

Minutes
Imagine at Broward, Inc.
Imagine School at Broward
March 19, 2018
5:30 p.m.

Imagine - Broward

Michael Goldberg (Board Member-Chairperson) - in attendance
LuAnn Comes (Board Member) - in attendance
Brian Schlang (Board Member) - in attendance

Welcome

- Mr. Goldberg called the meeting to order at 5:33 p.m. with Mr. Goldberg and Ms. Comes in attendance. He reported that Mr. Schlang called to say he was caught in traffic but would be attending. Since a quorum was present with two members, the meeting was continued. Mr. Goldberg welcomed the Board and public to the meeting. Mr. Schlang arrived at 5:40 p.m. Mr. Goldberg noted he was going to need to leave the meeting at 5:55 p.m. Therefore, all items needing to be voted on would be handled prior to his departure. Public input would be requested for those specific items prior to voting. Any further public input would be handled according to agenda order.

Public Notice

- Ms. Darling indicated that the meeting was publicly noticed by website, parent newsletter and flyers posted on the door of the school.

Reading of Minutes

- Minutes of the previous meeting on January 22, 2018 meeting were reviewed. Three corrections were noted with a need to change Ms. Gale to Mr. Gale, Ms. Sasse to Mr. Sasse and Bill 769 to 7069. A motion to accept the minutes with corrections was made by Michael Goldberg with a second by LuAnn Comes. Motion was carried.

Form 990

- After review, no changes were needed from what was provided at the last Governing Board meeting.

Principal's Report

- Ms. Darling presented the principal's report.
- Re-enrollment forms were sent out and returned by January 22. At this time parents of 15 students have indicated they will not be returning for the 2018 -2019 school year. Two of the 15 are going from 3rd Grade to 4th Grade and 13 students are going from 5th Grade to 6th Grade. Many applications were received with the numbers as follows: K - 153, 1st - 39, 2nd - 43, 3rd-41, 4th-26, 5th-32, 6th-80, 7th-16, 8th-11.
- In regards to personnel, there is a 3rd Grade vacancy, but a long-term substitute is in place. Elaine Cronin has been hired as a part-time guidance counselor. She will be working 9:00 to 1:00 on Tuesdays and Thursdays. She will first meet with students who received grief

counseling for the Stoneman Douglas tragedy. She will introduce herself to students, beginning with 4th and 5th Grades and then moving to middle school students.

- Continuing with personnel, teachers will receive Letters of Intent on April 2 which will be due back by April 6. Some teachers may not be eligible to return due to certification issues. Currently, seven teachers are on a temporary certificate and need to pass the General Knowledge test by June 30, 2018. Two teachers on a temporary certificate will need to pass the Subject Area test by June 30, 2018.
- Also in reference to personnel, two ads are running and prospective teachers are being interviewed.
- In reference to facilities, a fire inspection was conducted on January 25, 2018. All areas of concern were resolved and the completed inspection was received March 13. The fire alarm system had a conflict in the software. Tyco, the vendor, came to the school and resolved the problem. The third health food and sanitation inspection was passed on March 15. Outside pole lighting has been fixed by repairing the fixtures and ballasts. Leaks in Rooms 19 and 70 were repaired by fixing emergency drains on the roof and pipes.
- Three bids for roof tile repair were obtained. This repair needs to be done because of the hurricane. The bids submitted were from All American Roofing, Best Roofing, and MG Excellent Services, Corp. The bid price for All American was much higher than the other two. Best Roofing has been used in the past with no bad issues, but will not work on weekends without an additional cost. MG Excellent Services, Corp. will work on weekends without an additional cost. This company has been used at another Imagine school with no problems.
- Security-wise, the front door's main hinge was replaced to make it more secure. A locksmith inspected all classroom doors to ensure safety. A code-red drill will be conducted on Wednesday. A faculty meeting will be held to discuss the drill.
- Due to recent events, parents have expressed a possible need for additional security measures. Quotes are being requested for three security items. First, a swipe card access for entry into the building has already received two quotes, a third bid is expected soon. PTO is taking the quotes to the PTO Board and they may consider paying for this action. The second security item is for a School Resource Officer. A quote from the Coral Springs Police Department is not yet available per George Soberon. The city needs to address salary vs. seasonal work and a 5 year contract requirement. The third item is a security detail for the car line. The cost is \$42 per hour plus \$4.15 an hour for the squad car with a three hour minimum.
- An on-site programmatic review was conducted on February 12. A preliminary report was sent to the school with some items in need of correction. A debriefing of findings with the District will be held on April 9, 2018. An action plan on corrective procedures is in process. Ms. Vernon has helped secure a consultant to assist in ensuring all required process and procedures for ESE and ESOL are followed.
- Fundraising consisted of the CHEER team selling 90 boxes of World's Finest Chocolate so they could go to the FCDA Cheer Competition on March 24. A dress down spirit week raised over \$2500 for the MSD official Gofundme account.
- Due to the tragedy at MSD, the 3rd STAR assessment was not completed and finally canceled. The third set of data chats was conducted. Third through 8th Grade teachers were able to use BSA results. Standards in need of reteaching or support were identified. Specific classes were identified in which a curriculum coach, teacher on assignment, paraprofessional, and ESE Specialist could push-in to provide support.
- This is the fourth week of FSA Camps. FSA Carousels are being implemented to help support students identified with weak performance on standards. This information was identified through the BSA.

- CogAT testing is being conducted this week for 2nd Grade students.
- FAU professional development training continues for the improvement of school-wide interventions. The training is RtI for Elementary Teachers and Behavior Management for Middle School teachers.
- Arielle Yunker and Brooke London Davidson were recognized as High Impact Teachers for the State of Florida.
- The FSA Writing Assessment was completed on March 6.
- The first "Imagine That" Showcase was held in place of the traditional science fair. Projects were either STEM or Service Learning projects. Three projects were selected to go to the Regional Showcase.
- The CHEER team will compete in their first competition on March 24.
- Fifth Grade students will be graduating from the G.R.A.D.E. program on Tuesday. Parents are invited.
- On National Walk Out Day (March 14), Imagine Broward held their event at 2:20 p.m since that is the time the school went on lockdown. Middle School students walked silently outside in a single file as "Lean on Me" was played. Eighth Graders formed a 17 in remembrance of the 17 victims. Other moments included a "power" yoga pose which ended in the Eagle pose, a moment of silence, and signing a banner. The event was captured on video by drone which will be prepared into an edited video. Imagine Broward MSD Strong t-shirts were made for the event. Students in Kindergarten through 8th Grade wore the shirts on that day. Over \$2400 was raised from the sale of the t-shirts for the MSD Gofundme Account. The event was healing and emotional.

Regional Director Report

- The funds from Bill 7069 are included in the budget. We should find out on April 6 if the money is going to be able to be kept by the school or if it will need to be returned. If the funds are able to be kept, a decision on how to handle the funds will be a Governing Board decision.
- Ms. Vernon reported she was on campus February 14 during the Stoneman Douglas tragedy and school lock-down. The school was on a Code Yellow. She wanted to commend the staff and office response. All children were safe and secure. Instruction was able to be maintained. Although some parents wanted to get their children, all lock-down procedures were followed. At dismissal, there was a situation with too many parents at the door which delayed dismissal. Ms. Vernon and Ms. Darling handled all of it following proper safety procedures.
- Ms. Vernon updated everyone with the information on funds for School Resource Officers (SRO) in the Governor's budget. It says that all schools receiving public funds would get an SRO. Therefore, even though a city may want a contract with the school, it may not be needed. Currently, the Broward County School Board does not pay for SROs for charter schools.
- The teacher salary schedule was shared. She provided some insight into its creation under the leadership of Ms. Arnold, a previous principal. Ms. Arnold had been concerned that a new teacher might receive a higher salary than a more experienced teacher. It was created when the state came out with "Pay for Performance". In that model, a highly effective teacher receives a 3% raise. Ms. Darling has committed to working with the Economic Sustainability Committee to create a new salary schedule. It was noted that the current schedule is not commensurate with the Broward School District's schedule. She reminded everyone that the school budget must include funds for possible problems.

- There are three textbooks up for adoption next year. This will be a big financial impact to the budget. She contracted a grant writer to perhaps write a grant to help pay for materials. However, she also needs a grant finder to find a good grant for which to apply so she is currently looking for one.

Public Input

- Melissa Prochilo inquired if all Imagine teachers, such as those at Weston or North Lauderdale, had the same salary schedule. Ms. Vernon responded, “No, some less, some more.” Ms. Prochilo also reported that many parents were not happy with the high rate of teacher turnover and believed Imagine was losing teachers to the Broward County School District because the salaries were not competitive. Teachers reported liking working at the school, but missed out on some job benefits such as a carry over of sick days. She felt the teacher morale was on burn out and teachers were doing multiple jobs. Ms. Vernon reminded everyone that Ms. Darling was going to work on the salary schedule.
- Virjie Rivera asked Ms. Vernon if the cost of the rent was effecting the amounts on the salary schedule. Ms. Vernon replied that rent impacts salaries, as do all expenses.
- Mr. Buckley said that while waiting for his son on the February 14 lock-down, he was thoroughly impressed with the school's response. He also noted that since that time, when he came to the school for a parent conference he noticed staff seemed even more aware of safety procedures. Ms. Vernon and Ms. Darling were appreciative of the compliment and noted that four counselors had been at the school to address student and staff counseling. There were three different types of counseling — group, individual and staff.
- Theresa Swope wanted to advocate for a higher base salary. Additionally, she gave an example that teachers at Imagine work the FSA Camp for free; however, teachers in the district are compensated for that work with a stipend. She also stated that when a teacher transferred from one school to another, the effectiveness rating does not follow. For instance, she was considered highly effective from a previous charter school but that rating did not follow her.
- Multiple teachers present in the room began talking and expressed concerns about the use of the Marzano performance scale. They also said there is talk among faculty that new hires coming in are making a higher salary then those who have been at the school. They liked the bonus plan but would really like a higher base salary. Teachers indicated while they liked working at the school, they really felt there should be a higher teacher salary schedule and to be compensated for additional work. They indicated morale was impacted. They also wanted to know if supplemental positions could be updated on the schedule.
- Brooke Davidson-London asked if funds could be available for teachers when they accept extra students into their class when a colleague is absent since the students in that teacher's class have to be distributed to others due to a lack of a substitute. She also asked if a testing schedule could be created since some teachers are not getting their electives during testing days. Ms. Vernon replied that everyone needed to work collaboratively to solve the issues. She inquired who needed to be contacted to get flashing lights for the school zone.
- Andrea Turner said some of her concern was the burden placed on team leaders whenever a new teacher came in to the school.
- Erika Danberg asked why teachers could not be paid for unused sick days.
- Elsa gave an explanation about some of the funds for next year's budget and stated there is some talk about capital outlay revenue increasing. We are waiting for additional information.

- Dan Tarquinio was concerned with the high teacher turn-over. He suggested if the funds from Bill 7069 were able to be maintained in the school for capital expenditures, then use otherwise budgeted funds for salaries. He also asked if there was a timeline for submitting a teacher salary schedule for the following year. He stated he was still concerned with paying Imagine 12% along with other fees such as rent while he felt others paid less.
- Ms. Vernon responded to all to look to the Economic Sustainability Committee for recommendations, but cautioned them to consider the impact of other financial risks, such as repairs on an aging building or a law suit.

Potential Governing Board Members

- Candidates for Governing Board, Christopher Richard Buckley and John W. Gerun, met with Mr. Sasse since the last meeting. Mr. Buckley is present at this meeting.

Board Actions

- A motion to sign Form 990 was made by Brian Schlang and seconded by LuAnn Comes. The motion was passed unanimously.
- A motion to use MG Excellent Services, Corp. for the repair of the roof was made by Michael Goldberg, a second by LuAnn Comes. The motion was passed unanimously.
- A motion to accept Mr. Buckley and Mr. Garin as new Governing Board members was made by Michael Goldberg with a second by Brian Sclang. The motion was carried unanimously.

Board Input

- Brian Schlang stated he wanted the Economic Sustainability Committee to review situations regarding the salary schedule and issues brought up by teachers and parents at this meeting. He also was happy to see so many teachers at the meeting. He stated he recognized that communication is a big part of any organization and that we all were looking for safety, a good education, and happy children and teachers. He said that through the night's discussion it sounded like a few things were already being worked on for which he was pleased.
- LuAnn Comes asked if the AED machine had been updated. Ms. Darling responded that a new machine was obtained and a 1/2 day CPR/AED training was provided to faculty. She also complimented Ms. Darling on her quick response to the fire safety alarm situation that arose at the last Board meeting. She stated she realized the school was in a very difficult position on February 14 with the tragedy at Stoneman Douglas High School. She appreciated how everyone responded so well and so quickly for the safety and comfort of the children. She was also glad to hear the salary schedule was up for revision and was hopeful that everyone could work cooperatively with the Economic Sustainability Committee.

Adjournment

- A motion to adjourn the meeting was made by Brian Schlang and seconded by LuAnn Comes. The meeting was adjourned at 7:27 p.m.

Minutes respectfully submitted by
LuAnn Comes

Minutes are accepted as a final copy by:



Michael Goldberg, Board Chair Member

Date 5/21/18

Upcoming meetings for 2017 - 2018 School Year:

May 21, 2018
June 18, 2018