

Minutes
Imagine at Broward, Inc.
Imagine School at Broward
May 21, 2018
5:30 p.m.

Imagine - Broward

Michael Goldberg (Board Member-Chairperson) - in attendance
Christopher Buckley (Board Member) - in attendance
Brian Schlang (Board Member) - in attendance
John Gerun (Board Member) - in attendance

Welcome

- Mr. Goldberg called the meeting to order at 5:33 p.m. with Mr. Goldberg, Mr. Buckley, Mr. Schlang, and Mr. Gerun in attendance. Two new members introduced themselves (John Gerun and Christopher Buckley).

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 March 19, 2018 meeting were reviewed. A motion to accept the minutes was made by Michael Goldberg with a second by Brian Schlang. Motion was carried.

Principal's Report

- Ms. Darling presented the principal's report.
- Our projected enrollment for next year is 840 students. We have full enrollment in grades K, 1st, 4th, 5th, and 8th. We will be calling in students from our waiting list for grades 2nd, 3rd and 6th first. We anticipate full enrollment for the school by the start of the school year.
- Based on the letters of intent, 2 teachers have stated they will not be returning to Imagine Broward and 3 members of our staff are long term subs. We have already hired two new teachers for the 2018-2019 school year and we have invited three applicants back next week for a second interview. We are hoping certification requirements will be met by 8 of our teachers so they are eligible to return next year.
- The PTO reviewed 3 quotes to install swipe card access at our school and one was selected. PTO is graciously paying for the installation at 5 entry points of the building. PTO purchased an upgraded ID scanner for our KeepNTrack system at the front office which accesses law enforcement databases.
- A Code Red Drill and fire drills have been completed.

- The roof tiles from the hurricane damage have been repaired.
- The Coral Springs Police Department has been in close contact with our school in regards to the Safe Schools Allocation for “Marjory Stoneman Douglas High School Public Safety Act.” This is in regards to employing an SRO Officer.
- At the Coral Springs Principal's meeting this past Friday, Sergeant Cappelis confirmed that 6 new SROs were hired for Coral Springs schools. Our school has been identified as one of those schools potentially getting an SRO. A risk assessment survey of the school must be completed and uploaded by June 15. It will be conducted next Wednesday with an Officer from CSPD, school administration, facilities manager, and IT. The details with regards to the exact funding will be determined after the risk assessment. In addition, the CSPD is looking to schedule an active shooter training for staff next year.
- An action plan was submitted to Jody Perry’s office that addresses the concerns from the OSPR report. Many of the concerns have already been corrected and an ESE consultant has been assisting us to ensure all required process and procedures for ESE and ESOL are followed.
- Our 4th quarter Spirit Week began this week. This money will help fund our 8th grade graduation ceremony. Due to our large bubble 8th grade class in which we have 5 classes, our largest graduating class to date, we were unable to hold graduation in our Great Room due to fire code. The graduation is being held at the Marriott in Parkland Wednesday, May 30th.
- This year we are offering 3 summer camps at Imagine Broward. Ms. Yunker will be hosting a Cheer camp for students in grades 4th-8th. Ms. Thompson will host Edge Camp for K-8th which includes animal care, STEAM projects, science labs and gardening. Mrs. Brown will be hosting Camp Imagine for students in grades K-3rd.
- Teacher salaries for 2018-2019 school year are being reviewed. The teacher salaries are a top priority. There was a staff meeting to discuss a letter received about salaries. After the faculty meeting, the Economic Sustainability committee has met twice. We are working on ways to increase salaries for teachers, and to have an equitable stable pay schedule. Our goal is to retain effective teachers and recruit highly qualified teachers. We are looking at several options to attain our goals. The committee is comprised of a teacher from every grade level and our business manager. At a staff meeting and in the weekly newsletter to staff, teachers were invited to participate in the process. Only one staff member has been able to participate. At this time, we have meetings scheduled for tomorrow and next Wednesday.
- We will have a budget for the next Governing Board meeting for approval.
- FSA and EOCs were completed on May 18th. We are completing our 4th and final STAR testing this week and we will be completing our FAIR testing for grades 3rd through 8th next week. We are awaiting our 3rd grade FSA scores. They are anticipated to be released this week.

- The National Character Essay contest is held among all Imagine Schools. We are proud to announce that Avani Harrypersad, a 3rd grader, was recognized as the national first place winner.
- Promising Practices recognition was received for the first time for our school. Our practice was Global Outreach. The project incorporated our Puerto Rico Hurricane Relief Drive, adopting soldiers in Afghanistan, and making blankets and providing entertainment at the Assisted Living residence at Aston Gardens.
- We had three phenomenal projects represented at the Regional "Imagine That" Showcase held on Friday May 18, 2018. Fifteen students and several staff members attended the regional showcase at Imagine Plantation. The students showcased their STEAM/Service Learning projects and were complimented by the panel on their presentations. Special thanks to Mrs. DiMartino, Mrs. Weinstein, Mrs. Swope and Mrs. Dura for all of their help in preparing the students for the day.
- The City of Coral Springs held a "Shine on Recognition" ceremony to honor exemplary teachers and students in our community. We were represented by Matthew Gayle as our teacher of the year, 5th grader Alex Pena, and 8th grader Luisa Ortiz.
- Kindergarten Roundup- On Thursday, May 17th, Imagine Broward welcomed our new Kindergarten families to a Kindergarten Roundup. Parents were provided with important information for starting the year. In addition, we hosted a "Welcome to Middle School" meeting for parents of the current 5th graders. Mrs. Swope, Mrs. Davidson-London, Mrs. Stephens and Ms. Yunker were available to answer parent questions and present an informative power point presentation.
- Our Middle School Drama students did an amazing job this past weekend while performing "Hairspray Jr.", under the direction of Ms. Yunker at Coral Springs Charter. Our elementary drama enrichment students will be performing "The Wizard of Oz" tomorrow Tuesday, May 22nd under the direction of Mrs. Rivera.
- Our track team had its best year to date. At Regionals various students from our school placed 1st, 2nd and 3rd place. We have never placed in Regionals before. In addition, one of our students is going to Championship, the level above Regionals.
- We will be very busy for the last three weeks of school as we prepare for end of the year events:

Drama Banquet – May 23 at 6:30pm

Band Concert – May 24 at 6:30pm

5th Grade Moving up – May 29 at 6:30 pm

8th Grade Graduation – May 30 at 6:30 pm at Heron Bay Marriott

VPK Graduation – May 31 at 6:30pm

Athletics Awards Ceremony- June 4 at 6:30pm

Additionally there will be two dances, field day, and various field trips.

- 2018-2019 Vendor contracts for approval – There were no increases for Biscayne Air, Col USA and Propest Control. Col USA submitted a summer project list. Bill's Tropical Lawn will have a slight increase due to adding additional services to maintain the soccer field grass. SLA lunch program will have a 2.5% increase. Approval of the Wellness Policy is necessary for SLA and the state NSLP program.
- Premium Service Venture Design Agreement would like to continue the same services as the previous year.

Regional Director Report

- Ms. Vernon stated that "Imagine That" was excellent. There is a focus on safety and security with the police department. She has been present with the Economic meetings regarding salaries and budget issues. A promising practice for Imagine Broward was character ed. The surveys are due back to National.

Vendor Contracts

- Ms. Vernon explained the process of all the vendors. Mr. Schlang inquired if we did an RFP for this year. Ms. Vernon said it was done last year and we received the lowest bids for these services last year.
- Board motioned to approve all contracts but questioned the summer project list. Ms. Darling further explained the summer project list. She explained the largest item is necessary as it was a requirement from our safety inspection.
- The board asked if additional bids were necessary. Ms. Forthmuller explained that Col USA reached out for bids from outside vendors, but they were more expensive than the quoted price from Col USA.

Premium Service Agreement/Venture Design

- Approvals needed for FY 2019 services are necessary as this is due before the next meeting. Ms. Darling explained the Venture Design contract. Ms. Vernon further explained the Agreement and what the services offer to the school.

Budget

- April 30, 2018 actuals to date were presented.
- Mr. Schlang stated the actual plus projected had \$61K which is a good thing. He wanted to know if the year-end bonuses were included in the budget. Ms. Forthmuller stated that they were included.

- Ms. Forthmuller mentioned that the meeting in August is when they start reserving for designated funds at our final 2017/2018 amended budget.
- Mr. Schlang inquired about the \$231K revenue. Ms. Forthmuller explained that was due to the HB7069 passing through. She also explained the additional state funds were received for “Best and Brightest” teachers, A+ funds, as well as Lead funds.
- Mr. Schlang inquired about a variance or increase in salaries and benefits. Ms. Forthmuller stated that includes the “Best and Brightest” and A+ funds which are not calculated on the original budget because we do not know how much we are receiving.

Public Input

- Andrew Indelicato mentioned he was concerned about teacher retention and wanted to know what the school is going to do about that problem and prevent it from happening. Ms. Darling stated there were 15 new teachers this year. She explained where each of the teachers that left last year went. They either moved out of the county or country and a couple were not asked back. The majority did not leave due to salaries. She also mentioned we want to make sure we are attracting new teachers and keeping our qualified teachers. Ms. Darling stated we are staying up on the certification requirements and state testing for certification. Ms. Darling also said we are looking to help those teachers pass the required tests from the state.
- Carmen Chaison was also concerned about teacher salaries. She was wondering what was being done with the current teachers’ salaries for those who are already qualified with their certifications.
- Amy Armstrong mentioned that Ms. Darling has done an outstanding job. She is concerned for her child who is going into second grade and what type of teacher she will get since she is concerned with a mass leaving of teachers due to salaries. She researched salaries in surrounding schools and felt salaries at Imagine Broward need to be increased. She asked when the salary issue will be addressed. Ms. Darling stated it will be addressed at our next governing board meeting. The goal is to have contracts ready by the end of the school year.
- Beth Thompson stated she is a teacher and that the community, staff and teachers are great. She is on the Economics Sustainability committee and they have been talking about salaries for teachers and ways to raise money and save money. She mentioned that FTE dollars are not an option as we are at class size capacity. Ms. Thompson mentioned she is not sure how we can have competitive salaries. She would like to see some adjustment in the management fees and the insurance on top of the lease payment. She questioned whether it can or cannot happen.
- Tessa Bernard Elms loves her Imagine family and students. Her concerns were the lack of a school nurse, technology and teacher’s salaries. She mentioned to be competitive for our Middle school we need more technology. She also stated we need to try to find ways to help increase salaries. With the management fee at 12% the difference that the school could have in their bottom line if it were lowered to 8% is roughly \$231K which can go towards salaries.

- Veronica Viera had the same concerns as others. With the current salary she has now, she cannot survive and is disturbed that she cannot come back if the salary does not increase. She asked and also begged for ways to increase the salaries. She stated if she was in the county she would have an \$11K salary increase.
- Nikki Tarquinio had teachers' salary concerns. Imagine Broward feels like a family and she would hate to see teachers leave due to salaries. She inquired about why her daughter's teacher was immediately let go since not a lot of information was given to the parents as to why this happened. Ms. Vernon stated we do not discuss personnel issues.
- Dan Tarquinio stated his concerns about teacher salaries as well. He asked about the management fees and mentioned that he has asked Ms. Vernon for the past 6 years to follow up with the 12% fee and specify what it pays for and what is the fair share and she still has never reported back. The budget ultimately falls back with the Governing Board members not the Economic Sustainability committee. He mentioned turning off the lights and not making copies is not something that would make a large dent in the budget to help with salaries.
- Lauren Sloane mentioned she has been a parent for 10 years. She is concerned about the salaries. She inquired about the sudden exit of her son's teacher and how it was handled. The students knew about it before parents and parents were not given the information beforehand to be able to properly address it with their child. She was strongly disappointed the way it was handled. Also concerning to her is inadequate school counseling services. A student in her son's class has been suspended due to behavior issues, vaping, and bringing knives to school. She stated that school counseling funds are needed as well to assist with students that have issues.
- Maria Toro-Barletto was concerned with teacher turnaround. Her main concern is her son's teacher left in December and there is still a sub. She mentioned that if salaries were more attractive they would have a teacher in that room. Her concern for the kids that have the sub is they have been left behind with learning due to this issue and other students are getting a better education.
- Andrea Turner, a teacher, mentioned she has heard the words distressed, begging and outraged regarding salaries. We as teachers are getting very impatient with no answers about salaries. We are looking for answers.
- Nicole Tenebaum was concerned about the school not having a nurse due to her son going unconscious on field day last year. She stated she is a nurse and had mentioned last year that she would volunteer to be the school nurse. Her family offered to pay for every teacher to be CPR and AED certified, but it wasn't about the money, but time.
- Ari Tenebaum stated that he is a financial planner and he is surprised at the high franchise fee. With the franchise companies he works with, the fee does not increase over the years but rather decreases. He asked what the school gets with this fee. Ms. Vernon has given information at prior meetings but those funds go to corporate as they help the school out with insurance as well as legal fees.

- Melissa Prochilo was very concerned about teacher salaries but doesn't want to leave. The county has a shortage of teachers and they may recruit teachers from Imagine because of the salary they offer. She stated her daughter's friends went to the school board county fair and were offered \$40K as beginning teachers. We have to find a way to keep our teachers.

Board Input

- John Gerun said he hears the concerns of the teachers, their salaries and wanting to keep the students happy as well.
- Chris Buckley seconded Mr. Gerun statement.
- Mr. Schlang welcomed the new members and mentioned Mr. Goldberg leaving. He was waiting to see what the Economic Sustainability Committee will bring back to chip away at some things. Need to get our stuff in a row to go about increasing salaries. He would like to see some of the questions asked at the meeting answered. He stated Ms Darling was doing a good job.
- Mr. Goldberg stated we may have protection laws in regards to the teacher leaving and handling it in a way to protect the kids. Regarding guidance and a school nurse, Broward County had been reviewing the federal laws. A student with issues in a class needs to be addressed and the school needs to meet the child's needs. Ms. Darling stated we have a Guidance counselor. A student in a classroom is to be protected versus remembering the other students. Nurse and epi training: He had concerns about the epi pen training.
Regarding salary and teacher retention, he said we need to look at it and get the answers. It is an issue across the board. He thanked the teachers for all they do.

Board Actions

- A motion to approve the 2018-2019 contract for Biscayne Air was made by Michael Goldberg, a second by Brian Schlang. The motion was passed unanimously.
- A motion to approve the 2018-2019 contract for Col USA was made by Michael Goldberg, a second by Brian Schlang. The motion was passed unanimously.
- A motion to approve the 2018-2019 contract for ProPest Control was made by Michael Goldberg, a second by Brian Schlang. The motion was passed unanimously.
- A motion to approve the 2018-2019 contract for SLA and wellness policy was made by Michael Goldberg, a second by Brian Schlang. The motion was passed unanimously.
- A motion to approve the summer project list was made by Michael Goldberg, a second by Brian Schlang. The motion was passed unanimously.

Adjournment

- A motion to adjourn the meeting was made by Brian Schlang and seconded by Christopher Buckley. The meeting was adjourned at 6:36 p.m.

Minutes respectfully submitted by
April Leonard

Minutes are accepted as a final copy by:



Brian Schlang, Board Chair Member

6-18-18

Date

Upcoming meetings for 2017 - 2018 School Year:
June 18, 2018