

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, Lee Wheeler, Loomes Wheeler, Lynn Sparrock, Tommy Tate. Absent was Carmen Torres.		
Date	10/11/2007	Location	203 S. Clyde Avenue
Time	Item	Minutes	
7:35AM	CALL TO ORDER	Chairman Karen Butler-Miller called meeting to order.	
	BOARD MEMBER UPDATE	<p>Karen Butler-Miller announced the resignation of Board Member Al Torres. Vote was conducted to accept the resignation.</p> <p>It was proposed to accept Lee Wheeler to replace Al Torres. Motion was made by Mike Magruder and seconded by Lynn Sparrock. Vote was unanimous.</p> <p>Vote was also taken to accept the resignation of Jeff Pashley. Board voted unanimously.</p>	
	UPDATES – Fulsom Electric	<p>Karen Butler-Miller indicated that there had been no resolution with Folsom Electric and Gunther General Contracting in reference to the electrical work done on the steel building. Mike Magruder indicated that there was probably no recourse since the service had been provided. Jackie Grimm indicated that Fulsome had been paid in full.</p>	
	UPDATE – Transportation Contract	<p>Jackie Grimm explained the transportation contract with the District. The District is paying the bus drivers \$30.88 per hour and \$.85 per mile.</p> <p>Karen explained the impact that Liberty High School had on our enrollment to the District and asked that the administration fee that NDHS pays to the District be waived. The request was denied. Blaine Muse, Superintendent, suggested that we revisit the transportation costs at a later date.</p> <p>Discussion was held in reference to State budget cuts. It was suggested that since the NDHS Board did not believe that the Osceola District Board was aware of the impact of transportation costs on NDHS, we should speak with them separately.</p>	
	UPDATE – Liberty High School Investigation	<p>No results to report. Blaine Muse said they were going to re-do the letters going to parents. Mike Brizendine did an investigation and determined no violation. NDHS</p>	

		<p>is obligated to inform our students of eligibility to play sports at other schools. NDHS Athletic Director is requested to attend AD meetings.</p>
	<p>OUT OF FIELD TEACHERS & TEACHER/STAFF CONTRACTS</p>	<p>Tina Cafiero provided out of field report to Board members. We have 3 teachers who are currently out of field with ESOL. Motion to accept out of filed report. Motion was seconded by Mike Magruder and accepted.</p> <p>Motion was made to accept the teacher and director contracts. Lee Wheeler seconded motion.</p> <p>Larry brought concern of legality and salary. He indicated that Abraham Guzman, janitor, could not live on salary of contract.</p> <p>Jackie Grimm indicated that we did not know what Osceola County School District's teacher raises were going to be this year since it was still under negotiation.</p> <p>Larry Shamsid-Deen indicated that teachers on the Osceola District pay schedule. His concern was that the administrators were not on the District schedule.</p> <p>Larry Shamsid-Deen questioned qualifications for administrative structure.</p> <p>Karen indicated that there had been much discussion last year to get the administrative pay on the District schedule. Tina reminded Board that only our teachers are bound by the requirement of being on the same pay scale salary as the District. Karen indicated that since we have no contract with the District in reference to administrative salaries, the Board cannot be out of compliance. The administrative pay scale of the District is simply a guideline, not anything else.</p> <p>Larry argued that we are not mandated by the school district, we are bound by the district requirement if we use District guidelines.</p> <p>Karen countered that the District, in this case, was only being used as a tool or guideline.</p> <p>Larry argued the fairness of his pay raise. Karen reminded him that the past conversation that the goal was to get the Administrators on to the District pay scale. Karen Butler-Miller also reminded Larry Shamsid-Deen that all this was doubling back on discussions previously held since he requested that the</p>

Board consider a tri-directorship at which time the Board agreed that the business model being used was a business model where two people are in charge and share the responsibilities.

Larry Shamsid-Deen claimed that he had never received a contract from NDHS. Tina Cafiero had copies of all Directors contracts including the four contracts that Larry Shamsid-Deen had signed except the last one which he had not yet signed.

Mike Magruder contended that issues with contracts are legal. The issue of tying pay scale to requirements is not an issue. The Board has the authority to make decisions. Mike Magruder indicated that he supported the structure of the school. He stated that if a person is not satisfied with the contract presented, then the Board is faced with the decision of terminating that person or not. If the person does not think that a contract is fair then that person has to make the decision to stay or not to stay.

Karen Butler Miller indicated that Larry Shamsid-Deen had given a notice in writing that he was not satisfied with the salary of his contract. Karen also indicated that the Directors and Assistant Director produced a job description based on what each person does.

Larry Shamsid-Deen questioned if Directors could terminate an employee.

Lee Wheeler questioned Larry Shamsid-Deen about where he felt that he should be on the contract.

Larry Shamsid-Deen indicated that his raise was .5% whereas the Directors' raise was 8%.

Tina Cafiero restated the history of the salary discussion to the Board which was to bring the Directors on to the District's pay scale for Administrators. Since Larry Shamsid-Deen was much closer to the scale than the Directors, she explained, the raise appeared to be different where in fact, the Directors and the Assistant Director were all brought to step zero on the scale.

Mike Magruder indicated that Tina Cafiero and Jackie Grimm should be the ones to decide the value of an employee. The Board should decide to terminate a person.

		<p>Lee Wheeler asked how long a person had the right to wait to sign a contract. If the person chooses to sign the contract, they must accept the salary. If not, that person should move on.</p> <p>Larry Shamsid-Deen asked who he reports to with the Co-Directors. He indicated that he had a problem with the concept about who makes the ultimate decisions.</p> <p>Tina Cafiero explained that depending on what the issue is would determine who an employee reported to.</p> <p>Lynn Sparrock and Lee Wheeler both indicated that this system works at other places.</p> <p>Tommy Tate suggested that the Board meet without Tina Cafiero, Jackie Grimm and Larry Shamsid-Deen.</p> <p>Karen asked Tina, Jackie and Larry to step away from the meeting. It was decided that Larry Shamsid-Deen and Abraham Guzman had until November 1, 2007 to sign their respective contract.</p> <p>Next Board meeting would be the second week in November. Since there were no more questions, the discussion ended.</p> <p>Larry Shamsid-Deen asked if he could have his contract and indicated that it did not take him until November 1, 2007 to sign his contract. Contract was signed.</p> <p>Karen Butler Miller gave Director and Assistant Director's job descriptions to Loomes and Lee Wheeler for review.</p>
	SCHOOL IMPROVEMENT PLAN	Tina Cafiero distributed the School Improvement Plan to Board as well as student projections for next year.
	ADMINISTRATIVE GOALS	Tommy Tate indicated that he would review Administrator's goals for next year.
9:30AM	ADJOURNMENT	Mike Magruder motioned to adjourn. Motion seconded by Tommy Tate. Motion carried.