



# Marco Island Charter Middle School

1401 Trinidad Avenue • Marco Island, Florida 34145 Phone (239) 377-3200 Fax (239) 377-3201

*Where Children Learn to Succeed*

*May 31, 2011 Board of Directors Meeting*

## CALL TO ORDER

## ROLL CALL/PLEDGE OF ALLEGIANCE

Jennifer Tenney, President  
Lisa Meurgue, Vice President  
Cathy Cleary, Secretary  
Bill Hollowsky, Treasurer  
Gayle Collins, Member  
Stephanie Percel, Member  
Elisabeth Summers, Member  
Jim Young, Member

George Abounader, Principal/CEO, ex-officio non-voting member  
Maria Hayden, Comptroller

## AGENDA APPROVAL

**Motion by Bill Hollowsky to approve agenda with changes. Second by Cathy Cleary. Motion passed unanimously.**

## UNFINISHED BUSINESS

### INSTRUCTIONAL SALARIES

Previous meeting discussion and motion from May 9 meeting directed all instructional employees with salaries below Collier County Public Schools (CCPS) pay scale be brought up to match CCPS pay scale. All other instructional employees with salaries above CCPS pay scale will have their base salaries frozen until further review and discussion.

Motion outcome from previous meeting on May 16 under debate. Gayle Collins cited Roberts Rules obtained on-line stating abstention counts as a positive vote. Cathy Cleary cited Roberts Rules of Order Newly Revised, 10<sup>th</sup> Edition (page 390) which states abstention has the same effect as a negative vote. Spirit of debate left the issue undecided pending further review, input, and discussion.

Discussion ensued with a variety of solutions and input offered by various employees in attendance.

**Motion by Jim Young to bring all instructional salaries to CCPS scale, upholding Gayle Collins 5/16/11 motion, and add \$500 to those base salaries, which are brought up to scale, as well as establish a merit bonus fund of \$20,000.00 for distribution at the discretion of the Principal/CEO with prior board review. Second by Gayle Collins.**

**In Favor: Jim Young; Lisa Meurgue; Gayle Collins.**

**Against: Bill Hollowsky; Cathy Cleary; Stephanie Percel; Elisabeth Summers.**

**Motion fails: 4 to 3.**

**Motion by Stephanie Percel to bring all instructional salaries, which are below CCPS pay scale, up to scale; freeze all instructional salaries which are above CCPS pay scale; provide an additional \$500.00 to those brought up to scale, so all instructional employees are above CCPS pay scale.**

**Second by Elizabeth Summers.**

**In favor:** Bill Hollowsky; Jim Young; Stephanie Percel; Lisa Meurgue; Gayle Collins; Elizabeth Summers.

**Against:** Cathy Cleary

**Motion passes 6 to 1.**

## **NEW BUSINESS**

### **FACULTY INPUT**

Lisa Meurgue recommended adding a standard line item to the meeting agenda to include faculty input.

Bill Hollowsky suggested creating a faculty task force/advisory committee with one faculty member for each subject to provide regular feedback to the board.

**Motion by Bill Hollowsky to establish a faculty advisory task force of up to 5 teachers, elected by instructional staff, to focus on academic issues. Second by Gayle Collins.**

**In Favor:** Cathy Cleary; Jim Young; Bill Hollowsky; Lisa Meurgue; Gayle Collins.

**Against:** Stephanie Percel; Elizabeth Summers.

**Motion passes 5 to 2.**

### **EMPLOYEE CONTRACTS**

Gayle Collins expressed concern with contracts not clarifying a specific/minimum number of required work hours.

*Elizabeth Summers left meeting at 8:10pm*

*Recorder malfunction 8:15pm*

**Motion by Gayle Collins to have instructional contracts specify amount of classes taught, as well as start and stop times. Second by Lisa Meurgue.**

**All in favor. Motion passes unanimously.**

George Abounader will have base salary report to reflect approved motion.

## **APPROVAL OF BUDGET**

**Motion by Jim Young to approve budget. Second by Cathy Cleary. All in favor.**

**Motion passes unanimously.**

## **NEW BUSINESS CONTINUED**

### **ATHLETIC DIRECTOR SALARY**

**Motion by Gayle Collins to increase Roger Raymond's salary from \$18,000.00 to \$38,000.00, all funded by operating budget. Second by Stephanie Percel.**

Brief discussion concluded with item being tabled until the August meeting.

George Abounader will come up with a plan to submit at the August meeting.

George Abounader will meet with Gayle Collins the next day (Wednesday) to review all instructional contracts.

### **TECHNOLOGY UPGRADES**

**Motion by Jim Young to approve George Abounader's request for \$50,000.00 added to the budget for technology upgrades. Second by Cathy Cleary.**

**All in favor. Motion passes unanimously.**

Lisa Meurgue will explore potential for getting I-Pads for each student.

### **BONUSES**

Bill Hollowsky pointed out the insurance underwriting has yet to be completed, bonus money may be considered after insurance cost is set.

Jennifer Tenney will forward George Abounader's performance evaluation to board members.

Gayle Collins asked that employee contracts reflect actual role served (instructional/non-instructional).

**Motion by Bill Hollowsky to approve the following bonuses: \$20,000.00 for instructional bonuses; \$5000.00 for George Abounader; and \$11,000.00 for non-instructional staff bonuses to be awarded at the Principal/CEO's discretion, with report detail provided to the board. Second by Jim Young.**

**In favor:** Cathy Cleary; Jim Young; Bill Hollowsky; Stephanie Percel

**Against:** Gayle Collins

**Motion passed 4 to 1.**

#### STRATEGIC PLAN

Bill Hollowsky requested board members review submitted word document outlining examples of strategic plans for future discussion.

#### ADJOURNMENT

**Motion by Bill Hollowsky to adjourn meeting. Second by Gayle Collins. All in favor. Motion passes unanimously.**