

NDHS Board of Directors
 February 27, 2008
 203 South Clyde Avenue, Kissimmee, FL 34741

Description	Those present were Chairperson Karen Butler-Miller; Dr. Jackie Grimm Founding Board Member; Dr. Tina Cafiero Founding Board Member; Larry Shamsid-Deen Founding Board member; Board Members Mike Magruder; Lynn Sparrock, Tommy Tate; Ryan Adams faculty representative. Mrs. Carmen Torres, Board Member was not present.		
Date	02/27/2008	Location	203 S. Clyde Avenue
Time	Item	Minutes	
7:35	CALL TO ORDER	Chairman Karen Butler-Miller called meeting to order.	
	OPEN FOR COMMENT	Mrs. Karen Butler-Miller recognized Lee Wheeler, Board Member, recently deceased. NDHS requested that a book scholarship be set up in her honor. Family agreed.	
	NEW BOARD MEMBER	<p>New board member candidate was introduced to Board. Previously, Lee Wheeler had recommended Jonathan Harrell to the Board. Mr. Harrell is a music director at a church.</p> <p>Motion was made by Lynn Sparrock to accept Jonathan Harrell as a member on the Board. Motion was seconded by Tommy Tate.</p> <p>Mr. Shamsid-Deen questioned if we had a résumé or application for board membership.</p> <p>Karen Miller said that she would work with Larry Shamsid-deen to develop Board application process.</p> <p>Karen Miller suggested that Board members keep event/activity form to be submitted to school.</p> <p>Motion was carried to vote Jonathan Harrell as NDHS Board Member.</p>	
	SECOND CHANCE ACADEMY	Jackie Grimm explained the new Drop-Out prevention concept with PLATO web-based program. Students would work 2 periods of On-the-Job (OJT) Training and take 2 courses after school at NDHS. The class would be held in the media center after school. Students would be required to wear a uniform and attend class between 4:15 and 8:30PM. Teachers, who had been trained on PLATO, would receive an hourly wage to supervise and facilitate the students' work. The program would be funded through FTE.	

		<p>Lynn Sparrock commented that perhaps the program could expand to other schools, public libraries, or other sites. Noted that we might be able to get a grant to expand the program.</p> <p>Karen Miller suggested that Board would talk with others to set up meeting with community leader, Susan Crutchfield and Terry Andrews to introduce the program.</p> <p>Karen Miller requested motion to move forward with program. Mike Magruder made motion. Motion seconded by Lynn Sparrock.</p> <p>Karen Miller indicated that NDHS should set up meeting with Ed Killory, director of Library System of Osceola County, to develop partnership. She also suggested working on a partnership with Mr. Folsom of Folsom Electric.</p> <p>Lynn Sparrock added that NDHS should also work with Social Services.</p> <p>Vote was made. Motion carried.</p>
	TERCHER SURVEY	<p>Tina Cafiero explained that 6 teacher surveys were returned to NDHS.</p> <p>Karen Miller indicated that she would review the surveys. Summary would be presented by Lynn Sparrock, Ryan Adams, and Ralph Barrett (teacher). At that time, the Board will develop a plan to address any hot issues. Tommy Tate will help set up for interviews with staff if needed.</p>
	SACS ACCREDITATION	<p>Tina Cafiero indicated that on April 14 & 15 the Quality Assurance Review (QAR) team will be visiting NDHS to make their accreditation visit. She requested that the Board members be present on April 14, if possible.</p>
	EEOC COMPLAINT	<p>Complaint was made to EEOC by Mr. Shamsid-Deen against NDHS was received.</p> <p>At the last board meeting, Mr. Shamsid-Deen made a complaint about his salary.</p> <p>Response to EEOC was sent in by deadline. Call was made to EEOC. Question by EEOC was, did NDHS want to settle with Mr. Shamsid-Deen?</p> <p>Mr. Shamsid-Deen responded that he perceived</p>

		<p>retaliation when he asked a question about his vacation days and a letter of concern. The retaliation was that the cc: on the response had been sent to Karen Miller.</p> <p>Larry Shamsid-Deen indicated that at all times “I speak as an employee”.</p> <p>Karen Miller requested that Mr. Shamsid-Deen write a letter to the Board.</p> <p>Mike Magruder and Karen Miller will determine if complaint is a Board issue or not. Mike Magruder will address what needs to be a Board issue at a Board meeting.</p> <p>Lynn Sparrock questioned if there was a grievance procedure. Karen Miller responded that issues are brought to the Board.</p>
	OPEN	<p>Graduation will be held June 6, 2008 at 7:00PM at the Living Waters church on Pleasant Hill Road.</p> <p>School begins August 20, 2008 for students. August 11 for teachers.</p> <p>Board welcomed Ryan Adams to Board as new teacher representative.</p> <p>There was a shortage of money for the children’s Home for the Holiday program. The Sophomore and Senior classes at NDHS donated a total of \$250 to help program.</p> <p>Karen Miller requested that Tina Cafiero and Jackie Grimm call Susan Crutchfield and invite her to the board.</p> <p>Karen Miller also requested that the Board call Commissioner Owens to see if he would like to come to NDHS for a visit.</p>
8:45	ADJOURNMENT	<p>Karen Miller motioned to adjourn meeting. Motion was seconded by Lynn Sparrock.</p>