



MANATEE SCHOOL OF ARTS AND SCIENCES, INC
3700 32nd Street West
Bradenton, Florida 34205

BOARD OF DIRECTORS
17 April 2018

MINUTES

ATTENDANCE:

OFFICERS

Randy Clark, President
Damon Walpole, VP
Jim Brand, Secretary
Andy Gregory, Treasurer

DIRECTORS

Teresa Nunes (Parent Liaison)

OTHERS PRESENT

Jesse Tilden, School Attorney

STAFF

Richard Ramsay, Principal
Linda Brand, Recorder

ABSENT

Geena Gregory (Teacher Liaison)

1. *The April board meeting was called to order at 3:40 PM by President Clark. A motion was made by Mrs. Nunes to initiate an Executive Session of the Board of Directors, which was delayed pending the comments of the following teachers who had requested to address the Board of Directors prior to Executive Session. Mr. Ramsay asked to be excused during this time to allow the teachers to speak freely with their individual concerns. The teachers and guest present included:*

- a. *Mrs. Heather Breeze, Parent*
- b. *Mr. John Yanuzzelli, IT*
- c. *Ms. Tristyn Tavolara, Reading Teacher*
- d. *Mrs. Jessica Jones, Math Teacher*
- e. *Miss Kim Striplin, ESE Teacher*
- f. *Mrs. Nancy Miller, Reading Teacher*
- g. *Mr. Josh Berdux, Science Teacher*
- h. *Miss Sarah Earman, KG Teacher*
- i. *Miss Taryn Howard, Art Teacher*

2. ***Mrs. Breeze spoke in reference to her autistic child who had attended Ms. Tran's class. Certain issues were noted as follows:***
 - a. ***Ms. Tran failed to comply with her child's IEP following a meeting with her and Mr. Ramsay. This was brought to Mr. Ramsay's attention on several occasions and she was assured this was being taken care of by Ms. Tran.***
 - b. ***Ms. Tran's unprofessional method for administering discipline and was deemed too harsh for an autistic child. He was consistently called out in front of other students for inefficient and incomplete work.***
 - c. ***Mrs. Breeze's said Ms. Tran failed to use a positive reward system with her son as required in his IEP stated she did not believe in a positive reward system,***
 - d. ***The child was forced to do "lunges" and "arm rolls" for mistakes. It was noted that this is not in any means a policy of the Manatee School of Arts and Sciences.***
 - e. ***Mrs. Breeze's son was limited to 15 minutes on an exam, when in fact his IEP allows for as much time as necessary within a school day, to complete his examination.***
 - f. ***Mrs. Breeze complimented Mr. Ramsay for taking the necessary action to resolve her questions and issues.***
 - g. ***Mrs. Breeze complimented the entire staff (excluding Ms. Tran) for supporting her and her children.***
3. ***The majority of the teachers present felt that Mr. Ramsay has created a more positive atmosphere for the workplace. There is a calmer climate within the staff, more teamwork and in general a healthier environment in which to work. They appeared to be quite happy and satisfied with their positions at MSAS.***
4. ***In answer to a question as to why the teachers were attending the board meeting, the answer was twofold; some asked to attend, and Mr. Ramsay had invited them to attend.***
5. ***Mr. Clark thanked the teachers and Mrs. Breeze for attending and addressing the board. Mr. Clark assured all in attendance that each member of this board was serving for the good of all the children, and excused them from the meeting. Mr. Walpole then seconded Mrs. Nunes' original motion to enter into Executive Session, which was unanimously carried, and the meeting was called to order. The Board of Directors conducted the Executive Session and confidential minutes are filed in the school's safe.***
6. ***The regular meeting of the Board of Directors was then called to order by President Clark at 5:10 PM. The only director not in attendance was Mr. Andy Gregory. A motion was made by Mrs. Nunes; seconded by Mr. Brand and carried, to accept the minutes of the February board meeting as written.***

7. *In the absence of Mr. Gregory, Mr. Clark entertained a motion to approve the financial report. The motion to approve was made by Mrs. Nunes; seconded by Mr. Walpole and carried.*
8. *A motion was made by Mr. Brand; seconded by Mr. Walpole and carried, to accept and approve the Principal's Report as presented.*
9. **TEACHER LIAISON:** *No report.*
10. **PARENT LIAISON:** *Mrs. Nunes stated that with the exception of a few parents upset about the limit of 50 students per trip, there was nothing new to report.*
11. *The following items were unanimously approved by the Board of Directors:*
 - a. *Teacher Liaison job description*
 - b. *MSAS Dress Code*
 - c. *MSAS Duty Hours*
12. *Following a limited discussion as to how to allocate the money from the millage allotment, Mr. Clark asked Mr. Ramsay to prepare a budget depicting a 10-month salary pay scale for staff as opposed to a 12-month pay scale, and present it to the Board of Directors. In addition, Mr. Clark asked that Mr. Ramsay poll the teachers and determine what pay scale they would rather have; 10-month VS 12-month.*
 - a. *Mr. Ramsay will investigate a potential retirement plan through ADP for the staff in hopes of implementing this during the next school year.*
 - b. *Mr. Ramsay will forward the budget for the next fiscal year to the board in order to allow them an advance review prior to the next scheduled board meeting on 15 May 2018. It was noted that this is also the annual meeting, which means that officers must be re-elected and end of business issues finalized.*
13. *There being no further business before the Board of Directors, the meeting was adjourned with a motion by Mr. Brand; seconded by Mr. Walpole and carried.*
14. *The next Board of Directors' meeting (annual meeting) is scheduled for Tuesday, 15 May 2018 at 3:30 PM. At this time the board will review any and all potential new directors for service on the MSAS Board of Directors.*

RANDY CLARK
President

JIM BRAND
Secretary

RICHARD RAMSAY
Principal

LINDA BRAND
Recorder/Registrar