

Frederick Classical Charter School
Board of Trustees

1/13/14

In Attendance: Tom Neumark, Leslie Mansfield, Keith Harris, Jackie Piro
Stephanie Straw, Ginger Mortellaro, Sue Middleton, Chris Dunn, Aimee
Dunn

Quorum Established: 7:10 pm, 8445 Spires Way, Frederick

AGENDA

1. Meeting with Aimee Dunn/Clubhouse Kids
2. Board Concerns
3. Flyer Review
4. BINGO fundraiser

I. Clubhouse Kids:

- a) Amy & Chris want to try to eliminate excess fees which now exist relating to “drop in fees” for next year’s fee schedule.
- b) A fee schedule (this year’s and next year’s) was provided, which also included costs of before/after care with other facilities.
- c) Because the Board needs to approve any changes to our before/after care, Aimee and Chris provided this proposal for Board review.
ACTION: Bring this proposal to our public board meeting; also discuss at our next Board business meeting.
- d) Summer Camp Proposal: would begin June 16th and run until August 8th or 15th, weekly. Parents sign up for a week at a time. Theme-based camps. Aimee would need a license for running through the summer, and if we had additional playground space, we can increase to 63 kids. Staffing would also need to be increased if more students attended the camp. Aimee would need at least 20 kids enrolled for this to be viable.
ACTION: The Board would like to see a proposal of running part day academics at the school with the part day camp run by Clubhouse Kids. The Science room has been approved & licensed as a secondary space for Clubhouse Kids use already, as well as the Art room.
- e) By March 1st parents will be notified if our teachers recommend summer remediation for students; some of these students may be attending the Clubhouse Kids summer camp, so Aimee & Chris would need to know the numbers as soon as possible.

II. Board Concerns

- a) The Board wants to share concerns we have received from staff and parents. The board does not want to see our teachers look to transfer, and we posed to Jackie the question of what is being done to appreciate staff and encourage them.

Keith Harris interjected and wanted to share with the board how he is consistently working with Jackie, and is here today to help support Jackie and hear our concerns.

Response:

-Jackie has monthly staff meetings, staff is being pulled in to have “remediation sessions” discussing trends happening in school (ie: lack of homework review happening every day in the classroom).

-Jackie also will need to cancel some help sessions so that they can come together more as a staff; discuss what the teachers need (staff, resources).

-SPS should be moved to Fridays/allows for teachers to have their planning time in place during the week, and allow teachers to be on more committees, and attend more leadership & team meetings.

-The new schedule in place has allowed for better leadership and team meetings as well.

- b) Direct instructions from Jackie which she claims are “classical” (ie: sitting on carpet, moving chairs around, etc)-teachers voiced complaint about being told not to do this.

Response: When students are sitting on the carpet and then get up and go to their desk, the instruction is not as direct, the children are not as engaged. Jackie explained that there has to be a limited time away from direct instruction. Always being on the carpet is not conducive to the direct instruction model.

- c) Sue asked if the communication between herself and the teachers she is helping could be improved, so that these teachers do not feel intimidated, upset, fearful.

Response: The teachers/parents/staff need to go to Jackie first to work out whatever the issue may be. Teachers should go to their leadership team, to Jackie, and if they still feel their concern is not being adequately addressed, should go to Keith Harris.

The Board countered by stating that when parents/staff have issues they are afraid to speak to Jackie. The Board cited examples of inappropriate and harsh behavior by Jackie toward one or more students. The Board communicated instances told to us of Jackie using profanity, losing control.

Response: (from Jackie)- admittedly we had a rocky start with overly emphasizing the rules and consequences for behavioral issues.

- d) Keith Harris summarized concerns from staff as being issues with poor morale, disagreements regarding “classical” implementation of the Board’s vision versus Jackie’s interpretation, as well as Jackie’s strong personality.
- e) Has staff been told they are not allowed to speak with the Board about

issues? Sue put forth this question, and expressed much concern over whether this was happening, and if so, that the Board does not find this acceptable. This question was never directly answered.

Response from Keith regarding staff having concerns:

Staff concerns should be expressed to team leader first, chair of dept, literacy specialist, then Jackie, Keith Harris & the Board.

Response from Stephanie Straw: Do staff members even know the trail of people to talk to? Can they trust the team leader? Can they trust certain individuals. As a result, they don't talk, or they find other avenues to speak (out of frustration, they talk to the Board, or a parent). So, instead of a nurturing environment, there is negativity and a major disconnect.

Response from Jackie: Jackie claims she is getting the same response from staff about the board; for example, not trusting Board members, or Board members having a negative impact on the morale of the school.

Response from the Board: The board explained to Keith that the weekly conversations between Tom and Jackie (Fridays) are to help communication and improve the relationship between Jackie & Board. During these meetings (which typically occur over the phone between Tom & Jackie) topics such as rumor control, facility/finance or other issues which came up during the week are communicated.

Keith communicated to the Board that the FCTA would be the place he would recommend teachers to go with concerns if they feel those concerns are not being met by the HoS.

- f) Safety of the building was also addressed; Tom voiced concern that we are not having the proper number of fire drills in a given quarter. The safety of our students and staff in the event of an emergency (ie: intruder) is also a concern.
- g) Keith commented that he heard from Jackie that her primary issue is to have additional support (ie: assistant principal). The Board and Jackie would like to see Jackie more in a role of working with staff/working with the students, and away from the executive director functions.
- h) How can the Board successfully communicate with the staff? Jackie suggested that a board member (or more) come to the staff meetings one time per month.

ACTION: At least one Board member to be present at the next staff meeting, which will take place on Monday, February 3rd at 3:40 pm.

- i) Leslie/Jackie can open an account at PNC for our Student Activity Fund; Jackie received approval from Leslie Peligrino.
- j) There was a discussion about SPS, strictness, and the difference of opinion between Jackie & Tom.

In closing of this topic, there is room for growth & development; establishing and keeping lines of communication need to remain open. Keith offered to be present at any of our board communications.

III. Flyer Review:

- a) Sue passed around the Lottery/Enrollment flyer and the Volunteer & Committee flyer for Board review. Slight changes were made.

ACTION: Sue to make the recommended corrections, print and distribute at our public BoT meeting for January 20th. The Volunteer & Committee flyer will be sent home with each student as well.

IV. BINGO Fundraiser:

- a) Briefly discussed among Board members present, and the consensus was that This event would probably be better suited in the evening rather than during the day on Feb 17th, which had been proposed by the Fundraising Committee Chair.

ACTION: Sue to follow up with the Fundraising Committee and Paul Florimbio, club owner, at the fundraising meeting on Thursday, January 16th.

Meeting adjourned at 9:35 pm