

Minutes of SAC meeting
17 January 2013

Attending: Jeff Charbonnet, Hannah Rogers, Annalee Perez, Carol Faas, Maria Eugenia Zelaya, Mike Griffis, Bobbie Benson, Coral Antony, Dianna Payne, Dr. Ray Thomas, Byers Hickmon, Sandy Waldon, Tim Taylor (briefly), Sylvia Walker, Jeff Smith

Meeting called to order by Vice-Chairperson Coral Antony at 5:00 pm.

Sign in, introductions (new faces) Welcome to EHS by Coral Antony.

Motion to approve agenda was seconded and approved.

Motion to approve minutes from November meeting was seconded and approved.

Review of school grades by Mr. Charbonnet (proud to be an A school). Mr. Charbonnet reminded the committee that there is a link on our email to review data. Mr. Charbonnet made a paper copy from this link digested for easy comprehension.

Remarkable highlights from the data: EHS had 92% of lowest quartile made math gains. Mr. Charbonnet attributed this result to several factors: 1) EOC Algebra exam (Geometry EOC not leveled so not included in school grade) which was taken only by our major program ninth graders (3 teachers -- Crista Wright, Keith Ladd and Justin Dennison -- did a fantastic job) and 2) Having a block schedule (80 min) for mathematics.

Mr. Charbonnet continued with citing that EHS has the most overall points for Math Points for Gains at 85 (highest in county), 95 points for participation in accelerated courses (the highest in the county) which reinforces our college going culture, and our biggest feather is the graduation rate (highest in district – 85%). Mr. Charbonnet noted that EHS has to battle an old stereotype in community.

It should be noted that students who earn a special diploma or GED do not count as graduates; graduation statistics require the student must be awarded a regular diploma.

Eastside had the most total points in the county. The committee gave accolades to Mr. Charbonnet.

Mr. Charbonnet noted that we must continue to work on Reading. Even though the formulas keep changing and requirements for graduation change every year we must stay vigilant and stay attuned to the changes.

Mr. Charbonnet noted that Biology and Geometry EOC's count in school grade, and for next year the United States History EOC will count. The school grade is phasing out the FCAT.

Next item on the agenda: allocation of school recognition money

Coral Antony told the committee that the school will be awarded \$73 per student.

Employees must vote on how money is to be spent. Earlier 112/124 employees voted.

Carol Faas described the ballot and its six choices: 3 categories with 2 choices each.

Overwhelmingly the vote came out with the winning choice as current employees also here last year and money spent equally among all employees. Coral provided the exact percentages for each of the six choices.

- a. Dividing the money:
 - 1. All money goes to bonuses: 88 votes
 - 2. 15% goes to school supplies 19 votes

- b. Who gets the money
 - 3. Employees who were here this year and were also here last year: 89 votes
 - 4. Also employees who were here last year and are elsewhere this year: 13 votes

- c. Distribution of money
 - 5. All employees get an equal share of bonus money: 77 votes
 - 6. Teachers get a larger share than other staff: 33 votes

Open for discussion: Ray Thomas restated that since the public holds teachers accountable when things go wrong, he believes a larger portion should go to the teachers, but if will and desire of the EHS community is to divide the money equally, then he will go along with the majority.

Sandy Waldon feels the school grade is a team effort and everyone should get an equal amount. Mike Griffis asked if administration would be included in the bonus, and the answer to that question is yes, the administration can receive bonuses.

Mr. Charbonnet told the committee that if no decision is reached by Feb. 1, then by default according to the legislative ruling, the money must be divided among current classroom teachers.

Mike Griffis asked for clarification on how the split would be decided and recalled his experience with High Springs where they had a split ratio with teachers earning more. If the employees had voted for a split ratio, then the amount of the split would have been decided by a second vote. However, that point is moot.

Last time EHS received bonus funds was in 2008. At that time the vote was for equal bonus among all employees.

Cmdr. Hickmon commented that he has watched this process happen and knows that some teachers voted with this thought in mind (opposition voted to sharing with staff). But Cdr. Hickmon said we have a team effort at EHS and that is why vote fell the way it did. No matter how he would have voted, he recognized that the teachers voted for even split. Carol Faas noted that 33 employees voted against even split.

Cmdr. Hickmon made a Motion to approve the employee vote. It was seconded. Motion passes: all employees get equal bonuses.

Cmdr. Hickmon requested of Mr. Charbonnet what special can be done to recognize the 3 teachers in ninth grade math who had a large part in the school results.

Dianna Payne spoke about VAM scores. She encouraged us to contact our elected officials since they want input about what additionally can be done. (Ms. Payne attended an ACEA meeting last night) Our representatives are Clovis Watson and Keith Perry.

Mr. Charbonnet proposed a resolution; Whereas the Algebra faculty contributed greatly to the school grade, the SAC recognizes Crista Wright, Keith Ladd and Justin Dennison.

Move to have a proclamation to honor algebra teachers and have practical way to honor them. \$100 gift certificate for classroom supplies is allowable from the SAC funds. An anonymous SAC member made a personal contribution of \$150 for dinner at Mark's.

Motion to recognized for proclamation seconded and passed.

Motion for financial recognition.

A SAC member, the Principal, secretary and student SAC representatives are to create proclamation that will be presented at the next faculty meeting.

Motion to allocate \$100 for each teacher for classroom supplies out of SAC funds.

Seconded and passed.

No more discussion (make an A next year)

Coral: next item waiver to collective bargaining agreement: Block Schedule

Mr. Jeff Charbonnet: a normal teacher schedule is 5 classes out of 6, whereas a block schedule is 3 classes out of 4. SAC needs to vote on this exception, the faculty and staff need to vote, followed by the union vote and school board vote.

Mr. Charbonnet noted that with the block students earn more credits; it allows students to have more elective choice since not all classes taken up by remedial classes if have not passed FCAT. Teachers get longer planning period. He had a meeting with ninth grade team and they came up with a revision (handout): change instead of alternating days A/B to a 4 x 4 block. Students will complete an entire class in one semester. English, Reading and Algebra remain the same. World History, Science, PE or elective will be completed in one semester. The team feels there is a clear advantage promoting better continuity having the day to day instead of alternating days.

Sylvia Walker noted another advantage that if a student does fail a class first semester, the class can be made up second semester. There could be more incentive to passing a class with a concentrated dose of the curriculum.

Cmdr. Hickmon asked from an elective perspective if students in first semester NJROTC could still take second semester in NJROTC in the same block. Mr. Charbonnet said yes that NJROTC would work just like culinary. Let it be noted that NJROTC substitutes for PE and Fine Arts credits.

Coral Antony expressed concern for teacher training for block teaching. She asked if provisions were made to train teachers. Mr. Charbonnet answered yes, lots of professional development from mentors. In fact we have new history and science teachers this year and the 4 x 4 block would enable beginning teachers to have an earlier improvement timetable (hard to be a beginning teacher – reset for the teacher)

Motion was made, seconded and approved for block waiver.

Next item on the agenda: School climate surveys, which was introduced by Coral. Every year surveys go to parents, teachers and students. The district requires that surveys are completed online which we have been doing for a couple of years now.

Coral and Mr. Charbonnet noted that we should do the climate survey in February. Since we don't meet until March we must make some decisions at this meeting.

Jeff Smith asked how do we get the surveys to the parents? Online? Which parents do not have access to Internet? How are we trying to reach those parents? We have had hard copies of survey in office, but the district is no longer providing bubble sheets. Jeff liked the idea of students bringing home a paper with reasonable incentive notifying parents that the survey is online (extra points). This idea will be brought up at next faculty meeting.

In addition in order to increase participation in each subgroup: Send out phone home, Open House with computer lab available, offering spaghetti dinner and/or

refreshments. Bringing laptops to sporting events may not be feasible with our wireless extending only 200 yards from a transponder. Getting people together not always well received. We need to make sure that the parents know that the survey is online, again the idea that a single statement on the bottom of a handout requiring parent signature for extra credit was mentioned.

We want to ensure that every teacher completes the survey. To reach our community we will use email, phone home, marquee and newsletter. The custodial staff has computer access in media center in order to complete their surveys.

Coral directed the committee to handle the input of survey questions. A new item should include an opportunity to comment on the Parent Portal. In order to expedite the meeting the committee members of each subgroup looked over last year's items: Parents look over parent survey, students look over student portion, teachers over teachers etc.

Some suggestions followed:

A new Parent question: are you aware of SAC doing? Are you happy with SAC doing a good job?

A recommendation was made that other services besides Media: such as nursing, food service, would be queried.

Mrs. Benson requested adding IB items as necessary for re-authorization.

Having parents complete the surveys needs to be addressed. Having students complete the surveys is not a problem.

A new Parent question: Is your child is safe at Eastside?

Rewrite #12 for students (too long, wordy) replaced with:

I have cannot participate in sports or extracurricular activities because I cannot pay or because I have no transportation.

A new student question about cafeteria food was suggested.

A new parent question needs to be added to parent survey: asking whether the Guidance program has been helpful for college process. Due to last year comments the Guidance Department held the college application boot camp in August. Could ask for feedback regarding that event.

Move we edited and have Charbonnet go forward, second and passed.

Any other comments? Numbering error for 22, 20, 21. Have it fixed before survey goes out.

Open discussion:

Sylvia Walker had a concern: ACT is used to pass Reading in order to graduate. Our students who have free and reduced lunch get 2 waivers. Since not all students earn the concordant score on the ACT in two attempts, Ms. Walker is looking for additional sources \$50 per session. The students have a limit of 2 waivers per lifetime.

Questions were asked such as how many students are in need? Is there a remedial path required for students to take before they use their second (last) waiver?

The SAC is willing to invest in prep class (Heather Christian and tech lab). Give a teacher extra money to conduct classes to help students build confidence before they retest.

We will take up this item on the March agenda and discuss how the SAC can help current juniors. We could prepare a teacher grant that would range between \$1000 to \$2000 supporting students with direction and test-taking strategies.

Since the SAC has limited funds, we need to get the most for our money.

Hannah Rogers and Annalee Perez our SAC student members mentioned that the English Honor Society could get involved: students are willing to tutor, annual book drive (test prep books donated).

Mr. Charbonnet told the committee that in last year's senior class 8 students were ready to graduate, but did not pass the Reading requirement. Right now we have 24 seniors who have not passed Reading who are taking a remedial class. Ms. Walker said that there could be as many as 20 other seniors who are receiving reading remediation as well.

A suggestion was made to use Adult Ed classes to remediate Reading before ACT retakes.

A request was made of Ms. Walker to provide data for our next meeting so that we can plan for students who will have financial needs to retake ACT.

Announcement: EHS was awarded a STEM access program grant from the College Board through Google funding. EHS submitted data from last year's data okay for Physics C and Computer Science: textbooks, professional development, training, national conference.

Two teachers get big infusion of new money.

Next meeting will be March 21, 2013 at 5 pm.

Motion to adjourn, seconded and approved.