



RISING LEADERS ACADEMY

Governing Board Minutes – September 18, 2013

CALL TO ORDER/ROLL CALL

A public meeting of the Governing Board was called to order by Dr. Eren Ozgen, President, at 12:00 p.m.

Other Board members present included: Mr. Albibi, Dr. Baker, Dr. Hatem Murad, Dr. Rezk, Mr. Zaborski.

Administrative staff present: Mrs. Suha Jaber, Principal

APPROVAL OF MINUTES:

Minutes of May 2, 2013 were unanimously approved by the Board.

PRINCIPAL'S REPORT

Attendance (K – 5): Current enrollment: 96
RLA is at full capacity for grades K – 3
Average for 4 – 5: 12

Financial Report from Mr. Gary Scott was presented, which shows financial stability

Academic Performance 2012 - 2013: Among top FCAT score in Bay County

SUGGESTIONS and QUESTIONS FROM BOARD on May 2, 2013:

- *Come up with a solution for parking and the parents whose children are performing to attend the Community Circle instead of opening it for the whole school*
- *Come up with a solution for the computer.*

Questions from Dr. Ozgen on May 2, 2013:

- *How are you going to measure the character education?*
- *How is professional development of teachers measured?*

UPDATES AFTER MAY 2, 2013 MEETING

- Parking Lot: Added more spaces in the parking lot (Cost: \$500)

- Update on Computer Lab: Purchased 12 computers for lab and SuccessMaker for every student (Cost: 12 computers @ \$270 each, 5 monitors @ \$120 each, total: \$3840)
- Update on Intercom System: Installed speakers all around school (Cost: \$850)
- Character Education is measured in every class. In grades 3 – 5, an online program (Dojo) is used, as well as weekly “Habits of Scholarship” assessment.
- Expeditionary Learning (EL) provides our teachers with professional development. They have a rubric to evaluate how well we are implementing EL. RLA teachers must complete an IPDP (Individual professional development plan) and show data to reveal growth.

APPROVAL REQUIRED FOR:

1. TEACHER PAY ALLOCATION DISTRIBUTION PLAN 2013 – 2013

Classes/Categories of Personnel Receiving Compensation:

Must be returning employees (teachers including non-classroom position such as Guidance Counselor, administrator, and support staff), who are determined Highly Effect or Effective through the administrative evaluation as calculated by AIMS formula. For those employees not evaluated by AIMS formula, administrative evaluation shall be used to determine if the employee is effective or highly effective. RLA, Inc. shall use the 2012 – 2013 evaluation to determine those individuals for qualify for salary increase.

Criteria for Earning Compensation:

The criteria for earning compensation under this Plan will be based on the teacher, administrator, and support staff performance. The teacher evaluation plans will be used to determine the teacher’s performance.

Timeframe for Distributing Compensation:

All eligible employees will receive the pay allocation in full during the 2013 – 14 fiscal year.

How Funds will be distributed:

The total amount of pay allocation will be distributed to the employees during the 2013-14 fiscal year.

Amounts of Salary Increases:

The amount of any salary increase will range from 0% to 10% of the employee’s base salary. Continuation of these salary increases beyond 2013 – 14 fiscal year, or to other fiscal years in which such increases are awarded, will be contingent upon continuation of specific state funding for these increases.

The Plan is subject to adjustment as additional information for receipt and allocation, distribution of funds is received from the State of Florida and with the BDS Financial Department.

2. FLORIDA RETIREMENT PLAN

BOTH THE TEACHER ALLOCATION PLAN AND RETIREMENT PLAN WERE APPROVED BY BOARD.

PUBLIC QUESTION/COMMENTS

An opportunity was provided for parents to ask questions and make comments and suggestions. No comments required any action.

ADJOURNMENT

The meeting was adjourned at 1:00 pm.