

**FOREST HILLS ELEMENTARY
SCHOOL ADVISORY COUNCIL**

Date: December 2nd 2025

Timer: 2: 15pm

Location: Media Center

AGENDA

I. Roll call to Establish Quorum

- Meeting called to order at 2:21 PM
- We have a quorum; see attendance sheet

II. Approved Previous Meeting Notes

- Motion to approve notes – Hanlon
- Seconded by Pierre; unanimously approved

III. Principal Updates

- No new updates

IV. SESIR Report (Huff)

- No SESIR

V. Review School Improvement Plan

- Present most recent data to stakeholders
- Marini presents 3rd-5th STAR reading assessment data and projected goals for each grade level
 - o Math K-5 data
- Ways to promote attendance among students
 - o “Beat the Bell” initiative
 - o Perfect attendance club with Ms. Bitton

VI. Accountability Funds

- Updated on funds in account
 - o \$15,422 to be spent plus an additional \$4,639 in rollover funds.
- Proposal for allocation of funds:
 - o Genov shares suggestions for allocations of funds – quotes included in supporting documents
 - Magnetics for 3rd grade to supplement test prep
 - J&J Bootcamp Test prep for 5th grade Science
 - Wordly Wise
 - Digital Toolbox from Curriculum Associates
 - Tutoring after school during second semester
- Motion to approve proposal of purchasing materials and tutoring – Mrs. Bogle
- Seconded by Hanlon; unanimously approved

VII. A+ Recognition Funds

- Open floor to stakeholders
 - o Ground rules were provided – one person at a time will share as the floor is yielded to them
 - Mrs. Landau – shared 2 potential ballot discussed by multiple teachers

- 80% inst.; 20% non-inst. Split (approx. \$911/\$354)
 - More broken down groups; acknowledged workload breakdown that directly impacts students (approx. \$150 for security and café; \$250 for custodians and ESPs; \$350 for clerical; \$976 for instructional and admin)
- Mrs. Elbaum – suggests even split amongst all staff members since all staff plays a role in the school letter grade
- DelAguila – seconds Elbaum’s notion of even split, stating that ESPs are just as valuable as the teachers and all staff should be equal
- Floor closed for public comment opened to SAC members to discuss and begin creating ballot proposals
 - Ms. Marini shared staff breakdown – pictured in supporting documents
 - Must have worked a semester and a day (91 days) in the 24-25 school year and is currently on the FHE roster for the 25-26 school year; excludes personal leave; includes FMLA
 - Robert Bogle – everyone needs to be bought in; suggests an even split or, if split, the teachers should get a little bit more of the pot
 - Rosalind Hanlon – question of instructional vs. non-instructional breakdown
 - Bogle suggests teachers and ESPs be on the same tier
 - Ms. Marini – all staff members should get a piece, but the instructional staff should get more
 - More responsibilities, more time, more work
 - Rosalind Hanlon – agrees to slightly tiered system, but not as large a discrepancy as the one proposed by Mrs. Landau in the 80/20 split
 - ESPs may want to take a step back from responsibility if not feeling valued; may not do anything extra anymore if they feel it is not worth the extra effort
 - Ms. Marini – clarifies percentages being proposed
 - Mr. Bogle – asked how last year was split
 - Mrs. Downer – shares support for Ms. Marini’s opinion that teachers should be getting more of the share as they are the ones who have direct impact on students, have more responsibility, and who parents turn to when needing support with their children
 - Discrepancy is too wide between instructional and non-instructional on the 80/20 split previously proposed
 - Ms. Waldmann – everyone should get a share, but the teachers’ share should reflect the much larger workload on them
 - Mr. Pierre – staff members should not “dial back” on responsibilities just because they don’t get the same amount of money
 - Mr. Bogle – stated that staff will reel back any extra support given if the split is not equal or what staff hoped for is unacceptable and is at the expense of the children which is why everyone is here
 - Mrs. Bogle – not for 80/20 split; proposes that we create a less drastic split
 - Reminds everyone that if no consensus is reached, funds will default to classroom teachers with students on roster to split
 - Ms. Blair – created a proposal of 75% 25% split and presented via chart in supporting documents
 - Mrs. Rothman notes that instructional staff gets more taxes taken out than non-instructional staff
 - Ms. Eloy – cannot be a case-by-case basis since Mrs. Hanlon argued that her and a few other ESPs do more than others and feels her work is not being valued based on amounts being proposed; teachers no longer receive bonus for highly effective and the funds act as the bonus that we lost from previous years
 - Mrs. Bogle – suggested ballot to include 80/20, 75/25, and none of the above
- Review voting procedures once ballot created
- Discuss and Create Ballot - \$47,986 to be distributed as voted on
- Mrs. Bogle – Motions to approve a ballot that includes 80/20 split between instructional and non-instructional staff, 75/25 split between the instructional and non-instructional staff, and none of the above
- Seconded by Ms. Blair

- SAC member ballot approval votes:
 - o Taylor Blair - y
 - o Tashawn Blaise - y
 - o Robert Bogle - y
 - o Tracie Bostick
 - o Joanna Downer – y
 - o Kimberly Eloy -y
 - o Rosalind Hanlon-Camuto - n
 - o Manuel Laverde
 - o Belinda Marini - y
 - o Maxwell Pierre -y
 - o Tiana Pierre
 - o Barbara Rothman - y
 - o Katherine Rzezcycki - y
 - o TaiQuay Bogle -y
 - o Emily Waldmann – y
- Ballot passes with 11 yays and 1 nay; ballot will include an 80/20 (instructional/non-instructional), 75/25 (instructional/non-instructional), and none of the above
- Motion by Ms. Marini to approve wording of qualifications made by Ms. Blair: worked at FHE at least a semester and a day during the 24/25 school school year; currently on FHE roster for the 25/26 school year as of December 2nd, 2025; excludes personal leave; includes FMLA
- Seconded by Ms. Waldmann
 - o Taylor Blair - y
 - o Tashawn Blaise - y
 - o Robert Bogle - y
 - o Tracie Bostick
 - o Joanna Downer – y
 - o Kimberly Eloy -y
 - o Rosalind Hanlon-Camuto - y
 - o Manuel Laverde
 - o Belinda Marini - y
 - o Maxwell Pierre -y
 - o Tiana Pierre
 - o Barbara Rothman - y
 - o Katherine Rzezcycki - y
 - o TaiQuay Bogle -y
 - o Emily Waldmann – y
- Motion approved unanimously
- Blair reminds all that if none of the options get a 51% majority, all funds would go to classroom teachers with rostered students to be split evenly

VIII. Questions And Adjournment Public Comments (non-SAC members have 3 mins)

- Motion to adjourn meeting at 3:28 PM – Blair
- Seconded by Eloy; unanimously approved
- Meeting adjourned at 3:28 PM