



## IMAGINE SCHOOL AT TOWN CENTER

775 Town Center Blvd Palm Coast, FL 32164

Phone: 386-586-0100

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### Meeting Agenda

November 24, 2015

6:00 PM

- I. Welcome – Call to Order 6:00
- II. Roll Call : Kurt Allen (Chairman), Rebecca Beers (Secretary), Wendy Van de Graaf , Lynn Paarmann, Lori McCarley (Regional Director) , James Menard (School Leader), Christian Toth (Business Manager) Greg Young, Jennifer Fornes (Region), Freddy (Regional Business Mgr), Nancy Presnell(Academic Coach), Kristi Kendall (Asst. Principal)
- III. Notice of Meeting : School Website
- IV. Hear the Audience
- V. Approval of Minutes from September 17, 2015  
Motion approved
- VI. Old Business
  - Welcome new board member, Lynn Paarmann
  - Touched again on the renting of building. Decided not to approve. Did not want to upset the revenue vs. renting. Currently, we have a free classroom – the intervention teachers will be supporting the MTSS / IEP students to receive quality instruction. Only rentals is the church and cheer squad. Mr. Allen inquired if cheer had a contract but they do not. They currently rent month to month. Board requests updated copy of insurance and moving forward with a written contract.
  - Board going to the PTO meeting. Possibly one at a time.
- VII. New Business
  - Review of October 2015 Financials\* JM stated that we reduced student county to 870 but a variance between what we get paid vs actual pay. Line items were identified to ask if we should be receiving monies. Current enrollment is 870. Increase in Free/Reduced students. Increase in revenue for this. Previous budget we cut \$10,000 – moving forward we did not cut the remaining requests as it was not in the best interest of the school. We decreased \$70,000 in salaries as some employees picked up additional hats. KA asked if the board was ok with picking up ITC deficit. We anticipate that there will be an increase of revenue by the end of the year. Lease pymt schedule was corrected from a miscalculation – lease is adjustable year to year. Currently we pay rent at 1.6 million per year. KA inquired about



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revenue v debt. Could we get our own mtg? Currently ISTC is leased and owned by another company. KA asked about State or National programs to help reduce debt. LM explained that the declining capital outlay doesn't help with the debt. Technology set aside \$40,000. All teachers have new laptops. NP husband is donating 40 – 50 computers to the school for testing. PTO is purchasing 9 new laptops. Air conditioning issues – one was replaced and currently several are constant maintenance. Arctic Air is a new air conditioned company we hired. Roundabout is going to fixed by a parent within the next week. LP asked about line 66 – Internet Fee. That pays for the internet campus wide. WV asked about buses and are we short a bus. JM explained that we will be adding a new bus/driver. Looking to add a second route in the P section and split it. Motion the updated financials by Allen seconded by Wendy Van De Graaf, all approve.

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- VAM score increases for teachers\* Salary increase that is listed on the teachers contracts. In state of FL raises are performance based. Evaluation plus test scores. HE is \$500 and E is \$250 increase per year. It was in the old board but not in the reviewed budget. If a school cannot afford the increase of money then they do not have to approve. RB stated that we are in the red so how do we justify the \$10,500. NP stated that they expect the money they earned. They count on it as part of the salary. Feels morale will decrease. This money comes from FTE as it is an unfunded mandate. The monies are incorporated into the base salaries in contracts for teachers. NP stated teachers were told they were getting the same amounts as last year which was \$1250/700. In the signing of contracts, they felt the salary increase was cut as well as the VAM. Stated that teachers are not aware of the possibility of a VAM cut. In the district – the increase is a \$1.00 for HE and .75 for E. KA inquired about the knowledge of the budget with the teachers. CT stated they receive a BVA each month yet many do not ask questions. Board is concerned with morale v budget v reputation in the community. If we lose the reputation – we lose more teachers/students. LP asked about base salary and how they compare with district salary. Imagine has done a cost comparison of our schools v district school. For our teachers it is about a \$7,000 difference in pay in the black. Board comments that they know the deficit we are in and asks if we have any recommendations. JF said that we should/could find the monies. LM backed that by stating they understand and support the money. JM states that if we take the money, we will see a huge decline in morale and with the push with all the marketing he is confident that more students will enroll. Board agrees that building from the bottom up will enhance the enrollment. JF mentioned that we need to tap into more grants. Board supports the fiscal responsibility of the school and is cautious to give out \$10,500. NP explained to the Board all the many extras that they do for the school and are not compensated for it. LP asked Jimmy do what do we see in the differences between HE / E and the retention rate of teachers. VAM is required for performance pay and is added into salary base pay. LP feels that the money will help to retain the teachers and would rather spend money on



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teachers than other items. Board mentioned that they should have been informed with the VAM possibilities and that we should have been more transparent with the teachers. Motion to approve the VAM score increase money to teachers made by LP, Wendy Van De Graaf second to approve with line item. 3 to 1 approve. RB is the dissenting vote. Motion passes. Board chair expressed the importance of honesty with each other. Shared concerns about the financial plan past and present.

- Student Task Force—Untucking of Shirts in Middle School – JM told the task force that he would review decisions with the board. Teachers/students are for it, but per the Focus Group the parents are against it. JF mentioned that uniforms should not be a distraction – yet this seems to be the trend. Board inquired about options to the shirts. Board feels it's a message that should be sent out to teachers/students/parents.
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- Review of Board positions and member definitions – JF reviewed all past minutes from 2008 to current. She created a template regarding staggered start terms. Outlines all past members and term limits. Still have one open spot. Talks are hoping to have a grant writer and someone vested in the school. One comment is to ask John Fischer to possibly sit on Board. Past board members are welcome to serve again.
- PTO President—Dave Stidham – Did not attend. Mentioned the purchase of the new computers. Mrs. Allen is looking to purchase more sound barriers in the cafeteria. Board would like to see it sponsored – possibly a recognition plaque. Requesting a price and sizes. JF told Jimmy that this info would need to put into the next parent newsletter.

### VIII. Imagine Schools Report

- Leadership Team
  - Enrollment update---Jimmy Menard – Current is 866. We now have 2 RD to work alongside of us for support. Last month we had a Focus Group lead by Rhonda Cagle. We invited 20 parents and asked many questions about what they were looking for and why they chose/stayed at our school. Thru this update, it told a story of where we needed to focus to improve the school. We are focusing on perception and doing an overhaul with landscaping and the front office. Also building a Legacy Wall to tell our story. We also started the “Lion’s Pride” which is a weekly parent update. We are looking to build from the bottom up by closing the 6 – 8 enrollment and acceptance is if you have a sibling or were enrolled at the elementary level. New principal met with Jimmy and wants to build a stronger bond with each other. Hopes are to bond together and try to receive millage from district. WV asked if there is anything we can do to help get students in over the Xmas break. JF explained we needed to question the students coming in mid year and



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- ‘why’. Currently looking at the STEM initiative to incorporate within Imagine.
- Marketing update---Kristi Kendall – Review of ideas from paper submitted. Hopes to bring in new enrollees as well as retaining current ones. KA wants to get him Beach 92.7 radio. Concern of Funds to cheer team was brought up – however, they are a positive influence within the community.
  - Academic updated—Nancy Presnell – Stated that her classroom is still the main focus. Her role looks different than last AC. She has to split her time between both roles. ISTC hired a full time assistant to allow her to perform her duties. Role includes coaching cycles for underperforming teachers. Currently, we do not have any new data to share as STAR is currently underway. We also received FSA scores, so once we review the data we will share with Board.
- Region Team
    - Challenge to receive millage funds—Jennifer Fornes – Exploring monetarily. Capital Outlay funds – push in legislature that Charter schools would receive funds for capital outlay. Essentially there is a “pot” of money that charter schools would receive and is shared out of that pot. However, with the growth of charters, the money has decreased. We currently have lobbyist working on that. Currently, a large group of people are working on attaining millage. Pushback will occur from district atty and board as this funds them. Need only 3 votes to be approved. For Flagler county, we need to work with local politicians and county commissioners to get millage and residential/commercial impact fees. Should be including charter schools on the voting bill. KA asked who influences the board the most.... JF stated the union. Battle continues with “language” in legislative pushes. Board requests points to talk about at next legislative meeting. Would Board also asked if we invited/meet with the 5 county commissioners – that the Board Chair would like to attend.
    - Declining enrollment funds update—Jennifer Fornes – Is it worth the legal battle to receive dued funds? WV stated the per the districts rules, only declining schools should receive the funds. As ISTC is in a decline, we are not receiving the funds from the district.
    - Region Update – JM attended a UCF job fair. We received several resumes. This is a good way to get subs on roll and serve in the school and a good pipeline to place interns with a clinical cert and in turn, place them into our school.

Best and Brightest Teachers Scholarship – Based on HE and scores from SAT/ACT, teachers are eligible to receive monies (up to \$10,000) from DOE. 6 of ISTC teachers met the requirements. Motion to pass approved.



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X. Hear the Board - None

XI Next Meeting – January 5th, 2016 at 6:00pm

\*Voting item for Board

Motion to adjourn: Made by Kurt Allen at 8:40 Seconded Rebecca Beers; All approve.