

SCHOOL ADVISORY COUNCIL

GRIFFIN ELEMENTARY SCHOOL'S MINUTES

Date: 12/01/2025

Time: 2:20 pm

Location: Media Center at 5050 SW 116 Avenue, Cooper City, FL 33330
(754)-323-5900

CALL TO ORDER

A meeting of the Griffin Elementary School SAC was held on Monday, December 1, 2025, in the Media Center. SAC Chair- Mrs. Chmura called the meeting to order at 2:25 p.m. Ms. Novack recorded the minutes of the meeting.

INTRODUCTIONS AND ATTENDANCE

SAC members in attendance: M. Beltran, D. Chmura, F. Cordero, S. del Corral, D. Ferello, G. Goffney, A. Karasik, M. Menendez, J. Murray, T. Novack, D. Perez, K. Schiller, and C. Thompkins (13 of 15 present) Quorum was met.

APPROVAL OR CORRECTION OF OCTOBER 27, 2025, MINUTES

October 27, 2025 - motion to approve by G. Goffney and 2nd by C. Thompkins.

REPORTS

- Principal's Report
 - A second Growth Monitoring was completed in November. This gives us three data points per student and allows the system to make a prediction regarding proficiency.
 - Testing Schedule for PM 2 will begin this week.
 - Our target area is the lowest quartile.
 - Once the results are in, it will show the students' strengths and weaknesses. That will be discussed at the next meeting.
- Accountability Funds - Current Balance: \$4,276.76
 - Funds were returned by the District.

- School Improvement Plan Monitoring
 - PM2 will take place this week and next week. These assessments will provide good insight regarding whether students are on track to meet our goals. Since the i-Ready November Growth Monitoring has been completed and we have predictions, we have experienced progress with our students.
 - PM2 will give us a better indicator especially for our lowest quartile, which is our target.
 - The Mid-year Reflection is coming. It is due in January. We will be able to address our progress once the data has been analyzed. We will discuss this at the January meeting. At that time, we will be able to address strengths and weaknesses and make adjustments to improve learning outcomes.
- Stakeholder Feedback
 - Parents were happy to hear that the school is having maintenance items addressed.
 - They were happy to hear that the i-Ready data was positive.
 - They are looking forward to the report from the PM2 data.
- Report on Open Work Orders
 - Clocks have a work order in place.
 - The baseboards are almost completed.
 - The door on the north side got painted.
 - Lighting in the parking lot was fixed. However, now a neighbor is complaining that it is too bright at night and shining into the bedroom. It will be reassessed.
 - Two portables were removed.
 - Tree trimming was done. The marquee is now no longer impeded.
- School Environmental Safety Incident Reporting (SESIR)
 - Nothing to report currently.
- Florida School Recognition Program (A+ Funds) Proposals and Ballot Creation
 - Notification of the award was received in November. The award amount is \$47,184. The fringe benefits of \$3,844 would need to be deducted for distribution to the staff. The amount available for that is \$43,340.
 - Voting process must be completed by Feb 1, 2026, otherwise the funds will be divided equally among classroom teachers only, i.e., those with rostered students.
 - Funds may be used for one time bonuses, given back to the school with specific earmarking for educational materials and supplies, or for hiring personnel to improve performance.
 - A tentative meeting will be scheduled for Dec 9 pending the A+ ballot voting. This meeting would be needed to remain in compliance and complete the process before the February 1 deadline.
 - Individuals not eligible to receive a bonus: Deputy Gordon, Kelly substitutes, or contract personnel. Broward County School employees only can be recipients.
- Reviewed what the Florida School Recognition Program is and the process to create a Ballot. Discussed how a school earns a A.
- Shared last years proposals so new SAC members could see what has been proposed in the past.
- Shared Roster of last year's employees.
- Noted that – in proposals – prorated share must be based upon a calendar, such as the teacher's calendar. Then the prorated portions will be determined based upon that calendar for purposes of the bonus.
- Only one proposal was received from the staff. A motion to enter it for consideration was made by C. Thompkins and seconded by G. Goffney. It follows.

PROPOSAL

Monies split evenly, with the exception of:

- All itinerant personnel part-time at Griffin Elementary 2024-2025 will receive 20% of the share.
- All itinerant personnel full-time at Griffin Elementary 2024-2025 will receive 100% of the share.
- Cafeteria personnel full-time at Griffin Elementary 2024-2025 will receive 100% of the share.
- Cafeteria personnel part-time at Griffin Elementary 2024-2025 will receive 33% of the share.
- Personnel who did not work a full calendar year 2024-2025 at Griffin Elementary will receive a pro-rated share based off the number of days worked in comparison to their annual contractual calendar.
- Any personnel terminated in 2024-2025 WOULD NOT receive any monies.

The discussion began with a concern that there should be some kind of tiering based upon the impact that personnel have on student scores. Teacher input was sought.

- Teacher (del Corral): classroom teachers spend money out of pocket throughout the year and has different levels of responsibility from other personnel. It is the classroom teachers' job to make sure students learn and achieve where other personnel do not have that responsibility.
- Teacher (Germaine Goffney): As union steward, teachers deal with more; working with parents, data chats, blooms responses and concerns, directly work with students, etc. Stated that as the representative of the teachers, they would like to be appreciated.
- Parent asked how you divided percentage and voiced opinion that teachers are more responsible for test performances.
- Instructional & non instructional personnel were explained to parents and stakeholders.
- Breakdown of personnel shared - Instructional staff – 46, Non instructional in class – 20 and para & other non-instructional personnel – 18.

Review Proposals and create a Ballot:

Proposal #1 – Changes suggested:

- All itinerant personnel part-time at Griffin Elementary 2024-2025 will receive 25% of the share.
- All itinerant personnel full-time at Griffin Elementary 2024-2025 will receive 100% of the share.
- Cafeteria personnel full-time at Griffin Elementary 2024-2025 will receive 100% of the share
- Part-time Cafeteria personnel at Griffin elementary 2024-2025 will receive 30% of the share.
- Personnel who did not work a full 182 calendar year 2024-2025 at Griffin Elementary will receive a pro-rated share based off the number of days worked as follows:
 - 0-45 days - 25%; 46-92 days - 50%; 93-135 days – 75%; 136–182 days – 100%
- Any personnel terminated in 2024-2025 WOULD NOT receive any monies

A motion was made by C. Thompkins to keep this proposal. D. Ferello seconded. Those in agreement with the proposed changes include F. Cordero, D. Chmura, D. Ferello, G. Goffney, A. Karasik, J. Murray, T. Novack, D. Perez, C. Thompkins. Those opposed include M. Beltran, S. del Corral, and K. Schiller. The vote is 9 in favor and 3 opposed. The proposal passes.

A proposal was made to create a tiered distribution proposal by J. Murray and seconded by M. Beltran. Those in agreement include M. Beltran, F. Cordero, D. Chmura, S. del Corral, D. Ferello, G. Goffney, A. Karasik, J. Murray, T. Novack, D. Perez, K. Schiller. Those opposed: C. Thompkins. The vote is 11 in favor and 1 opposed. The proposal passes.

Tiered Proposal

- Instructional personnel (46 positions as noted on the routing sheet) will receive equal shares of 60% of the awarded amount.
- The remaining 40% of the award will be divided so that 60% of that balance will be equally distributed among ESPs (20 positions as noted on the routing sheet). The remaining 40% of that balance will be equally distributed to all other staff (18 positions as noted on the routing sheet). All itinerant personnel part-time at Griffin Elementary 2024-2025 will receive 25% of the share.
- All itinerant personnel full-time at Griffin Elementary 2024-2025 will receive 100% of the share.
- Personnel who did not work a full 182 calendar year 2024-2025 will receive a pro-rated share based on the number of days worked as follows:
0-45 days - 25%; 46-91 days - 50%; 92-136 days - 75%; 137-182 days - 100%
- Any personnel terminated in 2024-2025 WOULD NOT receive any monies.

A motion was made to keep this proposal. It was seconded by M. Beltran. Those in agreement with the above proposal include M. Beltran, F. Cordero, D. Chmura, S. del Corral, G. Goffney, A. Karasik, J. Murray, T. Novack, K. Schiller. Those opposed: D. Ferello and C. Thompkins. The vote is 9 in favor and 2 not in favor. The proposal passes.

Another tiered proposal was presented.

- Classroom teachers (31 positions with rostered students) will receive \$200.00 each.
- The remaining balance will be divided equally among all staff (as noted on the roster).
- All itinerant personnel part-time at Griffin Elementary 2024-2025 will receive 25% of the share.
- All itinerant personnel full-time at Griffin Elementary 2024-2025 will receive 100% of the share.
- Personnel who did not work a full 182-day calendar year 2024-2025 will receive a pro-rated share based on the number of days worked as follows:
 - 0-45 days - 25%; 46-91 days - 50%; 92-136 days - 75%; 137-182 days - 100%
- Any personnel terminated in 2024-2025 WOULD NOT receive any monies.

A motion was made to keep this proposal by M. Beltran and was seconded by S. del Corral. Those in agreement with the above proposal include M. Beltran, F. Cordero, D. Chmura, S. del Corral, G. Goffney, A. Karasik, J. Murray, T. Novack, K. Schiller. Those opposed: D. Ferello and C. Thompkins. The vote is 9 in favor and 2 not in favor. The proposal passes.

It was discussed that None of the Above is mandatory on the ballot. At this point, that would create 4 proposals on the ballot. A motion was made by T. Novack to keep all

four proposals. It was seconded by J. Murray. Those in agreement with the above proposal include M. Beltran, F. Cordero, D. Chmura, S. del Corral, G. Goffney, A. Karasik, J. Murray, T. Novack, K. Schiller, and C. Thompkins. The vote is 10 in favor. The proposal for a ballot with 4 options passes.

The following members left during the meeting due to other commitments. M. Menendez (3:00), D. Perez (3:15), and D. Ferello (3:30). Quorum was maintained (12 of 15 present, 11 of 15 present, and finally 10 of 15 present).

NEXT MEETING

If the ballot does not pass, the next meeting will be held on Tuesday, December 9, 2025. If the ballot passes, the next meeting will be held on Monday, January 26, 2026. Ms. Chmura made a motion to adjourn the meeting. Mrs. Beltran and Mr. Thompkins seconded it. All were in favor, and the meeting was adjourned at 3:43 p.m.