at least four Queen For A Day Tickets.

Tarik told the board we received a \$51,000 bill from the district for maintenance. He feels bill is in error, many charges are repair not maintenance and we will only need to pay \$9,000.

George asked if this was in budget. George responded not all and some would go to last year.

Allyson asked for update on March 13th incident. George met with coach and explained to him the school has moved forward and chosen an interim coach. It is now with the State Attorney. George hopes to have resolution available for next board meeting.

Jennifer motioned to adjourn. Seconded and voted unanimously.

Meeting adjourned at 8:30

Gayle Collins

