



Marco Island Charter Middle School

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Where Children Learn to Succeed

APPROVED MINUTES: *May 16, 2011 Board of Directors Meeting*

CALL TO ORDER

ROLL CALL/PLEDGE OF ALLEGIANCE

Jennifer Tenney, President
Lisa Meurgue, Vice President
Cathy Cleary, Secretary
Bill Hollowsky, Treasurer
Gayle Collins, Member
Stephanie Percel, Member
Elisabeth Summers, Member

George Abounader, Principal/CEO, ex-officio non-voting member
Maria Hayden, Comptroller

Absent: Jim Young, Member

AGENDA APPROVAL

Motion by Cathy Cleary to approve agenda with changes. Second by Bill Hollowsky. Motion passed unanimously.

INSURANCE TASK FORCE COMMITTEE

Vince Albanese summarized original purpose for establishing committee and issue concerning the Florida Retirement System (FRS). FRS will not participate with co-employment arrangements, so committee recommends switching to ATA Total Source.

General concerns/questions discussed: bidding process; incumbent agent not given opportunity to field questions from the board; risk of self insurance for small groups such as MICMS.

Motion by Gayle Collins to approve presented option #3 subject to underwriting. Second by Lisa Meurgue. Motion passed 4 to 2.

In favor: Elizabeth Summers; Gayle Collins; Lisa Meurgue; Stephanie Percel

Against: Cathy Cleary; Bill Hollowsky.

Bill Hollowsky excused himself from the meeting.

INSTRUCTIONAL SALARIES

Lengthy discussion regarding comparison of MICMS instructional salaries to CCPS pay scale.

Main concerns expressed: Impact to employees facing a potentially dramatic pay cut; morale of employees; impact on attracting/retaining employees; Role of Board of Directors compared to that of Principal/CEO; Perceived fairness among those below as well as above CCPS pay scale; Overcompensation for certain positions.

Motion by Gayle Collins to bring all teachers to CCPS pay scale. Second by Lisa Meurgue.

In favor: Lisa Meurgue; Gayle Collins.

Against: Cathy Cleary

(No vote: Elizabeth Summers; Stephanie Perce.)

Vote outcome unclear: Cathy Cleary requested board members to confirm their votes, as verbal count was not audible. Elizabeth Summers and Stephanie Percel each stated they were undecided.

Cathy Cleary stated abstention is not an option for board members, and requested each member to make a decision.

Elizabeth Summers said she thought that the last meeting's motion brought everyone to scale.

Summarized discussion points and alternative suggestions include:

- MICMS never previously adopted CCPS pay scale, although it was followed for a period of time.
- Collier County Steps or percentage increases have been the only two ways the Board has handled pay raises.
- Jim Reinders (Previous Board President) explained thought process regarding 5% pay raises from three years ago. Goal was to get into position as an employer, treating teachers better than Collier County.
- Provide everyone the same flat dollar amount as a bonus.
- Timing is too late to come up with a new system.
- Review of non-instructional comparison necessary before making a decision.
- Posting this issue as an agenda item is necessary before making a decision.
- Amending the budget can be done as issues are addressed.
- State approved employees have to pay 3% into their retirement, so they are already theoretically taking a pay cut.
- Evaluations have been done this year, so a system is in place and decisions are not arbitrary.

Jennifer Tenney requested a proposal for review at the next meeting.

**Motion by Gayle Collins to adjourn meeting. Second by Elizabeth Summers.
Motion passed unanimously.**