



**Meadowbrook Elementary School  
School Advisory Council Meeting Agenda  
School Advisory Council/School Advisory Forum  
December 4, 2025  
2:15 PM**

**I. Welcome**

**a. Attendance**

- i. Luisa Hanfling- Present**
- ii. Lilliam Guilbee Cruz- Present**
- iii. Nicole Briceno- Present**
- iv. David Levine- Present**
- v. Michael Edwards- Not Present**
- vi. Giselle Donovan- Present**
- vii. Javier Carrion- Not Present**
- viii. Jodi Antanoff- Not Present**
- ix. Leidy Mantilla- Present**
- x. David Hanfling- Not Present**
- xi. Arlene Julienne- Present**
- xii. Linda Salem- Present**
- xiii. Maria Griffin- Present**

**b. We have quorum.**

**II. School Recognition Fund Planning (A+ Funds)**

The SAC Chair explained that Meadowbrook was awarded a sum of \$58,128 to be used in a variety of three ways:

- a. Nonrecurring bonuses to the faculty and staff;**
- b. Nonrecurring expenditures for educational equipment or materials to assist in maintaining and improving student performance; or**
- c. Temporary personnel for the school to assist in maintaining and improving student performance. Notwithstanding statutory provisions to the contrary, incentive awards are not subject to collective bargaining.”**

Hanfling opened the floor for suggestions of how to allocate the funds.

Briceno provided suggestions as to how other schools have divided the monies. The committee came up with 6 options written on the board. Briceno motioned to vote, seconded by Alfano.

- 1. Option 1: 80% to instructional staff, 20% to non-instructional staff**

- i. **Luisa Hanfling- Yes**
  - ii. **Lilliam Guilbee Cruz- Yes**
  - iii. **Nicole Briceno- Yes**
  - iv. **David Levine- No**
  - v. **Giselle Donovan- No**
  - vi. **Leidy Mantilla- No**
  - vii. **Arlene Julienne- No**
  - viii. **Linda Salem- No**
  - ix. **Maria Griffin- No**
- 2. Option 2: 100% divided equally to all staff.**
- x. **Luisa Hanfling- Yes**
  - xi. **Lilliam Guilbee Cruz- No**
  - xii. **Nicole Briceno- Yes**
  - xiii. **David Levine- Yes**
  - xiv. **Giselle Donovan- Yes**
  - xv. **Leidy Mantilla- Yes**
  - xvi. **Arlene Julienne- Yes**
  - xvii. **Linda Salem- Yes**
  - xviii. **Maria Griffin- Yes**
- 3. Option 3: 100% divided to all staff equally, with a differentiation based on teacher rating.**
- xix. **Luisa Hanfling- No**
  - xx. **Lilliam Guilbee Cruz- No**
  - xxi. **Nicole Briceno- No**
  - xxii. **David Levine- No**
  - xxiii. **Giselle Donovan- No**
  - xxiv. **Leidy Mantilla- No**
  - xxv. **Arlene Julienne- No**
  - xxvi. **Linda Salem- No**
  - xxvii. **Maria Griffin- No**
- 4. Option 4: Tiered system, tier 1- 35% to custodial, office, paras, etc., tier 2- 33% divided equally among highly effective teachers, tier 3- 33% divided equally among effective teachers.**
- xxviii. **Luisa Hanfling- No**
  - xxix. **Lilliam Guilbee Cruz- No**
  - xxx. **Nicole Briceno- No**
  - xxxi. **David Levine- No**
  - xxxii. **Giselle Donovan- Yes**
  - xxxiii. **Leidy Mantilla- No**
  - xxxiv. **Arlene Julienne- No**
  - xxxv. **Linda Salem- No**
  - xxxvi. **Maria Griffin- No**
- 5. Option 5: 2% of money to school for materials, remaining 98% divided equally among all staff.**
- xxxvii. **Luisa Hanfling- Yes**
  - xxxviii. **Lilliam Guilbee Cruz- Yes**

- xxxix. Nicole Briceno- Yes
  - xl. David Levine- Yes
  - xli. Giselle Donovan- Yes
  - xl. Leidy Mantilla- Yes
  - xl. Arlene Julienne- Yes
  - xliv. Linda Salem- Yes
  - xl. Maria Griffin- Yes
6. **Option 6: Staff receive a percentage of the money based on their salary.**
- xlvi. Luisa Hanfling- No
  - xl. Lilliam Guilbee Cruz- No
  - xl. Nicole Briceno- No
  - xl. David Levine- No
  - l. Giselle Donovan- No
  - li. Leidy Mantilla- No
  - lii. Arlene Julienne- No
  - liii. Linda Salem- No
  - liv. Maria Griffin- No
- a. **Options 2 and 5 have passed.**
- b. **Open for discussion: Torres suggested using the money for materials would be lanyards, headphones, and clear pockets. The members voted to change the proposed 2% for materials to \$2,000 for lanyards, headphones, and clear pockets. Griffin motioned, seconded by Bowen. The vote was unanimous.**
- c. **The committee wrote up the following options with discussion of adding the school social worker and psychologist to receive some of the funds.**

**Option 1: \$2,000 of the funds will go to the school to be used for nonrecurring expenditures for educational equipment and materials: lanyards, headphones, and clear pockets. 100% of the remaining funds will be used for the one-time bonus to be divided equally amongst all the faculty and staff on the 2024-2025 staff roster at Meadowbrook Elementary. Staff must have worked at least 99 days of the 2024-2025 school year (per the 186/day calendar) to receive the bonus. School social worker and school psychologist would receive 40% of the award for the staff.**

**\*Any leftover funds will be used for nonrecurring expenditures for educational equipment and materials.**

**Option 2: 100% of the funds will be used for the one-time bonus to be divided equally amongst all the faculty and staff on the 2024-2025 staff roster at Meadowbrook Elementary. Staff must have worked at least 99 days of the 2024-2025 school year (per the 186/day calendar) to**

**receive the bonus. School social worker and school psychologist would receive 40% of the award for the staff.**

**\*Any leftover funds will be used for nonrecurring expenditures for educational equipment and materials.**

**Option 3: None of the above**

**d. Griffin motioned to vote, seconded by Cohen.**

- lv. Luisa Hanfling- Yes**
- lvi. Lilliam Guilbee Cruz- Yes**
- lvii. Nicole Briceno- Yes**
- lviii. David Levine- Yes**
- lix. Giselle Donovan- Yes**
- lx. Leidy Mantilla- Yes**
- lxi. Arlene Julienne- Yes**
- lxii. Linda Salem- Yes**
- lxiii. Maria Griffin- Yes**

**The motion has passed. The ballot will be presented to staff tomorrow by email as well as printed and posted in the teacher's work room. The staff vote will be held on Thursday, December 11 at 2:15 in the media center.**

**III. Upcoming Events**

- a. Next Meeting January 22 @ 5:30**