

MORNINGSIDE ELEMENTARY SCHOOL

Date: Wednesday, January 29, 2025

Time: 5:00 pm

Location: Amy Mather Library @MES

I. Call to order; Start Live Stream - 5:05 pm, by Brooke Linefsky

II. Roll Call; Establish Quorum - Quorum established by Kristina Benavides Davis

Role	Name (or Vacant)	Present or Absent
Interim Principal	Brian Baron	Present
Parent/Guardian	Kristen Cincotta	Present
Parent/Guardian	Chappelle Washington Freer	Present
Parent/Guardian	Brooke Linefsky	Present
Instructional Staff	Kristina Davis	Present
Instructional Staff	Allison Espelosin	Present
Instructional Staff	Amelia Morel	Present
Community Member	Betsy McKay	Present
Community Member	Kristen Pollock	Present
Swing Seat	Kareem Hall	Present

III. Action Items

- a. **Approval of Agenda:** Amelia Morel motion to approve, seconded by Kristen Cincotta, passed unanimously
- b. **Approval of Previous Minutes:** Allison Espelosin motion to approve previous minutes, seconded by Amelia Morel, passed unanimously
- c. **Strategic Plan Review and Update**
 - i. **Accept/Amend Work Session Edits** - Priorities had already been voted on during our last meeting. During the work session in early January, school strategies were organized according to the newly organized priorities.
 - ii. **Vote** - Amelia Morel motion to approve, seconded by Allison Espelosin, passed unanimously.

IV. Discussion Items

a. HR Presentation on Principal Search: Matt Rogers

1. A principal profile will be sent out to staff, parents, and community members. At a later date, a zoom or in person meeting will be held to review and share the

- data and include any other traits or qualities before the data is published.
2. The applicant process is broken into 4 tiers. Tier 1, applications are accepted and the principal profile is looked through. Tier 2 involves Matt Rogers, Audrey Sofianos, GO Chair, and Co-Chair. They will narrow the applicant pool to 6. Tier 3, the GO Team, 2 cluster principals, Foundation and PTA presidents will narrow the applicants to 3 people. Tier 4, Superintendent interviews before May 5th.
 3. Amelia Morel asked whether names can be redacted on the rubrics. Matt will check on whether or not names can be redacted for open records after interviews have been conducted.
 4. 2 participating principals are picked from the midtown cluster.
 5. The question was asked, Foundation and PTA have co-chairs, are they both invited to tier 3? Matt Rogers and Audrey Sofianos said they would look into whether both co-chairs can participate.
 6. Amelia Morel asked, if co-presidents for PTA and Foundation are present at Tier 3, can an additional teacher voice be added? Matt Rogers and Audrey Sofianos said they would look into balancing the participants.

b. Review Budget Development Process

- i. NEW Dates of 1/29 at 5:00pm and 2/12 at 3:00pm for budget meetings, both in Library (and hybrid on Zoom as needed) - February 27th will be the Principals HR Staffing Conference.

c. Budget Allocation Presentation

1. All information can be accessed on the GO Team website. Budget allocations have been given and the team is making sure budget allocations align to the mission, vision, and strategic priorities. Brian Baron gave an overview of the budget and the investment plan to accommodate positions, not people.
2. Brian Baron discussed the current staffing in each grade level. There is an error on the presentation, the Speech Language Pathologist position is actually balanced. For school administration, there is an open position currently for Assistant Principal.
3. Amelia Morel asked about the SST, the position was not earned, it was just staffed by us last year. Brian Baron confirmed. Amelia Morel asked about staffing one counselor instead of two and why, or whether that position was filled elsewhere. Brian Baron said he was not sure and would find out.
4. In reserve, we must keep a certain amount of money per the district. This reserve also includes field trips, teaching supplies, and library. \$45,000 has been given to us as a security grant. It can be allocated after determining the budget.
5. Brian Baron discussed Signature Programing. We must request funding for Signature Programing. Last year, we staffed a signature program coach as well as a STEAM teacher that aligns with our Signature Programing. On February 7th, this will be either be approved or denied by the district.
6. On February 12th, Brian Baron will come back to the GO team to share whether these two positions have been approved or denied by the district and the GO team will vote on funding. March 5th will be the final vote on the budget.
7. Brian Baron gave various scenarios of positions to add or abolish. He opened up discussion and gave the team a document (below in meeting minutes) to help guide discussion regarding where the team wants to go with funding, starting with the STEAM teacher and STEAM signature coach being aligned with the school strategic priorities.

8. Amelia Morel asked about the additional counselor. Amelia Morel also asked if we get that additional teacher, but class sizes in a particular grade level get too big with more students in one grade level than projected, can that flex teacher go into a grade level.
9. Allison Espelosin commented that having a smaller class size in third grade would be beneficial. Kristen Cincotta added that it would be beneficial to have bigger fifth grade classes. Allison Espelosin and Amelia Morel discussed the possibility of an influx of students in particular grade levels.
10. Brooke Linefsky added that fifth grade teachers, in the current model, teach two classes so their numbers are actually doubled. Amelia Morel responded that it is almost harder to teach all of the subjects to all of the kids.
11. Regarding school administration, Brian Baron asked what the team thinks about eliminating an assistant principal and bookkeeper, and instead staffing a business manager and two paraprofessionals.
12. Brooke Linefsky added that communication is key and that these ideas should be shared to the community. Especially when discussing losing an assistant principal, it will be best to communicate the differences between an assistant principal, bookkeeper, and school business manager. GO Team is encouraged to have conversations and invite people to the table.
13. Brian Baron added that if the two positions on the Signature Program become staffing positions, to staff one only of the positions, a school business manager, flex teacher, and two paraprofessionals would not be an option anymore.
14. Brian Baron summarized, with the Signature Programming, there is a possibility that the school could ask for a coach and 2 STEAM teachers. Third grade would move to six teachers, fifth grade would move to five, with a flex teacher and school business manager, two paraprofessionals and no assistant principal or bookkeeper.
15. Brooke Linefsky discussed that the deck is published and the document Brian Baron shared would be published.

V. Information Items

a. Principal's Report (data presentation)

1. CCRPI (College Career Readiness Performance Index) scores were reviewed.

VI. Announcements

1. Go team members must do their budget training on Elis before the March 5th meeting.

VII. Public Comment - No public comments were given before this meeting.

VIII. Adjournment - Motion to adjourn by Amelia Morel, seconded by Kristin Cinotta, passed unanimously at 7:00 pm.

Minutes Taken By: Kristina Benavides Davis

Position: Secretary

Date Approved:

25-26 MES BUDGET CONSIDERATIONS

Signature Funding (pending approval)	STEAM Teacher	<p>1A. Create a schedule that increases teacher planning while supporting student learning.</p> <p>2A. Offer a rigorous and relevant curriculum for all students, supported by the focus of our STEAM (Science, Technology, Engineering, Arts, Math) Signature Program. Priority 3. Focus on individual student needs by strengthening our intervention and enrichment programs.</p> <p>3A: Offer a rigorous and relevant curriculum for all students, supported by the focus of our STEAM (Science, Technology, Engineering, Arts, Math) Signature Program.</p>
	STEAM Signature Coach	<p>2A. Offer a rigorous and relevant curriculum for all students, supported by the focus of our STEAM (Science, Technology, Engineering, Arts, Math) Signature Program.</p> <p>3A: Offer a rigorous and relevant curriculum for all students, supported by the focus of our STEAM (Science, Technology, Engineering, Arts, Math) Signature Program.</p> <p>6A. Prioritize support personnel such as coaches and master teacher leaders.</p>
Permanent Substitutes (no	<p>2 paraprofessionals</p> <p>To support grade levels as well</p>	<p>Priority 1. Focus on eliminating academic achievement gaps among student groups including African-American, Hispanic, and Special Education student groups</p>

25-26 MES BUDGET CONSIDERATIONS

longer district funded)		<p>Priority 3. Focus on individual student needs by strengthening our intervention and enrichment programs.</p> <p>Priority 6. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness.</p> <p>Priority 7. Build capacity of talented and knowledgeable staff to meet student needs.</p>
School Administration	<p>Abolish 1 AP position Abolish Bookkeeper</p> <p>→ Add School Business Manager</p> <p>→ Allows for 2 paraprofessionals above</p>	<p>Priority 1. Focus on eliminating academic achievement gaps among student groups including African-American, Hispanic, and Special Education student groups</p> <p>Priority 3. Focus on individual student needs by strengthening our intervention and enrichment programs.</p> <p>Priority 6. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness.</p> <p>Priority 7. Build capacity of talented and knowledgeable staff to meet student needs.</p> <p><u>Trade off</u></p> <ul style="list-style-type: none"> ○ Greater focus on instruction for Principal and AP ○ In house additional support for staff coverage (planning, absences)

25-26 MES BUDGET CONSIDERATIONS

PROJECTIONS
for FY26

Grade	APS Projection 11/1/24
K	120
1st	120
2nd	125
3rd	119
4th	93
5th	117
	694

Grade level
staffing

Scenario 1:
3rd grade to 6
5th to 5

Priority 1: Focus on eliminating academic achievement gaps among student groups including African-American, Hispanic, and Special Education student groups

- 1B. Reduce class size K - 5

Trade off

- Abolish 1 MTL
- 5th grade class size at 23 (same as FY25)
- Add additional teacher for focus on growth

Teachers 24-25	Class Sizes 1/28/25	Teachers 25-26	Projected Class Sizes
6	19	6	20
6	22	6	20
6	20	6	21
5	19	6	20
5	22	5	19
6	23	5	23
34	21	34	20

25-26 MES BUDGET CONSIDERATIONS

Scenario 2:
3rd grade to 6
5th remains at 6

Priority 1: Focus on eliminating academic achievement gaps among student groups including African-American, Hispanic, and Special Education student groups
1B. Reduce class size K - 5.

Trade off

- Abolish 1 MTL
- 5th grade class size to 20
- No additional support teacher

Teachers 24-25	Class Sizes 1/28/25	Teachers 25-26	Projected Class Sizes
6	19	6	20
6	22	6	20
6	20	6	21
5	19	6	20
5	22	5	19
6	23	6	20
34	21	35	20

Bottom line considerations:

- 3rd grade to 6 positions and 5th grade to 5 positions
 - 1 MTL abolished
 - 1 additional teacher to support remediation and acceleration
- 3rd grade to 6 positions and 5th grade remains at 6 positions
 - 1 MTL abolished
 - No additional teacher to support remediation and acceleration
- Abolish AP and Bookkeeper
 - Add School Business Manager
 - Add 2 paraprofessionals

- Keep Bookkeeper and AP
 - No School Business Manager
 - No additional paraprofessionals