

Meeting Date: March 28, 2018
Approval: Brenda Connolly, Board Chair
Recorded By: Andrea Lee

staffed by regular teachers or long-term subs. Long term subs are in place on sub status with agreements to earn. We are looking to hire 3 TA's; FACE is no longer using PBS therapist as of Feb 16th. GHR is a temp staffing agency we are working with; currently 2 staffers are working with FACE.

RS-Will we use PBS/GHR to replace people that leave?

AR- No, we should finish getting staffed through independent. We will discuss the TA hiring plan later that will assist us retain and recruit our own staff without using the agency. We have a returning TA this year also.

RS-What are we doing about the staff that left

AR-We do not need to replace them, that room has been staffed. We no longer need to use PBS' services. There have been 26 DOE restraints; there were 11 at this time last year. There has been an increase in enrollment and change in student demographics this year.

BC-I witnessed a crisis, there were probably 6 staff deescalating the student without restraint, but it was a long process and a lot of resources.

AR-The community updates, the gala was a success and a Thank you to everyone on the Board who attended. 4/2 is world Autism Awareness day; staff will wear blue and all classes will decorate their doors in Autism awareness themes. 4/4 is our annual drum circle, our 7th drum circle at FACE. 4/21 is FACE in conjunction with USF Field Day with AMA, they are putting the event on for us. This event is for the community, vendors and games and everyone is invited. The church has had a delay with the swings, but they will be completed soon we do not have an ETA as of yet.

D. Approval of Minutes

BC- 5:18pm Asks if everyone had a chance to view? Asks for a motion to approve, ZT makes motion, MM seconds, 5:19pm motion passes.

E. Revised TA Schedule

BC-Stated that Annie provided the revision and original TA schedule and Hillsborough Co. schedule for TA for the Board's review.

AR-Stated FACE's barrier in recruiting and retaining talent is compensation. When people decline positions it is usually as a result of pay. The TA schedule needs to be reviewed if FACE intends on improving our staffing, recruiting and retaining talent. There are 3 levels to distinguish –no degree/with a degree/with BA or higher. The plan is divided in three levels to apply to different TA qualifications Next year FACE qualifies as a Title 1 school. We would like to see TA's experience talent growth and development, this plan encourages staff to grow and not get stuck in one position. TA's can complete the RBT compensation without being on the BU. For comparison our current plan was presented, there are currently only 2 levels with no distinguishing for education. FACE wants to encourage staff growth and development. The plan allows for Para to become RBT without joining the behavior unit but receive compensation for additional education and training.

BC-Stated her and Annie did a calculation and it is not a significant increase to the budget calculations. At the high end \$20,000 (if everyone has a degree).

KG-Asked if FACE was we able to enroll more students with our current number of staff?

AR-Stated that due to our charter agreement we must stop enrolling students as of Jan31st; however with the staffing level today we would be able to enroll more students. Earlier in the

Board engaged in additional discussion regarding the report and agreed to share the results and other successes with all members.

K. Adjourn

RS-6:11-If there are no other items, asks for a motion to adjourn; motion passes

4 NEXT STEPS/ ACTION ITEMS

Action	Assigned To	Deadline
Send Field Day flyer to board 4/21	Andrea	3/29/18

5 MOTIONS APPROVED

Motion	Motion	Second
5:18pm February minutes	ZT	MM
5:36pm TA compensation plan	KG	ZT
5:42pm RBT compensation plan	KG	ZT
6:02pm RFP approval	RS	BC
6:11pm Motion to adjourn		

UPCOMING MEETINGS

MAY 9, 2018

JUNE 6, 2018

Brenda Connolly 5-9-18