**Haile Middle School Emergency SAC Meeting Minutes**

**January 26, 2024**

**Attendance:**

Chair - Nadia Wood, Vice Chair- Anthony Vasile, Secretary - Amber Maltby, Beth Cendere, Naomi White, Jen Franczyk

Absent - Nicole Macek, Jennifer Perlera, Regina Sponable

Attendees: Irene Nikitopoulos, Bob Sloman, Jennifer Joseph, Deana Basso, Maria Posada-Wilcher

1. Call to order – Nadia Wood – Chair 4:36pm
2. Established Quorum – All voting members accounted for, and members not in physical attendance, vote was proxied.
3. Review of A+ Recognition Plan – Bob Sloman presented:
	1. Earned an “A” – Schools that earn or retain an “A” get a bonus.
	2. Staff had 2 plans presented to Haile Middle committee that is established – Majority vote was Plan A
	3. The meeting that staff had with attendees, 30 votes for plan A, 16 for plan B, 1 “No” – vote was due to feeling the rush.
	4. Only those that worked HMS half the year or more
	5. Q - Wood: What was the reason for this plan
		1. A: Principal Nikitopoulos – School committees come together and majority of the monies go to staff – 2 plans based on percentages

were presented to Haile’s staff – during meeting 1 it was brought up that there should be a “no” option. If enough “no” neither plan would be implemented.

* + 1. Votes were not collected at the first meeting so that there was an opportunity for voices to be heard and a short time to come up with the vote.
		2. A – J. Joseph: A thank you from the district to the teachers for getting the school to a higher grade.
		3. A – Assistant Principal Sloman: The design was taking the standard amounts out of the top, then the %
	1. Q – N. White: Did everyone eligible to vote?
		1. A – Assistant Principal Sloman: Yes, even teachers not at the school any longer.
	2. Q – N. Wood – Why was this strategy chosen and does it match the vision of the school?
		1. A: Assistant Principal Sloman – wanted to honor the teachers and staff that got the school to an “A” no matter if they are still at Haile or not. Those teachers helped Haile reach that achievement and it was unanimous that all prior staff members for the 2022/2023 school year should receive the “bonus” from this achievement.
		2. A -D. Basso: There were emotions behind it and wanting to be sure there was gratitude towards those that aren’t here anymore. There was never once a hesitation about who should get it, it was discrepancy of HOW to divide it.
	3. Statement – N. White: Since summer there was anticipated “A” so there was knowledge to be able to hold on to teacher.
	4. Statement – N. Wood: The question of why this structure was chosen and does it support the vision of the school was in an effort to ensure the best outcome for teachers/staff members, students, and parents. Collectively speaking for the voting members as well as other parents that have approached the voting members regarding this, we would like to see Haile Middle School use this type of Recognition Plan and similar comings to be used as incentives for staff and teachers that have stayed at Haile. We are under the understanding that there were many decisions made with staff members that did not have a choice to stay due to the district, made decisions for the best interests of their families, retired, or had to make professional decisions, but we as a whole want teacher’s to feel the loyalty to not only achieving the “A” but attaining the “A” and reaping the benefits of choosing to stay at our school for the benefit of our children. Ultimately, we as the SAC committee want what is best for the children first, and we feel that attaining teachers and staff members as long as possible is at the top of the list of importance when gauging rewards of this manner.
	5. All non-voting members were asked to leave the meeting, so that further discussion could be had and a private vote could be conducted.
1. Motion to move forward – B. Cendere; Second – N. White
	1. Vote: Unanimous vote with 1 abstained, 2 proxy vote, 2 not in person vote.
2. Adjourn 5:10pm – Chair, N. Wood