

**MINUTES OF THE  
MEETING OF THE GOVERNING BOARD, LEF OF  
WEST BROWARD COUNTY, INC.  
IMAGINE CHARTER SCHOOL AT WESTON**

MEETING MINUTES  
Date: March 17, 2015

**CALL TO ORDER**

- Mr. Sandoe called the meeting to order at 5:44 p.m.

**ROLL CALL**

- Board members present: Patrick Sandoe, Radhika Paul, and Priscilla Prado Stroze. The following persons were also present: Paul Eichner, attorney, Nadine Laham (Principal), Jacky Vernon (Regional Director Imagine Schools), Elsa Forthmuller (Finance Manager), Karen Gross (Business Manager), Sylvia Allen, Erika Royal Barnes, Jason Montan, and Susan Padilla

**PUBLIC NOTICE:**

- Ms. Laham confirmed public notice

Motion to amend meeting minutes to correct name of Patrick Sandoe and to accept the meeting minutes as amended made by Priscilla Prado Stroze, seconded by Radhika Paul. All aye (3-0)

**PRINCIPAL'S REPORT:**

Offer letter:

Offer letter was delivered by Mr. Francey, Ms. Laham and Ms. Vernon.

They were given a receipt. No one has heard anything since it was sent. No response to date.

Testing:

FSA testing has begun, and will go through May.

VPK enrollment

*Governing Board President*



*4/21/15*

Prospective applicants started lining up 39 hours prior to the opening of registration. VPK registration is ongoing. They have a certain amount of spots for VPK. This year Pre-K class was all admitted into the elementary school.

Board openings:

Two women have expressed interest in being on the Board. Veronica Diaz and Autumn Karlinsky.

**NEW BUSINESS:**

- Annual Conflict of Interest paper for signature.

Patrick Sandoe: Would like more time to digest documents that are provided to the Board. Getting the documents the night before meeting is not sufficient time.

- Approval of Pay for Performance salary schedule:  
Need to come up with salary schedule for teachers hired before certain date  
Highly effective will get a 3% increase  
Effective will get a 1.5% increase

- Creation of salary list for new incoming teachers based on years of experience.

Pay for Performance: if our budget doesn't have the money in it, then we don't pay it.

The school wants Mr. Sandoe to sign the schedule for payments, but at this point our budget is unknown.

Gap between what the district pays and what we pay is an issue.

Needs to be signed off on by Friday, required by the District.

- A lengthy discussion took place regarding teacher salaries. President Sandoe expressed concerns about getting the information last minute and being expected to vote on something due that week.

Motion to table the approval of the Pay for Performance of the salary schedule until the end of the meeting made by Priscilla Prado Stroze, seconded by Radhika Paul.  
All aye 3-0

Auditors' Engagement Letter:

Two separate letters. One is for the audit and one for the cost reporting. Price stays the same as last year. Billed in installments.

Patrick Sandoe reminded the Board that last year they put out for bids, but got very little response. He made the request that once contract is up with Berman Hopkins that we offer the job up for bid.

Motion to execute and approve the engagement letter with Berman Hopkins made by Priscilla Prado Stroze, seconded by Radhika Paul 2<sup>nd</sup>. All aye 3-0

Teacher salaries:

School has teachers in elementary school making high 30's, low 40's. Some teachers will not be making what a new teacher with same experience will make.

- Highly effective teachers:

This year the elementary school has 3 highly effective teachers, the rest of teachers are effective (carryover teachers from last year)

Highly effective teachers: 3% salary increase

Effective teachers: 1.5% salary increase

The money will be an actual raise.

Teachers new to Imagine this year will not be receiving the raise since they weren't here last year for the evaluation process.

- Middle school no money was accrued last year but the A+ money will cover it. Teachers will be getting the same amount as elementary school. All leftover money would go to the raises. There were no highly effective teachers in the middle school. 4 effective teachers returned to the Middle School.

The pay for performance only applies to teachers, not office staff. Effective teachers can get 50-75% of what highly effective teachers receive. We stay at 50%.

Jacky Vernon reported that, years ago, when the school had to make draconian cuts, they tried to bring the salaries back up. They had cut backs and then brought them back up by 5% the following year.

Teachers get a stipend every year for infield masters and out-of-field masters.

Motion to take off the table item 5b (pay for performance and salary schedule) by Priscilla Prado Stroze, seconded by Radhika Paul. All aye 3-0

Motion to amend the document to be submitted to Broward County School Board to include the language: "subject to the availability of funds with reservation of right to make adjustment to salary schedule," made by Priscilla Prado Stroze, seconded by Radhika Paul. All aye (3-0)



- Next steps to purchase property: Believes that Mr. Edelman has a realtor. Appraiser cannot come onto the property when the students are here per Mr. Eichner. Will offer the appraiser Friday as an option when there are no students on the campus. Mr. Sandoe would appreciate Mr. Francey's input into the negotiations.

Motion to table the next steps to purchase the property until next meeting made by Priscilla Prado Stroze, seconded by Radhika Paul. All aye (3-0)

### **BOARD ELECTIONS:**

Autumn Karlinsky: wanted to know what openings on each Board existed.

Currently, there is 1 spot on elementary board. Second spot may be open if Mr. Francey rotates out of it.

Candidates asked why interested in joining: Karlinsky has been parent in school for 7 years. Never really knew who governing board reported to. She doesn't want to be on a Board if it can't help or be an effective agent.

Veronica Diaz: has been parent at the school. Currently running the budgets for a small center. Previously was a CFO for JMH. Implemented the policies. Also asked what positions were available.

Patrick Sandoe explained the board positions.

Paul Eichner: Don Francey's seat would be valid until next annual election. Board elects corporate officers.

Patrick Sandoe explained to Ms. Diaz- for the last couple years have had board members with strong financial background and help on the financial sustainability committee, would you be willing to do that? She indicated she would.

Radhika Paul indicated that a strength was in managing a very tight budget while not going in the red. She was on the finance subcommittee.

Board discussion on the candidates:

Patrick Sandoe wants to make appointment contingent on Mr. Francey's written resignation.

Autumn indicated she would be fine on either the middle school board or the elementary school board.

Motion to appoint Ms. Diaz to lower school board made by Priscilla Prado Stroze, seconded by Radhika Paul. All aye (3-0).

Motion to appoint Ms. Karlinsky to Mr. Francey's seat contingent upon his resignation from the elementary board, made by Priscilla Prado Stroze, seconded by Radhika Paul. All aye (3-0)

We are moving forward with the contingency because Mr. Francey has expressed his desire to be on the middle school board since his children are both in that school. The Board is not trying to force him out.

**BOARD ACTION:**

All Board action voted on and taken in earlier parts of meeting.

**PUBLIC INPUT**

Nothing from public

**BOARD INPUT**

Priscilla Prado Stroze asked for an update regarding the Imagine Teacher of the Year -Ms. Laham advised she did not make it beyond regionals for teacher of the year.

A+ money arrived today. Teachers will get a check on Tuesday during spring break.

Middle school and elementary school teachers all getting the same amount.  
\$1400+/pp

Next meeting scheduled for 4/21/15

The following meeting is scheduled for 5/19/15 but will need to be rescheduled.

Meeting adjourned at 7:24 p.m.