

Western High School

School Advisory Council

Minutes for December 16, 2025

Called to Order at 12:11 PM in the Media Center

Members Present: Alexa Aguila, Zachary Banks, Pete-Gaye Bisset, David Hanley, Erica Hansinger, Nicole Henderson, Barry Jones, Helen Lacayo, Michael Levinson, Brandon Monse, Michelle Padura, Alejandro Quinonez, Bonnie Reisler, Samantha Reisler, Christopher Ryan, Audrey Spicer, Holly Stracquadaine, Art Waganheim, Nikki T. Watkins, Taylor Watkins

Non-Members Present: Layla Fais, Laurie Jackerson, April Johnston, OFC. Dady, Furshelia White, Brittany Vezina, Harley Steward, Helene Kocis, Aracelis Vasquez, Nouho Hakam, Maria Banderas, Begaina Lopez, John Bradshaw, Hector Rivero, Cara Mendez Silva, Donna DeCardac, Ana Ramirez, Pamela Ndali, Olvin Medivn, Heather Comne, Risa Steward, Brin Lynn, Maria A. Rodrigues

- I. Review and accept the minutes from the November 2025 meeting.
 - A. Art Waganheim approved the minutes, and Brandon Monse seconded. The motion carried unanimously.
- II. Report on SAC budget information
 - A. Balance: \$14,226.00
 - B. Contingency Reserve: \$1,000.00
 - C. Available Balance: \$13,226.00
 - D. Instructional Materials: \$11,163.05
 - E. Prior Year's A+ Recognition Funds (unallocated): \$15,802.00
 - F. Art Waganheim questions whether the instructional materials fund is separate from the balance. Michael Levinson confirms that the instructional materials fund is separate and allocated by the state for specific instructional material spending only.
- III. News Report from the Principal
 - A. Principal Michelle Padura addressed SAC.
 - B. Currently in Midterm week. During the upcoming winter break, she hopes students and staff enjoy the time off and have time to relax before second semester. Principal Michele Padura thanks SAC members and students for their time and dedication during this first semester.
- IV. Sesir Data (same as previous meeting)
 - A. Western High August Report - 8 Infractions
 1. Disruption on Campus (Major Disorderly Conduct) - 0
 2. Drug Possession and/or Uses (Excluding Alcohol) - 0

3. Physical Attack - 0
4. Tobacco Possession and/or Use - 8

B. Western High September Report - 17 Infractions

1. Disruption on Campus (Major Disorderly Conduct) - 1
2. Drug Possession and/or Uses (Excluding Alcohol) - 6
3. Physical Attack - 1
4. Tobacco Possession and/or Use - 9

V. Ballot for the Distribution of 2024-2025 A+ Recognition Funds

- A. PowerPoint and handouts regarding A+ funds presented by Principal Padura.
- B. Principal Padura announces Western is eligible for these funds due to receiving an A school rating in the previous school year. These funds can be used as non-recurring staff and faculty bonuses, spent on educational equipment, and/or to hire temporary personnel. Voting must be completed by Sunday, February 1, 2026, concerning who is eligible to receive the funds and to be put on the ballot. This ballot is then sent to Western High's paid staff. Voters must be members of the ORG unit. For example, security and cafeteria staff are not eligible to vote, but are eligible to receive funds.
- C. If the ballot comes back inconclusive from Western High's paid staff, SAC must create a new ballot. If no agreement is reached by February 1st, the fund must be equally distributed to all paid teachers currently teaching in the school.
- D. Those eligible to receive bonuses from the A+ recognition funds are faculty/staff with a P number who worked during the 2024-2025 or 2025-2026 school year. SROs, substitutes, the school nurse, and speech therapists are not eligible.
- E. None of the above must be an option on the ballot. Proposals must be specific and include a statement for leftover funds. Ballot uses percentages instead of precise value amounts.
- F. Principal Padura presents an example ballot from Lemon Lane Elementary School and an example from the Western High School A+ funds ballot from 2022-2023.
- G. Michael Levinson comments that the Western High School A+ funds ballot from 2022-2023 is not currently eligible since "general fund" is not specific enough. Michael Levinson reminds SAC that they must be specific in their wording when producing the ballot.
- H. The total amount of A+ recognition funds awarded to Western High is \$281,859.00
- I. David Hanley questions how the extra money allocated 2 years ago occurred. Michael Levinson explains that Broward County gives an estimate of funds, and the extra funds are due to fund revisions that occurred.
- J. Principal Padura confirms today's vote is on the current 2024-2025 allocation.
- K. Art Waganheim asks what happens if no decision is made before Sunday, February 1, 2026. Principal Padura explains that in the case no decision is made before Sunday, February 1, 2026, the funds would be equally distributed to all teachers, including those not currently employed.

- L. Principal Padura presents Fringe: 22,963.99, and Total: 258,895.01. Question regarding fringe: fringe is the percentage that goes to the county. If fringe is not spent, then the money may be returned and deemed as unallocated.
- M. Audrey Spicer asks if funds could be removed from the school if the funds are not used. Michael Levinson and Principal Padura explain that this has not been expressed by the district.
- N. Nikki T. Watkins asks SAC and guests present if they know of any specific needs in the school that funds should be set aside for.
- O. Ms. Pam expresses a lack of tables and chairs for events and activities. Principal Padura expresses that these funds would be part of capital funds provided and would not be derived from the A+ Recognition Funds.
- P. Audrey Spicer questions whether the conversations regarding funds towards instructional materials should be department-specific and/or if there should be surveys of the department heads regarding needs.
- Q. Nikki T. Watkins questions again regarding needs, and mentions that speech & debate, and cheerleading have spoken about needs.
- R. Art Waganheim asks if staff have previously voted on bonuses over educational materials. Michael Levinson confirms that educational materials have been voted on in the past.
- S. Principal Padura confirms the number of employees eligible for bonus 2024 - 2025 school year (no days worked requirement) is 280 staff members. Principal Padura confirms that there are 196 work days in the school year.
- T. Audrey Spicer introduces the issue that staff who are now part of a separate A-rated school may receive funds twice.
- U. Michael Levinson introduces the question: Do we include part-time staff? Principal Padura confirms Western High only has select part-time staff, including our bookkeeper and psychologist. Michael Levinson introduces the question: Should we include the number of days worked required? The number of days worked is often about half of the work days in a year due to retirement and leaves.
- V. Art Waganheim proposes a percentage bonus based on the number of days worked. Bisset questions funds divided among members based on days worked. If staff got 81% of A+ funds, that would be an estimated \$750 bonus per P-number staff member. Questions whether the estimate was if the number was based on the 180 number. We should consider leaves for family or personal illness.
- W. A student proposed a bonus based on EOC, AP, and AICE results. Principal Padura replies that not all staff members are tied to student testing performance.
- X. Ms. Pam says that when she first came to the school, she did not receive a bonus because she was new to the school system and had not worked the number of days required to receive the A+ recognition bonus. Ms. Pam questions regarding school fundraisers. Principal Padura says that school fundraisers are not related to the A+ recognition funds.

Y. Brandon Monse reminds that the ballot previously included days employed instead of days present. Principal Padura reminds SAC that when the ballot is based on days of employment, not days present, medical leave does not reduce their days of employment.

Z. David Hanley asks if the initial proposal should be sent forth and changes made from there. SAC agrees and sets forth to form proposals to vote on.

AA. Principal Padura reminds those present that the ballot must be created by SAC voting members.

BB. Discussion Regarding Proposals

1. Brandon Monse points out that if a teacher is not terminated, then he believes they should receive funds regardless of the terms.
2. Audrey Spicer questions the differentiation between instructional staff and non-instructional staff in the percentage of funds.
3. Pete-Gaye Bisset clarifies to be careful with percentages, and suggests a ratio for instructional and non-instructional.

CC. Finalized Proposals

1. All funds will be equally divided among 24-25 staff members assigned to Western HS that are eligible to receive funds, who worked 98+ days of employment and were not terminated or resigned for reasons other than retirement or relocation to another Broward school. All unallocated funds go to instructional materials.
2. 100% of the funds will be equally divided 24-25 staff members assigned to Western HS that are eligible to receive funds, who worked 98+ days of employment and were not terminated. All unallocated funds go to instructional materials.
3. 95% of available funds will be distributed to all eligible employees assigned to Western HS during the 2024-2025 school year, prorated on the number of days employed at Western High, that were not terminated or resigned for reasons other than retirement or relocation to another Broward school. The other 5% and all unallocated funds go to instructional materials.
4. All funds will be distributed to 24-25 staff members assigned to Western HS that are eligible to receive funds, who worked 98+ days of employment that were not terminated or resigned for reasons other than retirement or relocation to another Broward school. All unallocated funds go to instructional materials. Part-time employees will receive 50% based on the same qualifications.
5. All funds will be equally divided amongst all 2024-2025 staff members assigned to Western HS who are eligible to receive funds, who worked 98+ days of employment, and who were not terminated. Instructional staff will receive 1.5X more than non-instructional staff. All unallocated funds go to instructional materials.

DD. Voting was passed for SAC members on a proposal by each member writing their top two proposals on a note and returning these to Michael Levinson.

Michael Levinson then counted votes and announced that Proposal 2 came back with a majority, and 3 and 5 tied. Another vote was passed between 3 and 5.

Proposal 3 was confirmed by a majority vote of SAC members. Proposals 2 and 3 are confirmed for the final ballot.

EE. The final ballot was confirmed by a recorded roll-call conducted by Nicole Henderson. The vote came back 16 in favor, 3 opposed, and 7 members not present. The final ballot was confirmed to be sent out to staff to vote

VI. SAC Funding Requests

- A. H. Kocis is requesting funds for ELO tutoring sessions for EOCs. The estimated amount is \$13,500. Students will be pulled out during study halls or held after school. Targeting students with 2 scores on EOCs. Tutoring for 15 weeks for all subjects; note that some subjects will not choose to have tutoring all 15 weeks. No fewer than 15 students per session. 270 hours of tutoring to be held.
- B. Art Waganheim moves to approve, Nikki T. Watkins seconds. The approval was carried unanimously.

VII. SIP Review: School of Excellence

- A. Western High is rated a School of Excellence.

VIII. New Business Before SAC

- A. No new business.

IX. Adjournment – Next Meeting: 1/27/2026

- A. Art Waganheim moved to adjourn, and Christopher Ryan seconded.

X. School Advisory Forum (SAF) Meeting to begin at 2:07 PM.