

# **Marco Island Charter Middle School**

## **School Board Meeting**

### **Approved Minutes**

**May 23, 2012**

#### **Call to Order at 6:00**

**Tarik Ayasun, President**  
**Lisa Meurgue, Vice President**  
**Jennifer Tenny, Treasurer**  
**Gayle Collins, Secretary**  
**Allyson Richards, Member**  
**Christopher DeSantis, Member**  
**Dave Homuth, Member**

**Jamie Bergen, Absent with excuse**

**George Abounander, Principal/CEO, Ex-Officio Non Voting Member,**  
**Maria Hayden, Controller**

#### **Approval of Agenda:**

**George asked to have Picnic Tables added. Allyson asked to name carnival event, Gayle asked to add presentation by Carrie Bamberger on I-Pads. George added Summer Camp.**

**Gayle motioned to approve agenda with additions. Lisa seconded. Voted unanimously.**

**Tarik announced a luncheon would be held on June 5<sup>th</sup> to show appreciation to our teachers and staff. All are invited and asked George to make sure all the teachers are aware.**

**Tarik announced he is in receipt of a letter, which is not signed. Unsigned letters or complaints will not be addressed. Should writer want to resubmit signed, board will address.**

**Tarik announced the district has asked us to make changes to our enrollment policy to conform to the charter contract. George will make these changes and present to board at next meeting.**

**George presented a memo showing the results of the FCAT writing scores. Explained MICMS scored 59<sup>th</sup> out of 942 schools in Florida.**

**Picnic Tables for Lunch:**

**George reported the tables we have are falling apart and due to the increased enrollment we need to replace what we have and add more. He approximates this cost to be \$40,000 to \$50,000.**

**Tarik asked George to get three bids and present to board.**

**YMCA Summer Camp:**

**George explained the YMCA is holding this summer camp for Level 1 and Level 2 kids. Most of these kids live off island but attend our school. It will be three hours per day for 8 weeks.**

**It will include one hour of Math, one hour of reading and one hour of camp activities.**

**Cindy Young, CEO of YMCA explained the YMCA has received grant money from Wal-Mart to cover transportation and lunch for the kids. She does not have adequate space for middle school children and would like to hold on our campus. She hopes to have 50 to 60 kids enroll. The YMCA has hired two teachers and one more is needed.**

**Chris asked what costs would the school incur. George explained none he is aware of. The air conditioning is already on for three hours per day and the YMCA will take care of any cleaning that may be needed. Chris also asked if there is a liability issue. Maria explained we already have their insurance certificate.**

**Gayle motioned to approve having this camp on our campus this summer. Lisa seconded. Approved unanimously.**

**George explained he was at a meeting in Miami last week celebrating National Charter School week and our school was awarded the flag for being an A+ school.**

**Staff Comment:**

**No staff comment**

**Public Comment:**

**Tina Moller thanked the board for the opportunity to express her opinion, as the mother of three children she has lots of experience with coaches. Mike has coached her son in both basketball and football. I think he is a great coach. When my Son started football this year; he was very disappointed to see that Mike was not involved. Many of his friends and friend's parents are also disappointed, as am I that Mike is not involved. Some parents could not be here tonight but would sign a petition if that would help. I think Mike has done a lot for our community and our children I hope you take that all into consideration. I ask that you once again let Mike be a great inspiration to our children, especially the children involved in our school activities.**

**Mike Vanderjagt said he is not here to manipulate your decision but would like the opportunity to share his community involvement with the board. He has participated in many sports as a coach, assistant coach or advisor with the children from Marco and Naples. Mike told the board of the numerous teams, approx. 18, he has coached and also that he and another gentleman from Marco, Jim Young, started 3v3 soccer on Marco and today over 100 of our kids participate. Mike mentioned one student who he met coaching a Naples team who he has mentored and now attends MICMS and is flourishing. Mike has done one on one coaching with many of our children at the parent's request. Mike personally raised over \$20,000 to start the football program at MICMS and MIA. He has donated \$15,000 in equipment including the goal post on our campus. 2 days after the incident Mike met with father and son involved and all parties apologized, the father has told Mike he is willing to do anything that would get Mike back to coaching. Roger still wants me to coach at the high school and I believe he wants me to coach at this school. Mike is here to fight for the job he loves, he values coaching for this school and hopes whoever made this decision can change their mind and realize it was probably a lot less than it was made out to**

**be and he feels there is no one better on this island to coach than himself and if this is the decision made by MICMS it will probably be very difficult for me to coach anywhere on this island because after all of myself I have given to the island to be dismissed for an issue that has been resolved with all parties involved is very disheartening.**

**Celeste Hardie is here to support Mike, she spoke of the relationship her son has with Mike. Mike has given so much to her son and all his friends. He is the only father figure her son has and how disappointed she is her son is not currently playing football because he does not want to be a part of a team that does not include Mike.**

**Doug Dye spoke of the experience his son had with Mike last year playing football and the respect he saw Mike gained from the entire team due to his expertise and manner with the kids.**

**He asks that MICMS look at the positives Mike has done and not tarnish the reputation of a man who has done so much for our children and the island.**

**Board comments were as follows:**

**Lisa Meurgue said based upon what she has been told by her child and community members we rushed to a judgment.**

**Tarik commented that we as a board did not make a judgment. We were told an incident happened and the coach was suspended. Tarik's recollection is that we said if that is the case and you do not want him to coach here ask for his resignation. We did not take a formal vote on it. Lisa stated in a previous meeting we were asked if this decision could be discussed or was it a done deal and she feels it should have been discussed and everyone allowed to share his or her input.**

**Allyson had no questions and is comfortable with the decision.**

**Jennifer would agree with Lisa but what makes her uncomfortable is that as we tried to respect the privacy of the coach we were not given the whole story and we should either get all the facts and make a decision or we trust**

**George and Roger to make the decision and back them 100% and if they want to change the decision we also back them 100%.**

**Chris says in response to what Lisa said he did not think a board decision had been made,**

**to him this is a personnel issue on a volunteer position on a sport that is a privilege at the school. We should support decision of principal and athletic director. His only comment is that there is a code of conduct we should all be party to and violations of that should be dealt with accordingly and I am supportive of that.**

**Dave also thinks this is a personnel issue and the decision by the board was to support George. But, lets keep things in context. If the man has done this much for the school I think it is important we all be aware there is context with everything, miss-steps made and I trust George's judgment.**

**Tarik then explained to all in attendance, this board follows the Sunshine Law and therefore board members are not allowed to discuss this with other board members except in a public meeting.**

**Gayle commented she coached volleyball at the same time Mike coached football at the school. She has no experience with Mike except for what she saw at school. He made sure all his players attended a homework club so that their homework was done before practice. She saw him work with our kids and saw the respect he showed the kids and the respect the kids showed Mike. Seeing Mike coach is why I believe he is a great asset to our children. She disagrees with Chris that there is a violation of the code of conduct. A formal investigation found no violation, the child involved stated to me Mike should be coaching. I believe this is entirely George's decision and there are some misinterpretations that need to be discussed because I feel a mistake has been made and we should be able to voice our opinion to hopefully resolve. I think we have over-reacted to a situation, which no one saw. Where government officials have decided it was a non-event.**

**As a board member I am asking George to reconsider this decision.**

**Jennifer made an additional comment where she feels we made an error in ever discussing without discussing fully, either you discuss or you don't.**

**Allyson stated she made her decision based on the information she was provided by George.**

**Lisa stated obviously the coach had no problem disclosing since he was here and the parents have a right to tell us they don't think the decision was right.**

**Tarik stated since Mike mentioned our Athletic Director he would like to hear his opinion.**

**Roger commented on his experience with coaches as an outstanding athlete in this career. As years have gone on you would have seen me get technical fouls and get thrown on of the gym. I can assure you there was no way I could have raised the money Mike did. The High School asked my opinion and I told them if the state's report comes back with no charges I am going to ask Mike to coach at the high school. I understand the middle school is younger children but I do not know it was handled entirely correctly. At the heat of the moment people don't always make the correct decision. I have on many occasions looked back and thought maybe I should have done things differently. I have many times changed my decision. I think based on what I know right now I don't see any reason why he could not coach our football team. George and I have talked about this we do not take this lightly and I don't know there is enough vision in this to make the decision that we both had agreed on. Don't point a dagger at George though, we both talked about this at length and we talked to Mark. I talked to all administration to be sure we made the right decision. I tried to make a fair decision for all, parents, community and players. I have been part of this school since it was sand and trees and only have tried to make it better as many people in the room do on a daily basis. We have built a great school which is highly respected and the last thing I would want to do is hurt that or hurt Mike, I believe he is a good person; I do not want to put him in a position where he cannot do anything in our community. I think he makes a good statement if we do not look at this and look at it strongly we have pretty much eliminated him from this area.**

**Chris asked Roger to articulate on why he believes he cannot do other things outside of MICMS. Roger explained as a coach your aspirations are always to move up the ladder. Mike wants to coach and coach in a school situation.**

**Tarik asked to clarify if this was in a game situation wanting to clarify the separation.**

**George would like the opportunity to review the case again and speak with Mike and try to ascertain the facts, which I am hearing, have changed.**

**Tarik asked the board for a motion. Tarik stated Gayle's action was wrong to speak to child, she needs to follow the rules must not take time from Maria to ask for information and should not talk to teachers.**

**Dave motioned we support what ever George's decision is however I would like to stipulate he relook at it and review facts at hand because we do not want to have a bias and I would like to see George and Roger review. It is a personnel decision and I just want to be sure George feels comfortable knowing that whatever you want to do is not being influenced by us.**

**Allyson asked to add a time limit of two weeks.**

**Motion passed four to two. Lisa and Gayle against.**

**Gayle thanked George for reconsidering and said she hopes new information is helpful and was not offered to make his job more difficult. George asked why she didn't vote for motion and Gayle stated it does not require board approval the decision is clearly George's.**

**Technology:**

**Carrie Bamberger gave a report on her use of the I-Pad. As a teacher it is a very useful tool. It makes her mobile in her classroom. It is a great tool for the children to use while taking notes at the expense of \$.99. The ability to have Internet at all times makes it possible for her to show a child what she is referring to. A lot of students are moving to digital books. It is a great secondary source for her and should not be forced on teachers who do not see it as an advantage. Her District Coordinator was**

**in her classroom and offered a lot of great ideas and to work with Mrs. Bamberger to implement.**

**George mentioned while observing her class she sat next to a student using the I-Pad and was amazed at what she could do.**

**Chris asked Mrs. Bamberger to give an example as to how the use of I-pads changes the classroom experience. She replied kids are engaged digitally kids can work at their own pace. Allows for more web based knowledge allows for more visuals. Most kids like this type of learning. It is cool to take to the next level. Allows for out –of-the box thinking.**

**Dave commented it has made a big difference with his daughter on how she likes to learn, goes from 1 dimensional to 3 dimensional.**

**Carrie offered a student who is not in class could sit in on class via face time.**

**Lisa motioned for approval for George to buy a set of 30 I-Pads to use like textbooks where a teacher could check out and use any particular day and a set of 26 to be used by Mrs. Bamberger's science class. This would cost approximately \$26,000 insurance approx. \$2,800 and an apps budget of \$3,000. Tarik suggested we take apps money from Friends of Marco with a limit of \$7500. Chris asked what memory capacity we would buy, answer was 16G. Tarik suggest money come from Capital Funding. Lisa revised motioned to state: I motion for approval for George to buy 56 I-pads and insurance for the start of the school year and that \$7500 be allocated for apps from Friends of Marco and this property remains property of the school. Second by Jennifer. Motioned passed unanimously.**

**Discussion on some details, which need to be worked out for future purchases, should student purchase over time and take with them and school policy will need to be established.**

**Lisa asked Maureen to explain Reverse Classroom. Maureen said rather than take class time to show a video, the watching time can be homework allowing for more class time to discuss.**



**New Business:**

**Sterling Benefits:**

Dave Talber of Sterling Benefits reviewed his proposal for health insurance for employees for next year in great detail. His recommendation offers a substantial savings of somewhere close to \$30,000 to \$60,000 after final underwriting.

Lisa asked if we had reviewed with teachers as we did last year. Teachers should help in the decision process, as they are the most affected.

Motion made by Jennifer to move forward with proposal second by Allyson. Voted unanimously.

**New Business:**

**Naming of Carnival:**

Allyson collected suggestions and will report back with final decision.

**Old Business:**

**Budget and Fundraising**

George passed out current information showing we have a strong possibility of ending the year with a \$10,000 surplus. A great deal of this rides on a meeting to be held next week with the district regarding a \$52,000 invoice received from them last fall, which covers two years of items. Most of these items, all but about \$6,000 George believes to be the district's responsibility. He will let us know how meeting turns out and if we need to possibly hire council. Project Together money has started coming in.

**George's Annual Evaluation:**

**Item #1**

Provides a safe learning environment in order to assure for the health and welfare of all students.

Gayle asked, "Bullying is a National Problem. How do you handle it in our school and what discipline standards or procedures have you found to be most effective.

**George explained to the board the Positive Behavior Support Program he has implemented. We have a six-person committee that meets quarterly. The SOAR poster stands for Safe, Optimistic Achieve, and Respect**

**Allyson states she knows of an incident where Mark took care of face book bullying.**

**Gayle asks why the same kids that were bullying at the start of school are still in school and still bullying in May.**

**George explained the procedure and the different steps necessary.**

**Lisa said she is still concerned about the cleanliness of the building. Tarik asked George to have our Facilities Manager report to Mark.**

**Lisa asked for the schedule of when classrooms are cleaned and what is done. George states there are a schedule and Scott has started Super Saturday Cleanups. We did purchase the machine and it is being used sometimes. George has a contract on his desk to contract out the cleaning. He is currently reviewing it.**

**Gayle stated in January we authorized more hours for cleaning but according to Scott he has never been told this.**

**Tarik states any complaints regarding cleanliness and maintenance should be directed to Mark.**

**George wanted to say he did take steps to get a quote from an independent contractor and he should get credit for this.**

**2. Submits for approval to the Board of MICMS, by September 1 of each year an Annual Audit**

**Tarik mentioned this is routine. George says he is very strong on this and tells the auditors it must be done. George states he is not going to go down because of someone else.**

**Allyson asked if we ever got an apology from the district regarding enrollment figures reported to the district. George stated we did not.**

**Gayle stated she does not think a contractual obligation should be an evaluation item.**

**3. Assists the School Board in its annual fundraising efforts:**

**No comments**

**4. Works with the School Board in organizing and administering the School Board meetings by working with the President of the Board in setting the agenda, preparing packets for the board and Distributing them in a timely manner, and attending the Board Meetings.**

**George commented our funding is back to 2007-2008. We should receive a student increase but not above these years. George verified a school must have a reserve of 3%.**

**Lisa would like to see better follow-up on items after a board meeting. Lisa asked if we got responses from the climate survey. George said we have received some and most had to do with communications. Gayle asked if we were sending out the calendar of events with the accountability statements. Allyson answered we have not sent these out in a couple of months.**

**Dave believes we should do a better job of keeping up the website.**

**Gayle suggested we use the Volunteer Program Lisa had sent out which is also a calendar. Lisa thinks we should hire someone to maintain this, Gayle suggested we expand this position to relieve Mark from doing lunches. Lisa will send this program to Mark, as he has never seen it.**

**Lisa also brought up an issue where George had done nothing. It was a faculty advisory board, which was approved in May, and nothing had been done so Dr. Albanese tried to start it up, maybe not correctly, but since nothing had been done he took the bull by the horns. Lisa did not appreciate teachers coming and saying I don't want teachers speaking for me. For instance the way the insurance went two years ago with no input**

**from teachers was a disaster for staff. Lisa states I don't want to make a decision on something I don't use based on a very short presentation.**

**Chris feels we are a board and we are running a business and we should make the decision. Chris does say as a general rule communications could be improved.**

**Lisa commented yes we are running a business yet this board had no problem letting teachers say they don't want to work this amount of time even though economic issues were prevalent.**

**Gayle stated the women who came tonight came because she called Mr. Aboundander twice with no return phone call.**

**Gayle states she feels a teacher representative would greatly help communications; the only way to voice opinions or complaints from teachers is in this room.**

**George stated with much emotion that if the board would not talk to teachers they would come to him. Gayle stated teachers come to George with problems or requests and no action is taken and then they talk to board members. But when I bring a matter to the board I am looked at as antagonistic.**

**Tariku states no board member should talk to a board member they must come to the board. No board member should individually talk to a staff member. Should this continue Tarik will change the by-laws.**

**#5 Supervises the budget process and administers the budget so that, at the conclusion of the fiscal year, the budget shows either a surplus of funds or is balanced.**

**Lisa stated she was under the impression Gayle and Maureen did that.**

**George stated no, he had wrote this is the contract.**

**George stated he takes the heat for the bad stuff and should get credit for the good stuff.**

**#6 Participates in various community groups or organizations in order to promote the good will of the School and serve the local citizens.**

**Tarik stated I will vouch for this because that is something I am usually involved with. I hear teachers say he is not on campus, when he is not on campus as a Principal he is outside as a CEO. We are both members of the Forum Club which consists of 450 members who are movers and shakers of the community.**

**#7 Represents the school to the news media or periodically delegates someone on staff to speak with the news media.**

**No questions**

**#8 Represents the school at all appropriate local school district meetings. George stated he does attend all meetings. He gets criticized for not being available during a teacher's free period. This is stupid!**

**Allyson suggests maybe he should leave a note with his schedule stating when he will be on campus.**

**#9 Promotes for the charter school movement in general and the MICMS in particular to the community at large.**

**Lisa stated she would like us to do more things outside the box differentiating us as a charter school. What do we do now?**

**George stated most importantly is our school board the decisions are made right her. We also have an extended day; which he believes is more than a half-hour. We have related arts; which are expensive. These are two fundamental things, which make us different. Our sports program is much more extensive. We are the only middle school with a football team. Academically we provide much more assistance to our students.**

**Lisa just asked for more things that the district would like to mirror from us as they did with Spanish, longer day, etc.**

**#10 Works with individual faculty members on professional development: troubleshooting, identifying ways to improve and monitoring the professional development as it unfolds.**

**Gayle asked “after being an A-Rated School for many years, I am sure it is very difficult to continue to raise test scores. What methods or instructional techniques do you use and should scores not increase how do you work with a teacher.**

**George replied I am data driven; I look at trend lines and the gaps between the state and us. I see where our mean score and the state mean score is too close. And when the trend goes down I make changes. I am telling you they will not be pleasant. Change is not pleasant. Teachers will be changed around classrooms will be changed around. I can assure you they will complain. I have mentioned a couple of time about some teachers and I have gotten pressure from board members.**

**George stated if somebody is being harassed I have to resolve it and whom do I go it, the board president. And if this happens I want an investigation and I want it dealt with.**

**Tarik stated tonight George had been very adamant and he likes to see this.**

**Chris states the majority of the board is very supportive and the rule of process needs to be followed.**

**Gayle says if George is referring to her, she really thinks the world of George but feels this room is where I can express my opinions, you do not have to agree, you do not have to like them, you do not have to accept them but I feel a responsibility to express my feelings.**

**Chris says Gayle you say you feel like you are out on an island by yourself, for me, what puts you on the island is the granularity that you know of what happens in this school puts you into a position to be able to comment on things or to be able to talk to people.**

**Gayle responded maybe I am here too much.**

**Lisa commented her hardest years on the board were when she did not have a child here. I didn't know what was going on. I think if someone has something they want to bring up they should not be shut down right away.**

**Gayle stated she tries to be very specific in the minutes showing where nobody agrees with her.**

**Dave would prefer not to hear the global problems and rely on the man who is giving us an A+ school.**

**George added a few comments. No one likes confrontation, but that does not mean I don't confront. I have taken the hard actions when I believe they are necessary.**

**Gayle asked to make two more comments:**

**Gayle believes as per one of the terms of your contract, she would like to see a monthly newsletter. Whether it be online like Community High School (which I have supplied samples to Mark) or some other method,**

**The next one is touchy. I see a term in your contract which allows for a per diem rate over the 220 day contract. Last year you were paid 264 days and I would suggest the next contract be a yearly contracting allowing for all the extra days you work. Possibly use the average of days worked the last three years.**

**George then introduced Lisa Lamorgese, an intern working for the county.**

**Tarik tallied the results and read the results:**

- 1. 4.2**
- 2. 4.57**
- 3. 4.71**
- 4. 4.35**
- 5. 4.57**
- 6. 4.57**
- 7. 3.92**
- 8. 4.12**

**9. 4.57**

**10. 4.42**

**Next meeting was set for August 20, 2012 at 6:00 p.m.**

**Meeting was adjourned at 9:20.**

**Gayle Collins**