

Franklin Phonetic School

Board Meeting Agenda

Thursday September 29, 2022 @ 4:00 PM

Phone Number: 888-740-4219

Code: 274662#

Call to Order

- Approval of prior board minutes from Thursday August 18, 2022
- Approval SS Income Statement

New Business:

- Resignation of Teacher

Old Business

- Sunnyslope Campus Update

Set Next Meeting

Meeting Adjourned

Franklin Phonetic School Sunnyslope Board Meeting Minutes

August 18, 2022

Meeting at 9317 North 2nd Street Phoenix, Arizona 85020

Call to order 3:48 pm

Members Present Riccardo Osuna, Carey Young, Audrey Wright, Alison Alva, Cindy Franklin and Tom Franklin.

Financial Reports This report shows that we will be able to cover payroll next Friday. Our ending balance in July was 13,682.05. We will be able to draw on the counselor grant and a few others in September. Tom Franklin motioned to approve, Carey Young seconded and motion passed unanimously.

Approval of Prior Board meeting minutes Board meeting minutes from June 29, 2022 were accepted with a motion by Alison Alva and seconded by Audrey Wright, motion passed unanimously.

New Business

Volunteer visitor policy: Arsl 5-183(C5) states that parents do not need a fingerprint clearance card in order to volunteer. We will table this subject for the next board meeting, so that we can consult with Mr. Condose, to make sure our policy aligns within the correct laws. We will then make sure to check with the Prescott Valley schools policy as well. Audrey Wright moved to table this discussion until our next meeting. Carey Young seconds, and motion is passed unanimously.

Old Business

School is off to a great start. We do have a few staff out sick or for a family emergency. After care is up and running. We have a new maintenance person coming in tomorrow. Music and band are doing amazing, with 90% participation in the band.

New Meeting Scheduled The meeting is September 29, 2022 at 4:00.

Meeting adjourned Carey Young motioned to adjourn and seconded by Alison Alva Motion passed unanimously.

	Current Month
Revenues	
Extended After Care - SS	\$ 200.00
Cont/Donations Private	0.00
Miscellaneous Revenue	46,896.90 ***Just came in grant payments
State Equalization Assistance	62,569.57
Prop 301 - 1011	1,894.74
Prop 301 - 1012	1,894.74
Prop 301 - 1013	947.39
Prop 202-Instructional Improve	0.00
Fund Raisers	0.00
Extracurricular Activities Fee	<u>0.00</u>
Total Revenues	<u>114,403.34</u>
Cost of Sales	<u>0.00</u>
Total Cost of Sales	<u>0.00</u>
Gross Profit	<u>114,403.34</u>
Expenses	
Teachers - Certified	16,307.68
Other - Non-Certified	157.12
Employee Insurance	0.00
Social Security	6,238.64
Retirement Plan	6,323.44
Long-Term Disability	82.40
Miscellaneous Purchased Serv	0.00
Telephone & Postage	0.00
Continuing Education	0.00
Supplies	0.00
Curriculum Supplies	0.00

Franklin Phonetic School, Inc.
 SS Income Statement 9-1-22 to 9-27-22

	Current Month
Books, Periodicals, & Inst. AI	0.00
Dues & Fees	0.00
Miscellaneous Expense	0.00
Miscellaneous Purchased Servc	403.46 ***Locksmith & Audio Work
P/C Insurance	0.00
Supplies	0.00
Dues & Fees	0.00
Other - Non-Certified	7,092.72
Miscellaneous Purchased Servc	0.00
Repair and Maintenance - Equip	0.00
Furniture & Equipment Rental	0.00
Telephone & Postage	0.00
Internet Services	218.94
Supplies	0.00
Dues & Fees	0.00
Miscellaneous Expense	0.00
Other - Non-Certified	644.00
Employee Insurance	0.00
Miscellaneous Purchased Servc	0.00
Water/Sewer	369.69
Cleaning & Disposal Services	1,527.12
Lawn Care	0.00
Security Services	227.48
Repair and Maintenance - Build	860.00 *** Repairs
Repair and Maintenance - Equip	0.00
Land and Building Rental	0.00
Supplies	0.00
Natural Gas/Propane	0.00
Electricity	0.00
Miscellaneous Purchased Servc	0.00
Repair and Maintenance - Equip	0.00
Student Transportation Service	0.00
Gasoline	0.00
Teachers - Certified	240.00

Teacher Aides	Current Month
Employee Insurance	30,873.61
Teachers - Certified	0.00
Stipend - Title III	4,000.00
Contracted Counselor/Therapist	0.00
Teachers - Non-Certified	765.00
Contracted Counselor/Therapist	0.00
Miscellaneous Purchased Service	0.00
Supplies	155.16 *** Diversified Copier
Teachers - Certified	337.80
Employee Insurance	0.00
Teachers - Certified	3,874.20
Other Food	5,560.14 *** Café
Dues & Fees	0.00
Supplies	0.00
Dues & Fees	0.00
Field Trips	0.00
Total Expenses	86,258.60
Net Income	\$ 28,144.74

Dear Ms. Flick and Fellow Board Members,

I have read Ms. Flick's letter to our board dated September 12, 2022, and wish to respond to its contents. I am also wondering if we could hasten our board meeting scheduled for September 29th to address the issue of the termination penalty. Nevertheless, since we did not receive even a two week notice about Ms. Flick's concerns or intent to leave her position, I understand that some of us may not be able to adjust our schedule.

From the contents of this letter, it is indicated that Ms. Flick is exhibiting a medical condition that would qualify for contract termination without penalty if proper notice was given and the information had been provided to us to consider in advance. I can tell that she was frustrated by the behavior of some of the students and was disappointed that she did not get to substitute in first grade for the first month. I can also understand her frustration in only being able to teach art 1 time during a three-week period due to the early releases, scheduled Friday staff training, and staff absences.

Since Ms. Flick did not join our staff until the last quarter of the previous school year she might not have understood about the meetings and trainings that typically occur at the start of a school year. She might also not understand that student behavior typically improves during the school year through the encouragement and correction by school employees. Nevertheless, I feel that our school is addressing the issue as the child in question has daily backpack checks. Also, we have assigned a more experienced instructional assistant in the class who no longer allows him to fold paper knives and continue to maintain a ratio of 2 adults for 16 children.

Ms. Flick did not join our staff until the last quarter of the 2021-2022 school year, however even that previous year she was given a school handbook and went through detailed training explaining its contents. The penalties for early termination including, repaying the school for any classes taken and a \$3,000 termination penalty as well are clearly spelled out on both the signed contract as well as the school handbook. While the Spalding class was a requirement for classroom employment, I do recall personally asking Ms. Flick if she was going to work the 2022-2023 school year before we paid for the class. The information gained in this class only benefited our children for less than 3 weeks, however it could be used by this teacher to become a tutor of small groups of students or used to work at another school. For this reason, I cannot see why we should break policy and refund the money that was deducted from her pay for the costs of this class.

The penalty of \$3,000 and possible revocation of teaching credentials is a separate issue. While I am surprised that having come from a background of educators, this teacher did not understand the legalities regarding leaving a job position, I can see that her medical issues would make it difficult to continue. Perhaps this time at our school could be a learning experience and it would be best if both the school and Ms. Flick parted ways without any further hard feelings. For this reason, I would vote not to impose a financial penalty on this teachers despite the hardship that her resignation without notice imposed on the staff and students of Franklin School.

Sincerely,

Dr. Cindy Franklin