

NDHS Board of Directors Meeting
203 South Clyde Avenue, Kissimmee, FL 34741

Description	Those present were Chairperson Karen Butler-Miller; Founding Board Members Dr. Jackie Grimm, Dr. Tina Cafiero, Larry Shamsid-Deen; Board Members Michael Magruder, Lynn Sparrock; Teacher Representative Ryan Adams; Board Candidates Susan Crutchfield, Deloris McMillon.		
Date	10/20/2008	Location	203 S. Clyde Avenue
Time	Item	Minutes	
7:40AM	CALL TO ORDER	Chairman Karen Butler-Miller called meeting to order. Suggested that the Board record meetings electronically so that outside sources do not have the opportunity to take things out of context or make changes. Official recordings will be kept on file.	
	OTHER ITEMS	Request was made by Karen Butler Miller for other additions to agenda. Motion was made and Mike Magruder seconded. Motion carried to accept agenda.	
	NEW BOARD MEMBERSHIP	<p>Karen Butler Miller presented Susan Crutchfield who works for Community Vision. Resume was presented. She also introduced Deloris McMillon, retired principal in Osceola County. Each candidate introduced themselves. Reminded Board that Tommy Tate had officially resigned from the Board.</p> <p>Larry Shamsid-Deen indicated that he wanted Irwin Eisenstein to also be considered for Board membership.</p> <p>Karen Butler Miller motioned to accept Deloris McMillon and Susan Crutchfield as new Board members. Irwin will present his resume at the next Board Meeting.</p>	
	BOARD TRAINING	<p>Karen Butler Miller reminded board that it is now a requirement by the State for Charter Board members to receive a 4-hour training.</p> <p>Jackie Grimm requested that certificates be placed on file with the minutes when Board members have completed training.</p>	
	SECOND CHANCE ACADEMY UPDATE	Jackie Grimm gave background on SCA; the rationale to address community needs. Discussed PLATO, a web-based program. Gave introduction of the Radisson program and how NDHS obtained it. Computers were needed at Radisson. Budget was developed to accommodate this expense. Student Services of District support this initiative and had meeting with Jackie Grimm to discuss SCA. There are currently 11 enrolled at NDHS and 17 at the Radisson. Paulette Batton was	

		<p>hired as lead teacher at the Radisson to facilitate program.</p> <p>Karen Butler Miller commented on the need for such alternative programs tracks for children.</p> <p>Larry Shamsid-Deen asked if the school has the authority to add new programs without Board approval.</p> <p>Karen Butler Miller explained that she saw it as an extension of SCA. Mike reviewed the agreement between the Radisson and NDHS and saw that it was a good program.</p> <p>Larry Shamsid-Deen challenged that decision was made without Board being involved.</p> <p>Jackie Grimm explained that SCA was approved by the Board and that at prior meeting a Board member asked how we can extend the program into the community. This decision addressed the request that we meet with School District of Osceola County.</p> <p>Karen Butler Miller asked Mrs. Deloris McMillon and other Board members, Lynn Sparrock and Mike Magruder, to look into procedures for additions of programs at NDHS.</p>
	<p>ENROLLMENT</p>	<p>Tina Cafiero discussed enrollment. We are currently 347 even though we were projected at 306. We just went through our first FTE count. This has not impacted the number of students in the classroom.</p> <p>The cost of the SCA has only increased our costs one time with the cost of the lap top computers. The purpose of the SCA is to reduce the drop-out rate.</p> <p>Deloris McMillon's indicated that her political platform when running for SDOC School Board was to help reduce the drop-out rate and increase graduation rate. She believes that this program will be very beneficial to Osceola County and will benefit the school.</p>
	<p>OUT OF FIELD TEACHERS</p>	<p>Tina Cafiero reported to the Board that the out-of-field teachers had been submitted to the School District and had been distributed to the NDHS Board members. All teachers are in compliance for being on-track.</p> <p>Karen Butler Miller motioned to accept the report.</p>

		<p>Larry Shamsid-Deen asked about one of the teachers who was sanctioned by the PPC and wanted to know what the Board's view of this situation was. Karen informed the Board that she was well aware of the situation and gave the Board an update and reassured that there was not a concern for the teacher being in a teaching capacity. This was affirmed by Susan Crutchfield.</p> <p>Lynn Sparrock made the motion to accept the report. Motion was seconded by Deloris McMillon. Motion was carried.</p>
	SAC UPDATE	<p>Tina Cafiero indicated that this year's SAC committee was very active and participatory. The meetings are being held in the morning to facilitate the attendance by parents. Volunteer forms have been completed by most parents and SAC uses this to contact the parents.</p> <p>One Board member asked if the Board could be included on the database.</p> <p>There has been a change in the SAC meeting time to 7:30AM which has increased attendance. Parents are alerted of needs and parents respond.</p> <p>Karen Butler Miller indicated that she would like for a parent SAC member to be invited to the NDHS Board meetings. Board members were also encouraged to attend SAC meetings. The calendar of events is posted on the NDHS web site.</p>
	FINANCIAL UPDATE	<p>Jackie Grimm gave a brief summary of discussions held with Mercantile Bank, the bank that holds our mortgage.</p>
	INVESTIGATIVE PROCEDURES	<p>Larry Shamsid-Deen indicated that he would like set procedures for investigations. He indicated that he felt there was a conflict of interest in the FCAT investigation as well as the investigation involving the falsification of employment records. The use of an attorney should also be clarified.</p> <p>Karen Butler Miller reviewed the two allegations. In the FCAT investigation, Karen consulted Osceola County School District HR department as well as with Dr. Sonia Esposito. Karen also interviewed school directors after Lynn Sparrock had conducted her investigation and felt that the charges were unfounded. In addition, Mike Magruder reviewed the final report. Final reports had been sent to all Board members.</p>

In reference to the falsification of employment records, Karen Butler Miller also indicated that she had followed the procedures as outlined by the School District of Osceola County's policies and procedures. She indicated that as a Charter Board, we often mirror the District's policies and guidelines. As a Charter School we don't always have the opportunity to have our own procedures.

Karen indicated that we could form a committee to investigate the District policy. Susan Crutchfield, Carmen Torres, and Ryan Adams were named to this committee. They can give us their recommendations at the next regular Board meeting.

Lynn Sparrock indicated that the falsification of employment records was investigated by the directors of the school. The FCAT investigation was conducted by the Board members. Initially, the complaint was filed with the District. The District determined that this was not an issue for them to investigate. The District returned the investigation to the Board. The District indicated that they did not find sufficient cause for them to conduct an investigation.

Karen Butler Miller reminded the Board that her training in matters of investigations was extensive. The appeal process could be made to the District.

Tina Cafiero reminded Board that Angela Morino is responsible for investigation any improprieties of FCAT violations at the District. Mrs. Morino did not feel that there was sufficient reason to investigate by the District.

Jackie Grimm will mail certified copy of final investigation to Mr. Shamsid-Deen in reference to falsification of employment records.

Larry indicated that he wanted to appeal the final report of the FCAT investigation. The final report went out to all Board members via email. He also stated that the investigation was retaliatory in nature.

Larry Shamsid-Deen commented to Board that investigation should not be conducted by the Directors.

Tommy Tate did the investigation of Mr. Shamsid-Deen's retaliation claim. Karen Butler Miller indicated

		that since Mr. Tate had resigned, that she will get at that report from him ASAP.
	SCHOOL GRADE	<p>Larry Shamsid-Deen wanted to know what sanctions there would be because NDHS has been at a D for the last two years. Tina Cafiero assured the Board that there were no sanctions by the State.</p> <p>Karen Butler Miller stated that we need to look at our efficiency and effectiveness of our students. Tina Cafiero indicated that besides visiting with the staff, we use data to drive what we do at our school. Looking at the data is crucial. Teachers also look at their student's data to address their own professional goals.</p> <p>Deloris McMillon indicated that NDHS was actually doing quite well. This gives us a goal for next year.</p> <p>Larry Shamsid- Deen advised that we needed to be careful when referring to students' ethnicity. Karen reminded Larry that the NO CHILD LEFT BEHIND Act checks student progress based on ethnicity.</p>
	RESIGNATION	Karen Butler Miller resigned her position as Board Chair; however, she indicated that she would remain on the Board.
	EEOC COMPLAINT UPDATE	<p>Karen Butler Miller stated that she has called EEOC several times. No contact has been made from EEOC. She questioned EEOC's procedures. Wants new investigator since Karen is no longer in contact with Board as President. Karen distributed a copy of the EEOC policies. She has made offer of mediation.</p> <p>Tina told the Board that the EEOC investigator's only interest in this case was for the Board to settle.</p> <p>Mike indicated that he could be the liaison for the EEOC.</p>
	NEW CHAIRPERSON	<p>Karen Butler Miller indicated that we need to elect a new chairperson. Committee was established to include Deloris McMillon, to chair the committee, Jackie Grimm, and Larry Shamsid-Deen. The meeting will take place at NDHS on Friday, October 24, 2008.</p> <p>Larry Shamsid-Deen indicated that he wanted compensation for Board members' travel.</p> <p>Karen indicated that this Board was voluntary. Susan Crutchfield stated that she had served on numerous boards and it was never expected that the board members would be compensated for travel to board</p>

		meetings. Susan Crutchfield suggested that we send out an email to all Board members to ask for requests for chairperson interest.
9:52AM	ADJOURNMENT	Jackie Grimm motioned to adjourn meeting. Deloris McMillon seconded. Motion carried.