

Florida School Recognition Program (A+ Funds) Checklist

Kelli S. Blackburn, School Improvement Coordinator

Instructions: To complete the A+ Funds process, use this checklist along with the **SIP Bites – Florida School Recognition Program (A+ Funds)** and other listed resources for detailed instructions. Upon completion of the A+ process, the principal must review and email the school's completed Florida School Recognition Program packet to the School Improvement Instructional Facilitator as one PDF document in the order presented in the checklist below.

Additional resources:

- 2025-2026 Florida School Recognition Awards Process Timeline
- Florida School Recognition Awards (A+ Funds) Ballot Count Summary Sheet

Florida Statute 1008.36 states that, "If school staff and the School Advisory Council cannot reach agreement by February 1, the awards must be equally distributed to all classroom teachers currently teaching in the school." For clarification purposes, a classroom teacher is one who is assigned to a classroom with students on a daily basis.

Actions (Must happen in the order presented)	Required Documents Upon completion of the A+ process, the principal must review and email the school's completed Florida School Recognition Program packet to the School Improvement Instructional Facilitator as one PDF document in the order presented on the checklist below.	1st Meeting	2nd Meeting (if applicable)	3rd Meeting (if applicable)
School Advisory Council (SAC) Meeting		Date:	Date:	Date:
<p>SAC meets during a scheduled meeting to discuss and create a ballot with written proposals aligned to the approved use of the school recognition awards in Florida Statute 1008.36.</p> <p>1. Advertise SAC meeting with the agenda to all stakeholders at least three (3) full business/work days prior to the meeting. Include the agenda.</p> <p style="margin-left: 20px;">a. Voting will take place. Ensure a quorum is present (50% plus 1 of the total number of required SAC members).</p> <p>2. Agenda must include "Florida School Recognition Program (A+ Funds) Proposals" as a topic.</p> <p>3. SAC discusses the proposals and conducts a vote (SAC members only) to approve a written ballot which includes the proposals and "None of the Above" for the allocation of the funds.</p> <p style="margin-left: 20px;">a. Leftover funds must be addressed on the ballot.</p> <p>4. Record the A+ Funds discussion and results of the SAC vote in the minutes.</p> <p>5. SAC should discuss the timeline for the upcoming staff vote.</p>	<p>Email at least two (2) SAC Meeting Advertisements (flyer, school website, newsletter, email, Parent Link, etc.) that include the meeting agenda (Sent to all stakeholders - staff, parents, community, etc., and includes the agenda, date, time and location of the meeting)</p> <ul style="list-style-type: none"> • Advertisements must show they were sent/posted at least three (3) full business/work days prior to the meeting the agenda and the recipients (all stakeholders). 	11/18/25		
	<p>Email SAC Meeting Agenda</p> <ul style="list-style-type: none"> • Florida School Recognition Program (A+ Funds) Proposals" is shown as a topic. 	11/18/25		
	<p>Email SAC Meeting Minutes</p> <ul style="list-style-type: none"> • Must reflect A+ Funds discussion, proposals, leftover funds, SAC vote for approved ballot proposals and the outcome of the vote, ballot creation for staff vote and discussion of the timeline for the upcoming staff vote. 	11/18/25		
	<p>Email SAC Meeting Sign-in Sheets</p> <ul style="list-style-type: none"> • For SAC members and guests 	11/18/25		
General Staff Vote		1st Vote	2nd Vote (if applicable)	3rd Vote (if applicable)
		Date:	Date:	Date:
<p>Staff votes by secret ballot on A+ Fund proposals.</p> <p>1. Advertise general vote along with the official A+ Funds ballot in written form to all eligible staff members at least three (3) full business/work days prior to voting.</p>	<p>Email Written Advertisement to Staff (email, posted notice, etc.)</p> <ul style="list-style-type: none"> • Advertisement must: <ul style="list-style-type: none"> ✓ Go out at least three (3) business/work days prior to the vote and include the purpose of vote (e.g., voting on Florida 	12/1/25	1/13/26 re vote	

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Additional resources:

- 2025-2026 Florida School Recognition Awards Process Timeline
- Florida School Recognition Awards (A+ Funds) Ballot Count Summary Sheet

Florida Statute 1008.36 states that, "If school staff and the School Advisory Council cannot reach agreement by February 1, the awards must be equally distributed to all classroom teachers currently teaching in the school." For clarification purposes, a classroom teacher is one who is assigned to a classroom with students on a daily basis.

<p>2. Staff will vote on the advertised date and time by secret ballot.</p> <p>3. Absent staff members can vote if they return to work no later than one (1) workday after the vote.</p> <p>4. The proposal with the majority of votes will be implemented.</p>	<p>✓ School Recognition Program (A+ Funds) distribution, a copy of the SAC approved 2025-2026 Florida School Recognition Program (A+ Funds) Ballot, date, time and location of the vote.</p>	<p>12/1/25</p>	<p>1/13/26</p>	
<p>5. If none of the proposals or 'None of the above' gets a majority of the votes, SAC reconvenes to restart the process.</p>	<p>Email 2025-2026 Staff Roster of Eligible Voters</p> <p>✓ All staff members that vote must sign next to their names on the roster.</p>	<p>12/2/25</p>	<p>1/21/26</p>	
	<p>Email Approved Ballot</p> <p>✓ A copy of the 2025-2026 approved Florida School Recognition Program (A+ Funds) ballot.</p>	<p>11/18/25</p>	<p>1/13/26 1/21/26</p>	
	<p>Email Florida School Recognition Program (A+ Funds) Ballot Count Summary Sheet 2025-2026</p> <p>✓ Each section of the form must be completed and must have all the required signatures.</p>	<p>12/2/25</p>		

November 2025

Hawkes Bluff Elementary

PTA Newsletter

Important Dates

No School
November 11

SAC Meeting
(See below for agenda /
A+ Funds Vote)
November 18

Holiday Shop
December 8 - December 12

Class Photos
December 11

Club Photos
December 17

Early Release Day
December 19

Newsletter
sent home via
parent link & backpack
on Friday, 11/17.
M Cunningham

November 2025

Hawkes Bluff Elementary

PTA Newsletter

COUNSELOR *Connections* CLUBHOUSE

Starting in January, HBE and Ms. Schleicher will be launching the Counselor Connection Club—a small-group program designed to build students' social skills, relationship skills, and confidence through engaging games, team activities, and hands-on crafts.

To make this experience impactful, we will be creating a welcoming Counselor Clubhouse where students can feel safe, supported, and connected. To bring this space to life, **we need your help**. Please visit our Donors Choose project to help gather the materials and supplies needed for the clubhouse.



November 2025

Hawkes Bluff Elementary

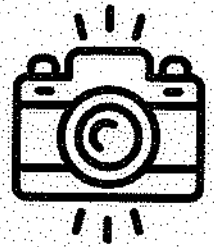
PTA Newsletter

SHARE YOUR PHOTOS!

We need your help! Upload your photos now for consideration for the 2025-2026 Yearbook.



www.buytheyearbook.com
School ID 729668



Please upload your photos in the correctly named folder. If you have questions please email yearbookhbe@gmail.com

2025-2026 YEARBOOK PRE-SALES



SCHOOL ID 729668

BUY YEARBOOK ADS!

Reserve your spot in the 2025-2026 yearbook! Designs can be created and submitted directly online.

If you have any questions please email yearbookhbe@gmail.com

www.buytheyearbook.com School ID 729668

November 2025

Hawkes Bluff Elementary

PTA Newsletter

Reminder

You must be a District-approved volunteer.

BCPS requires new volunteer applications each school year.

To apply, visit:

<https://www.browardschools.com/community/volunteer>

Volunteer at HBE

There are many opportunities to volunteer at HBE!
No minimum amount of time is required!



Please scan the QR code or use the link below to provide your information and get added to the 2025-2026 HBE Volunteer WhatsApp group!

<https://tinyurl.com/HBEVolunteer2025-2026>

Volunteers Needed

- ✓ Don't forget to sign up to be a volunteer.
- ✓ Class Picture Day
- ✓ Holiday Shop
- ✓ Club Picture Day

Scan the QR code to Join HBE PTA



Contact Us

PTA President

HBEPTApresident@gmail.com

Volunteer

HBEPTAVolunteerCoordinator@gmail.com

Yearbook

YearbookHBE@gmail.com

Sail into Sponsorship

Scan the QR code for more information on our Partners in Education opportunities



November 2025

Hawkes Bluff Elementary

PTA Newsletter

Agenda

HAWKES BLUFF ELEMENTARY SCHOOL

School Advisory Council
5900 SW 160th Avenue
Davie, FL 33331

General Meeting

November 18, 2025 - 1:30 p.m.

Call to order	•						
Welcome & Introductions	• Welcome and introductions						
Approval of Minutes	•						
SESIR Events	• No SESIR events in previous month.						
Accountability Funds	• Balance: \$0						
School Improvement Plan/Data Review	<ul style="list-style-type: none"> • ELA K-5 Unit Tests • Math K-5 Topic Tests • Stakeholder feedback on data • Rotating Data Chats continue to be successful. • iReady Growth Monitoring for Tier 2/3 students 11/18/25 • iReady Progress Monitoring for PM2 will be 1/12-30/2026 						
Principal Update	<ul style="list-style-type: none"> • Book Fair and Trunk-or-Treat - Thank you PTA! • Story Book Parade 						
School Recognition Funds	<ul style="list-style-type: none"> • The state awards schools that earned an "A" rating funds to distribute. • SAC develops the proposals. • School Advisory Council Development of the School Recognition Proposals <table style="margin-left: 20px;"> <tr> <td>• We Received</td> <td style="text-align: right;">\$50,912.00</td> </tr> <tr> <td>• Less Fringe Benefits</td> <td style="text-align: right;">- \$ 3,148.00</td> </tr> <tr> <td>• Total to be included in the proposals</td> <td style="text-align: right;">\$46,764.00</td> </tr> </table> <ul style="list-style-type: none"> • Last Year's Proposals: Proposal A - Instructional 80% Non-Instructional 20% Proposal B - Equal Distribution Proposal C - None of the Above <p>Proposals Must Address:</p> <ul style="list-style-type: none"> ◦ Which staff roster will receive the funds - 2024/2025 or 2025/2026? ◦ How will part-time personnel receive the bonus? ◦ Inclusive of personnel who worked 50% or more of the calendar year? <p>Guidelines:</p> <ul style="list-style-type: none"> ◦ SAC develops 3 proposals. One proposal must read "None of the Above." ◦ SAC must meet quorum when developing proposals. It is considered a High Stakes Vote and must be done via verbal vote/roll call. ◦ The proposals will be presented to the staff three days prior to the vote. Both instructional and non-instructional personnel vote. ◦ Faculty/Staff vote will be done via secret ballot. ◦ The proposal that receives 51% of the vote is considered the winning proposal. ◦ If the vote results in "None of the Above," Does not result in a 51% majority vote, then the money will automatically be distributed to 	• We Received	\$50,912.00	• Less Fringe Benefits	- \$ 3,148.00	• Total to be included in the proposals	\$46,764.00
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• Less Fringe Benefits	- \$ 3,148.00						
• Total to be included in the proposals	\$46,764.00						

November 2025

Hawkes Bluff Elementary

PTA Newsletter

new proposals before the Feb. 1, 2026, due date.
 It is understood that any "leftover" dollars will be allocated for student incentives, aligned with the School Improvement Plan.

PTA	<ul style="list-style-type: none"> o Holiday Gift Shop - Week of December 8th-12
Rebolution	<ul style="list-style-type: none"> o January 17, 2026 - Ms. Unger-Fink
Upcoming Dates	<ul style="list-style-type: none"> o Upcoming SAC Meeting Dates: 1/27, 2/24, 3/31, 4/28, 5/19 Childcare will be provided. Meetings at 1:30 in the Media Center. o We will need to have an evening or morning SAC meeting in lieu of one of our daytime meetings. Coordinate with PTA o Kindergarten Pow Wow 11/20 o Thanksgiving Break 11/24 - 11/28 o ELA FAST 12/3-3/25 o Math FAST 12/4-5/25 o Possible Emergency SAC Mtg. 12/8/25 o District Showcase 12/9/25 o Class Pictures 12/11/25 o School Tour 12/12/25 @ 9:00 o Yearbook Pictures 12/17/25 o Class Holiday Parties 12/18/25 o Early Release/Dissemination 12/19/25 o Winter Break 12/22-1/5/2026 o Tour 1/8/26 @ 10:30 o K/1 Awards 1/13/26 o 4/8 Field Day 1/14/26 o 2/3 Field Day 1/15/26 o K/1 Field Day 1/16/26 o 2/3 Awards 1/20/26 o 4/8 Awards 3rd Grade Canoe Trip 1/21/26 o K Round-Up 1/22/26 o Food Truck 1/23/26 o Hawk-a-thon Pep Rally/Tour 1/23/26 o SAC/SAP Meeting 1/27/26 o Hawk-a-thon Event 1/30/26
Next Meeting	<ul style="list-style-type: none"> o Tuesday, January 27 at 1:30 in HBE's Media Center
Adjourn	<ul style="list-style-type: none"> o

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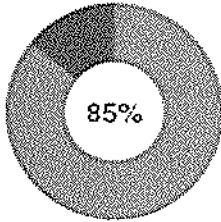
Message Tracking

HBE November Newsletter

Normal

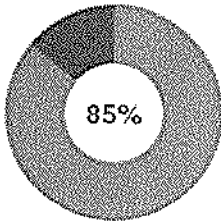
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Email



Delivered: 946
Undelivered: 159

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HBE November Newsletter

Email

 Languages

Look what's happening at Hawkes Bluff this month.

English (94%)



Message HBE November Newsletter

Category Miscellaneous

Status Complete


Sender SUZANNE RHODES-JACOBSEN (HAWKES BLUFF ELEMENTARY)

Recipients School Administrator at HAWKES BLUFF ELEMENTARY
Principal at HAWKES BLUFF ELEMENTARY
Teacher at HAWKES BLUFF ELEMENTARY
Staff at HAWKES BLUFF ELEMENTARY
Parent at HAWKES BLUFF ELEMENTARY

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Batch ID: 11887228

3

HOME MESSAGES ACCOUNTS REPORTS SETTINGS HELP

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To WICKER, KATHLEEN

Subject Nov. SAC Agenda and Meeting

From WICKER, KATHLEEN

Sent 11/14/2025 04:00 PM EST

Dear Hawkes Bluff Stakeholders,

Next Tuesday, November 18 at 1:30 in our Media Center we will have our School Advisory Council meeting. The meetings are always open for everyone to attend! Attached you will find this month's agenda, which includes writing the proposals for the School Recognition Funds. We also include meeting dates, agendas and minutes on our school's website.

Please don't hesitate to reach out to me if you have any questions.

Sincerely,

Kathleen Wicker

School Advisory Chairperson

Attachments:

Nov_SAC_Agenda_20252025-11-14-092458.pdf (397.6 KB)

Show Delivery Details Remove

Previous Next

ELEMENTARY SCHOOL

THE



1950

Message Tracking

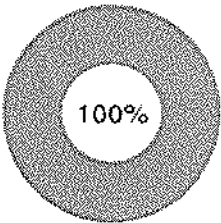
School Advisory Meeting A Plus Money

Print Friendly

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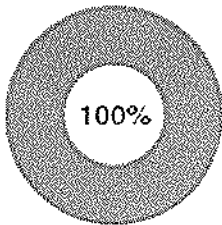
Progress | Contents | Details

Delivered




- Delivered: 24
- Undelivered: 0

Email



- Delivered: 24
- Undelivered: 0

Attempted over time: 

Batch ID: 11893979

Dear SAC Committee,

Next Tuesday (Nov. 18) the School Advisory Committee will begin the process of developing the School Recognition Proposals. **If you are an official SAC member it is important you attend this meeting.** At this time, we do not have a December SAC meeting scheduled. Our January meeting is scheduled for the 27th which will not allow us enough time to get everything in by the due date of 2/1. If possible, we would like to complete the proposals during the Nov. meeting (we must meet quorum) in order to **not** have to call an emergency December meeting.

HBE's School Recognition Award:

- Award from FLDOE \$50,912.00
- Fringe Benefits Deducted \$4,148.00
- Amount for Bonus Distribution **\$46,764.00**

Proposals must address:

- Will the funds be distributed to the 24/25 staff or the 25/26 staff? Historically, the funds have been distributed to the employees who were here the year we earned the "A."
- How will part-time employees be awarded the bonus? Typically, the percent of the bonus is based on the percent worked.
- Funds distributed to those who were assigned to HBE and worked 50% or more of the school calendar year.
- **2024/2025 Roster Includes: 30 Non-Instructional employees and 50.5 Instructional employees**
- **2025/2026 Roster includes: 29 Non-Instructional employees and 47.5 Instructional employees**
- **Last year's proposals were: Proposal A - 80% Instructional/ 20% Non-Instructional**

Proposal B - Equal Distribution for both Instructional and Non-Instructional (winning proposal)

Proposal C - None of the Above

Here are a few of the state guidelines for the expenditure of the funds and process for developing the proposals:

- SAC develops 3 proposals as to how the funds will be distributed. SAC proposal votes **MUST** be done by oral vote.
- One proposal must read "None of the Above."
- Proposals will be presented to the faculty 3 days prior to the vote.
- The staff vote will take place via secret ballot.
- The winning proposal must receive 51% of the vote.
- If there is not a proposal that receives 51% of the vote, SAC will reconvene to develop new proposals (if there is time and we meet quorum).
- The Faculty vote must be submitted by 2/1/2026. Keep in mind it takes Angela a few days to get all the documentation in. So we need the vote finalized before 2/1.

PARENTLINK Printed Letters
Message 11893979 - School Advisory Meeting A Plus Money
HAWKES BLUFF ELEMENTARY

Generated: 12/05/2025 17:31

Number of Letters: 24

Letter Recipients:

ANDREWS, AMANDA
BAKAL, REBECCA
BARNES, CARA
BOURBEAU, RICHEY
CEPEDA, ROXANA
GARDNER, NICOLE
GASTELO, YASMIN
GREENWELL, JADEN
GRILLO, ALEJANDRO
HALVERSON, AMANDA
HEIER, DEANNA
LEO, JUSTIN
MAZORRA, ANTHE
MCKIRCHY, ALLISON
RAMIREZ, CRISTINA
ROGERS, IVETTE
SHASA, JODI
SHULMAN, SANDRA
SIMON, CHRISTINE
Thalacker, Nicole
TINCHER, PATRICIA
TRIGLIA, CONCETTA
TUTTLE, BRIDGET
UNGER-FINK, ALLISON



SAC meeting tomorrow

From Kathleen A. Wicker <kathleen.wicker@browardschools.com>

Date Mon 11/17/2025 11:16 AM

To Paige Obrig <pobrig@yahoo.com>; Mind & Body Integrative Counseling Center <Info@mindbodyicc.com>

 1 attachment (398 KB)

Nov SAC Agenda 20252025-11-14-092458.pdf;

Hello,

This is a friendly reminder that our SAC meeting will be held tomorrow (11/18) at 1:30 in our Media Center. Please see the attached agenda. We will be voting on proposals and must meet quorum.

Thank you,

Kathy

Kathleen Wicker

Curriculum Facilitator

Hawkes Bluff Elementary

754-323-6100

Agenda

HAWKES BLUFF ELEMENTARY SCHOOL

School Advisory Council
5900 SW 160th Avenue
Davie, FL 33331

General Meeting

November 18, 2025 - 1:30 p.m.

Call to order	•
Welcome & Introductions	• Welcome and introductions
Approval of Minutes	•
SESIR Events	• No SESIR events in previous month.
Accountability Funds	• Balance: \$0
School Improvement Plan/Data Review	<ul style="list-style-type: none"> • ELA K-5 Unit Tests • Math K-5 Topic Tests • Stakeholder feedback on data • Rotating Data Chats continue to be successful. • iReady Growth Monitoring for Tier 2/3 students 11/18/25 • iReady Progress Monitoring for PM2 will be 1/12-30/2026
Principal Update	<ul style="list-style-type: none"> • Book Fair and Trunk-or-Treat - Thank you PTA! • Story Book Parade
School Recognition Funds	<ul style="list-style-type: none"> • The state awards schools that earned an "A" rating funds to distribute. • SAC develops the proposals. • School Advisory Council Development of the School Recognition Proposals • We Received \$50,912.00 • Less Fringe Benefits <u>- \$ 4,148.00</u> • Total to be included in the proposals \$46,764.00 • Last Year's Proposals: Proposal A - Instructional 80% Non-Instructional 20% <li style="padding-left: 100px;">Proposal B - Equal Distribution <li style="padding-left: 100px;">Proposal C - None of the Above <p>Proposals Must Address:</p> <ul style="list-style-type: none"> ○ Which staff roster will receive the funds - 2024/2025 or 2025/2026? ○ How will part-time personnel receive the bonus? ○ Inclusive of personnel who worked 50% or more of the calendar year? <p>Guidelines:</p> <ul style="list-style-type: none"> ○ SAC develops 3 proposals. One proposal must read "None of the Above." ○ SAC must meet quorum when developing proposals. It is considered a High Stakes Vote and must be done via verbal vote/roll call. ○ The proposals will be presented to the staff three days prior to the vote. Both instructional and non-instructional personnel vote. ○ Faculty/Staff vote will be done via secret ballot. ○ The proposal that receives 51% of the vote is considered the winning proposal. ○ If the vote results in "None of the Above." Does not result in a 51% majority vote, then the money will automatically be distributed to

	<p>this year's teachers only, if there is not time to reconvene to develop new proposals before the Feb. 1, 2026, due date.</p> <ul style="list-style-type: none"> ○ It is understood that any "leftover" dollars will be allocated for student incentives, aligned with the School Improvement Plan.
PTA	<ul style="list-style-type: none"> ○ Holiday Gift Shop - Week of December 8th-12
Robolution	<ul style="list-style-type: none"> ○ January 17, 2026 - Ms. Unger-Fink
Upcoming Dates	<ul style="list-style-type: none"> ○ Upcoming SAC Meeting Dates: 1/27, 2/24, 3/31, 4/28, 5/19 Childcare will be provided. Meetings at 1:30 in the Media Center. ○ We will need to have an evening or morning SAC meeting in lieu of one of our daytime meetings. Coordinate with PTA ○ Kindergarten Pow Wow 11/20 ○ Thanksgiving Break 11/24 -11/28 ○ ELA FAST 12/2-3/25 ○ Math FAST 12/4-5/25 ○ Possible Emergency SAC Mtg. 12/8/25 ○ District Showcase 12/9/25 ○ Class Pictures 12/11/25 ○ School Tour 12/12/25 @ 9:00 ○ Yearbook Pictures 12/17/25 ○ Class Holiday Parties 12/18/25 ○ Early Release/Sing-a-long 12/19/25 ○ Winter Break 12/22-1/5/2026 ○ Tour 1/8/26 @ 10:30 ○ K/1 Awards 1/13/26 ○ 4/5 Field Day 1/14/26 ○ 2/3 Field Day 1/15/26 ○ K/1 Field Day 1/16/26 ○ 2/3 Awards 1/20/26 ○ 4/5 Awards 3rd Grade Canoe Trip 1/21/26 ○ K Round-Up 1/22/26 ○ Food Truck 1/23/26 ○ Hawk-a-thon Pep Rally/Tour 1/23/26 ○ SAC/SAF Meeting 1/27/26 ○ Hawk-a-thon Event 1/30/26
Next Meeting	<ul style="list-style-type: none"> ○ Tuesday, January 27 at 1:30 in HBE's Media Center
Adjourn	<ul style="list-style-type: none"> ○

Hawkes Bluff Elementary

SAC Minutes - 11/18/25

Attendance: See signup sheet

Call to Order:

A meeting of the Hawkes Bluff Elementary School Advisory Council was held in the Media Center on November 18, 2025. Chair Kathleen Wicker called the meeting to order at 1:33pm. Quorum was confirmed. Deanna Heier will record minutes for this meeting.

Minutes:

October minutes were distributed but were not voted on; vote will occur at the next SAC meeting

Old Business:

SESIR Events - No SESIR events to report.

Accountability Funds remain at \$0.

School Improvement Plan/Data Review - Data review was available but presentation was postponed until the next meeting when PM2 data will be available to allow time for Agenda item on Student Recognition proposals.

Principal Update - Appreciation was given to the PTA for wonderful October events, including the Book Fair and Trunk-or-Treat, as well as a fun Storybook parade.

New Business:

School Recognition Fund Proposals

The state awards funds to schools that earn an "A" rating. SAC is charged with developing proposals for how these funds will be distributed. Ms Wicker reviewed the goals, process, and history for developing the School Recognition fund distribution proposals (also sent by email).

HBE's School Recognition Award:

Award from FLDOE	\$50,912.00
Fringe Benefits Deducted	<u>- \$4,148.00</u>
Amount for Bonus Distribution	\$46,764.00

The amount awarded this year is half of what it has been in the past. BCPS Accountability Office said this is due to lower enrollment at HBE and the fact that more schools received an A rating this year and therefore the state fund distribution to HBE specifically was lower than in prior years.

Proposal Discuss and Votes

The committee discussed proposals from last year and new proposal ideas and decided to vote on each part of the proposal separately to reach consensus.

Ms Rogers made a motion to use the 2024-2025 staff roster when determining staff eligibility to receive a portion of the recognition award. Mr Leo seconded the motion. Voice vote was unanimous in favor of the motion. Motion approved.

Ms Unger-Fink made a motion to set a threshold of requiring the staff member to have worked over 50% of assigned calendar days when determining staff eligibility to receive a portion of the recognition award. Ms Shasa seconded the motion. Voice vote was unanimous in favor of the motion. Motion approved.

Ms Unger-Fink made a motion that all remaining funds after staff distribution will be allocated for student incentives that align with the School Improvement Plan. Ms Scrima seconded the motion. Voice vote was unanimous in favor of the motion. Motion approved.

Ms Unger-Fink made a motion that the amount of the funds that a staff member receives should be in proportion to the amount of time worked (ie, full time or part time). Ms Rogers seconded the motion. Voice vote was unanimous in favor of the motion. Motion approved.

The floor was then opened for discussion on the distribution allocations between instruction and non-instructional staff. Speakers were given two minutes to comment. Ms Rogers served as timekeeper.

- Ms Shasa spoke as representative speaker for the Pre-K to 3rd grade teachers in favor of a distribution of 80% for instructional staff and 20% for non-instructional staff.
- Ms Unger-Fink spoke as representative speaker for the 4th and 5th grade teachers in favor of a distribution of 80% for instructional staff and 20% for non-instructional staff.
- Ms Cepeda spoke as a representative Teacher Assistant in favor of equal distribution for instructional staff and non-instructional staff.

The committee was then charged with recommending 3 options for a staff vote. One option must be 'None of the above'. Proposals were then taken from the floor.

Option 1-Mr Leo proposed the same distribution proposals as last year:

- 80% for instructional staff and 20% for non-instructional staff
- Equal distribution (50%) for instruction and non-instructional staff
- None of the above

Ms Cipeda seconded.

Option 2-Ms Andrews proposed:

- 80% for instructional staff and 20% for non-instructional staff
- 70% for instructional staff and 30% for non-instructional staff
- None of the above

Ms Thalaker seconded.

Option 3-Ms Shasa proposed:

- 80% for instructional staff and 20% for non-instructional staff
- 75% for instructional staff and 25% for non-instructional staff
- None of the above

Ms Gastelo seconded

Ms Scrima made a motion to vote by raised hands to eliminate one of the options. Ms Rogers seconded the motion. Ms Wicker counted hands. Vote result: 4 votes for Option 1. 3 votes for Option 2. 15 votes for Option 3. Option 2 was eliminated.

Ms Scrima made a motion to vote on Option 1 or 3. The majority winner would be the proposal put forth for the staff vote. Ms Mozorra seconded the motion. According to state guidelines, this vote was conducted as a voice roll call vote. Ms Wicker documented the votes. Vote result: 7 votes for Option 1. 15 votes for Option 3. Option 3 was approved.

The SAC Committee approved Proposal Option 3 to move forward for staff vote.

Ms Wicker confirmed next steps. The approved proposal will be posted for the faculty and staff to review for 3 school days. Faculty and staff then vote on the proposal via secret ballot. The vote will take place on December 1, 2025 due to Thanksgiving break and staff time off. Personnel who are not available the day of the vote may cast their vote the day before the vote. A majority winner is required. If a majority winner is not reached or if 'None of the Above' wins, SAC will reconvene to develop new proposals. If a majority vote winner is not reached by February 1, 2026, the funds are automatically distributed to the instructional staff in the current school year roster.

Reports:

SAF representatives presented SAF meeting notes.

Open Agenda

Ms Unger-Fink noted a call for Robolution sponsorship. Contact her if interested.

Next Meeting Date & Time:

The next meeting will be held on Tuesday, January 27, 2026 at 1:30pm in the Media Center unless the proposal does not have a majority winner in which case an Emergency meeting will be called in December before Winter Break.

Meeting Adjournment:

Meeting adjourned at 2:32pm.

Submitted by, Deanna Heier, SAC Secretary

Approval Date: _____

★ SAC Sign in Sheet for Hawkes Bluff ES (3131)



Date: 11/18/25

Time: 1:30 pm

#	SAC Member Full Name	Position	SBBC Employee	Parent of Student	Sign Here
1	Andrews, Amanda 2 ✓	ESE Parent of a student at the school, SAF Chair (or designee) Parent of a student at the school	No	Yes	
2	Bakal Scrima, Rebecca 2 ✓	Pre-K (if applicable - parent or certified teacher)	Yes	No	
3	Barnes, Cara 1 ✓	Non-Instructional Support Employees	Yes	Yes	
4	Bourbeau, Richey 1 ✓	Non-Instructional Support Employees	Yes	No	
5	Cepeda, Roxana 1 ✓	Non-Instructional Support Employees, ESOL Parent of a student at the school	Yes	Yes	
6	Cunningham, Melinda	Principal	Yes	No	
7	Fernandez, Yisel 2 ✓	Community / Business Representatives	No	No	

Roll Call Vote

Date: 11/18/25

Time: 1:30



#	SAC Member Full Name	Position	SBBC Employee	Parent of Student	Sign Here
8	Gardner, Nicole 2	SAF Chair (or designee) Parent of a student at the school	No	Yes	
9	Gastelo, Yasmin 2	ESE Parent of a student at the school, I-Zone Representative (must be a parent)	No	Yes	
10	Greenwell, Jaden	Parent	No	Yes	
11	Grillo, Alejandro	Parent	No	Yes	
12	Halverson, Amanda 2	Parent	No	Yes	
13	Heier, Deanna 2	SAC Secretary	No	Yes	
14	Leo, Justin 1	Gifted Parent of a student at the school	No	Yes	
15	McKirchy, Allison 1	Parent	No	Yes	
16	Mozorra, Michelle 2	Teacher	Yes	No	
17	Obrig, Paige	Community / Business Representatives	No	No	
18	Ramirez, Christina	Parent	No	Yes	
19	Rogers, Ivette 2	BTU Steward (or designee)	Yes	No	
20	Shasa, Jodi 2	Teacher	Yes	No	
21	Shulman, Sandra 2	Teacher	Yes	No	
22	Simon, Christine NK	Parent	No	Yes	

Date: 11/18/25

Time: 1:30



#	SAC Member Full Name	Position	SBBC Employee	Parent of Student	Sign Here
23	Thalacker, Nicole 2	SAF Chair (or designee) Parent of a student at the school	No	Yes	<i>N. Thalacker</i>
24	Tincher, Patty NA	Parent	No	Yes	
25	Triglia, Concetta 2	Parent	No	Yes	<i>Concetta Triglia</i>
26	Tuttle, Bridget 2	Gifted Parent of a student at the school	No	Yes	<i>Bridget Tuttle</i>
27	Unger-Fink, allison 2	Teacher	Yes	No	<i>Allison Unger-Fink</i>
28	Wicker, Kathleen 1	SAC Chair	Yes	No	<i>K. Wicker</i>

Guest

Lisa George AD

15 = #2
7 = #1

Guest Sign-LLI



★ SAC Sign in Sheet for Hawkes Bluff ES (3131)

Date: 11/18/25

Time: 1:30

#	Full Name	SABC Employee	Parent of Student	Community/Business	Sign Here
1	Oliver Veeva Cook			Cafe	Oliver
2	Maura de la Cruz				
3	Robin Plana				Robin
4	Darci Bernstein				Darci Bernstein
5	Lisa Kelcher				Lisa Kelcher
6	Mayte Meizoss				Mayte
7	Erin Sullivan				Erin
8	Tania Engram				Tania
9	Tanya Marinelli				Tanya Marinelli
10	Maira Paneque				Maira Paneque
11	Andrea Eyll				Andrea
12	Mallory Marcus				Mallory
13					
14					
15					
16					
17					
18					
19					
20					

Urgent: School Recognition Revote

From Kathleen A. Wicker <kathleen.wicker@browardschools.com>

Date Tue 1/13/2026 10:36 AM

To HBE_ALL_STAFF <HBE_ALL_STAFF@browardschools.com>

Good Morning,

According to state guidelines, only employees paid through the school budget may vote on School Recognition funds. This means only staff assigned to Hawkes Bluff Elementary can vote on the A+ proposals.

Our cafeteria staff participated in the previous vote, but they are employed by the Food & Nutrition Department—not HBE—so they were not eligible to vote. **While they can receive A+ funds**, they cannot vote on proposals created by SAC.

As a result, we must conduct a revote as determined by the county when reviewing our submitted package. The *proposals and voting process remain the same as before*. Voting will take place next Tuesday, January 20, 2026. If an eligible employee is absent that day, they may vote on Wednesday, January 21, 2026. Voting will occur in the front conference room by secret ballot. Voting will be available from 7:30 - 8:00 and from 1:00-2:30 .

If you have any questions, please reach out to me or Ms. Rogers

Thank you,
Kathy

Kathleen Wicker

School Advisory Council Chairperson

Hawkes Bluff Elementary

754-323-6100

Below you will find the School Recognition Fund Proposals that were developed and voted on by our School Advisory Council.

Voting will take place on January 20 and January 21, 2026, in the Front Conference room.

Proposal A

Instructional	75%	\$694.51
Non-Instructional	25%	\$389.70

Proposal B

Instructional	80%	\$740.81
Non-Instructional	20%	\$311.76

Proposal C

None of the Above

Please Note the dollar amounts are approximate figures.

Distribution Guidelines.

- Funds will be distributed to employees from the 2024-2025 school roster.
- Numbers are inclusive of personnel who were assigned to HBE and worked 50% plus one day of their contracted calendar year.
- Any remaining money will be allocated for student incentives that align with our School Improvement Plan.

Below you will find the School Recognition Fund Proposals that were developed and voted on by our School Advisory Council.

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Hawkes Bluff Elementary
2025 - 2026

9/15/2025

School Recognition Votes 11/21/2026

PRINCIPAL	Melinda Cunningham	323-6106	TECH SUPPORT	Suzanne Jacobsen	701-3046	
ASST. PRINCIPAL	Lisa George	323-6111	BOOKKEEPER/BSC	Cassie Brown	323-6119	
OFFICE MANAGER	Angela Nicolosi	323-6105	GENERAL CLERK II	Cara Barnes	323-6100	
INFO. MGMT. TECH	Nimsi Figueroa-Cruz	323-6109	ROOM	4th GRADE	4	
ROOM	ESE PRE-K/SPECIALIZED	1	507	DEN Dawn Nunez	701-3027	
P10 (1-115)	UBS Rebecca Scrima	701-3065	510	Cassie Simmons	701-3030	
	VPR	2	506	MS Michele Spence	701-3026	
609	SC *Shanan Chesto	701-3020	407	AV *Allison Unger-Fink	701-3038	
601	Kathy Traslavina	701-3014		5th GRADE	4	
	KINDERGARTEN	4	409	DEB Debra Conti	701-3039	
603	Tania Engram	701-3016	404	DF Dan Feldman	701-3036	
602	Tonya Marinelli	701-3015	406	DM *Mallory Marcus	701-3037	
607	Michelle Mazorra	701-3018	410	Karen Smith	701-3040	
604	*Erin Sullivan	701-3017		ESE	7	
	1st GRADE	5	ASD K,1 Program	131	JP Jeanette Ferrari	701-3051
513	MB Maria de la Nuez	701-3033	ESE Support	704	SE Shelby Gortler	701-3076
511	*Andrea Eyl	701-3031	ESE Support	412	Liliana Hernandez	701-3041
503	Hazel Lee Ling	701-3023	Autism Coach	301G	JK Jessica Kemmerlin	701-3061
501	Mayte Meizoso	701-3021	ASD 3,4,5 Program	132	CK Corinne Manyak	701-3052
502	Jodi Shasa	701-3022	ASD 1,2,3 Program	130	Anna Riley	701-3050
	2nd GRADE	4	ESE Support		Kathy Wicker	323-6113
753	Lisa Keleher	701-3069			SPEECH	3
701	Mayra Paneque	701-3073	Speech	136	KB Kristina Bonfield	701-3053
705	Sandra Shulman	701-3077	Speech	137	JE Jacalyn Fay	701-3066
706	*Donna Trucchio	701-3078	Speech	138	RN Robin Noye	701-3055
	3rd GRADE	4			SPECIALS	4
754	Darci Bernstein	701-3070	Art	201	JK *Jennifer Barrocas	701-3044
508	*Robin Plana	701-3028	Physical Ed.	801	Maleika Brown	
505	Ivette Rogers	701-3025	Music	202	*Jessica Gronberg	701-3045
504	*Somer Russo	701-3024	Media Specialist	301	Kathy Passerello	323-6114
	FACILITIES SERVICE	5			SUPPORT STAFF	5
Head Fac. Svc.	Richey Bourbeau	323-6117	Social Worker	Office	Colin Diato	323-6112
	Maykel Fernandez		Psychologist	Office	Trinity Grimm	323-6120
O.F.C A.J.S.	Oscar Fernandez		ESE Specialist	Office	Dianelly Mouradian	323-6114
	Alberto Soto		School Counselor	Office	(AS) Amy Schleicher	323-6112
	James Woods		Literacy Coach	Office	Lisa Smolich	323-6116
	CAFETERIA	5	EDUCATION SUPPORT PROFESSIONALS (ESP)			14
Manager	Melissa Franklin	323-6110	Lorena Arevalo		JoyRose Mahl	
	Andriana Morales		Roxana Cepeda		Andriana Diaz	
	Vincenza Sciorino		Maria Correa		Dennis Moreno-Rojas	DM
	Bibi Shavitt		Ashley DeBruin		Helen Ovalles	HO
	Gianna Viola		Sheryl Gross		Ada Pagan	
	AVRIL GARCIA		Kimra Lewis		Claudia Rangel	
Supervisor	SAE Joel Gilfillian	323-6108	Rebecca McDonnell		Aida Zavala	
	SRO					
	Frank Mendez	323-6107			MISC. EXTENSIONS	
	OUNIC				Large Conf. Rm.	323-6104
Nurse	Karen Harper	701-3001			ESE Conf. Rm.	323-6121
	CAMPUS MONITORS				Teacher Lounge	701-3005
	Kamaya Bean				Office Staff Lounge	323-6122
	Alcohol Marshall			Media	HBETV News Room	323-6114
				Rm 146	PTA Room	701-3057
				Rm 214	Computer Lab	701-3046
				Rm 215		701-3047
				Rm 218		701-3048
				Rm 756		701-3071
				Rm 403		701-3035
				Rm 301E	ESP Lounge	701-3006

165
Votes

2025-2026 Florida School Recognition Program (A+ Funds) Ballot Count Summary Sheet

SCHOOL INFORMATION

School:	Hawkes Bluff Elem	Date of Staff Vote:	1/20/20-1/21/20
Principal:	Melinda Cunningham	BTU Steward (or Designee):	Ivette Rogers
SAC Chair/Co-Chairs:	Kathleen Wicker	Other (if applicable):	

Provide the information below.

RECORD SAC APPROVED PROPOSALS BELOW

1.	Proposal 1: Instructional - 75% (\$694,51); Noninstruc. 25% (\$389,70)
2.	Proposal 2: Instructional - 80% (\$740,81); Noninstruc. 20% (\$311,76)
3.	None of the Above

STAFF VOTE

The proposal that receives a majority of the votes shall be considered the winning proposal.

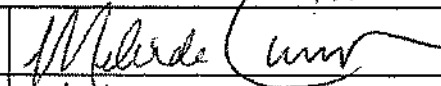

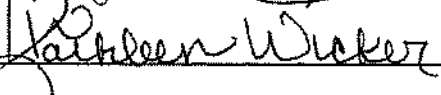
Proposal 1	Proposal 2	Proposal 3
(a) Total number of eligible staff members that voted for this proposal: 27 41%	(a) Total number of eligible staff members that voted for this proposal: 37 56.9%	(a) Total number of eligible staff members that voted for this proposal: 1 1%

FINAL RESULT

Check the proposal below that received a majority of the votes. *If "None of the Above" received a majority of the votes, follow the directions below.

Proposal 1	Proposal 2	Proposal 3	*None of the Above Directions
	<input checked="" type="checkbox"/>		
Total number of eligible staff members that voted for the winning proposal/option:		37 56.9%	If "None of the Above" received a majority of the votes, SAC must reconvene to restart the process and complete it by Sunday, February 1, 2026.

SIGNATURES (must have all that are applicable)

Principal:		BTU Steward (or Designee):	
SAC Chair/Co-Chairs:		Other (if applicable):	