

Adlerian School Association

Board of Directors Meeting

January 8th, 2021

Present via Zoom: Magela Bernardo, Nicola Haddak, Maria Mathena, Angela Hurley and Mark Carman.

Also Present via Zoom: Tommy Nordmann, Lori DeCosmo, and Greg DeCosmo

Call to Order: 3:36pm

1. The minutes from October 9th, 2020 were sent out via email and reviewed by the Board. Angela motioned to approve the minutes without correction, Mark seconded. Motion passes Yes-4 No-0.
2. The minutes from October 20<sup>th</sup>, 2020 were sent out via email and reviewed by the Board. Nicola motioned to approve the minutes without correction, Angela seconded. Motion passes Yes-4 No-0.
3. The Board reviewed the Financials from October to December that included an HR report and an Expenditures report. Magela motioned to approve the October – December Financials, Angela seconded. Yes-5 No-0 (Maria arrived to meeting – 3:52pm – now in attendance)
4. The Board discussed PEO staff leasing with Oasis, the new payroll company. Greg reported to the Board that seven staff members have signed up for benefits that include a 401(k) plan, term life insurance, a vision plan, a dental plan, a health plan and a flexible spending account. Greg shared with the Board the benefits of the program to the school as well as to the staff.
5. Greg provided the Board with an update on various grants and budgetary impacts. Greg reported that the school received the Cares grant for \$19,500; the Covid grant for \$7,600; the School Hardening grant for \$1,500; the Technology grant \$41,500; and Title I for \$25,000 a year.
6. Greg shared with the Board a historical perspective of the leadership team involving Lori, Greg, and Tommy as well as the challenges that have presented themselves since returning to the school after a leadership change. Discussed the importance of utilizing the policies and procedures in conjunction with the philosophy of the school. Lori discussed with the Board the Board's role within the community and oversight of the school. Lori discussed the need for a firm and friendly approach ensuring that Board roles and responsibilities as well as leadership responsibilities are adhered to. Nicola requested that Board members confirm their attendance in the days leading up to a scheduled meeting, as a way to support the school and the leadership team. Tommy reported that there have been no grievances placed on the agenda for the staff meetings since the complaint discussed in October and documented in the minutes on October 20<sup>th</sup>. Nicola recommended that a review of the Sunshine Law and conflicts of interest may be helpful to the Board with regards to Board roles and responsibilities and in consideration of the small size of the school and potential for conflicts of interest. The Board agreed that a review will be conducted at the next Board meeting.
7. Nicola shared with the Board a recent email received from Amy Hayes, the Director of Home Education and Charter Schools at the Pinellas County School Board and her encouragement for the school to adopt the Pinellas County School Board's mental health plan. Tommy shared with

the Board information regarding an incident that occurred outside of the school that involved the police department and the Say Something app. Greg reported that the Fortify app is listed on the website for the school and that the Say Something app now includes Alfred Adler in their contact list to ensure that a delay in contact does not occur again.

8. Greg reported to the Board a follow-up to a previous conversation regarding payroll increases for the leadership team as well as for Deidra, a teacher who recently completed requirements/certification changing her status from a teacher's aide to a certified teacher. Greg recommended that a \$5,000 increase be provided to each of these staff members as they were not included in pay increases provided at the beginning of the school year. Nicola motioned to approve this pay increase, Maria seconded. Yes-5 No-0
9. The next Board meeting is scheduled for February 12th, 2021 at 3:30 pm.
10. Angela motions to adjourn the meeting, Maria seconded. Meeting adjourns at 5:03 pm.