

Dreamland Academy of Performing & Communication Arts
Board of Directors' Meeting
January 17, 2012
5:30
AGENDA

I. PRELIMINARY FUNCTIONS

- A. Happy New Year!
- B. Call to Order
- B. Roll Call

II. PROCEDURAL MATTERS

- A. Welcome to Guests
- B. Board President's Comments & Announcements
- C. Superintendent's Monthly Report

III. FINANCE AND SUPPORT SERVICES

IV. CONSENT AGENDA

- 1. Approval of minutes of call meeting in December
- 2. Approval of Kannisha Daniels as school secretary @ \$20,000 pro-rated
- 3. Approval of Crystal Whittington as G/T Assistant @ \$2,000
- 4. Approval of Bonus Plan for Dreamland Staff @ 28,000

V. BOARD POLICY AND REGULATIONS REVIEW

VI. EDUCATIONAL SERVICES

VII. HUMAN RESOURCES

Resignation: Joy Hurst

VIII. CLOSING REMARKS

IX. HEARINGS

X. ADJOURNMENT

EMO/Superintendent's Monthly Report

January 17, 2012

December, 2011

Holiday Program 12/15/2011

- In December, we hosted our annual Holiday program presented by all grades. DVDs are available for \$5 beginning Tuesday January 10th.
- 12/16 Monthly assembly held honoring staff of the month, Mr. Cory Blunt, parent of the Month Ms. Imani Sublett and several most improved students and perfect attendance. Mr. Dotson and the NLR Step Team performed for our students.
- 12/10 Staff Holiday dinner held in the cafeteria from 6pm to 9pm complete with dinner and dancing! A great time had by all in attendance.
- 12/9 State Capitol tour field trip for 2nd and 3rd grade classes in conjunction with lesson plans surrounding government. Student wrote a summary regarding the field trip and what they learned.
- 12/9 Parent Development Classes- today marked the first class for small business development for Dreamland parent entrepreneurs. Currently we have 7 enrolled in the 8 week class. Class is held twice a month and includes business development (business planning) as well as family support discussions.
- Boys and Girls basketball games occurred this month.
- Little Rock Lightning games-Dreamland students and staff volunteer as ball boys/girls and concession stand helpers. Admission is free to any Dreamland employee or student.

January, 2012

This month, we have been preparing for an onslaught of audits. In preparation for them, we have provided a lot of professional staff development for the teachers and staff.

For example, we are moving from the Arkansas benchmark standards in English and math to the Common Core State Standards in grades K-2 as required by the Arkansas Department of Education. To this end, each teacher has devoted one day to examining the Common Core State Standards Curriculum Maps for English and learning how to break down a six week unit into lesson plans that cover the entire unit. K-2 teachers begin teaching the Common Core State Standards when the related materials arrive.

Also, we have a considerable focus on writing. Teachers have been trained in 6 Plus 1 Writing Traits and are expected to increase the writing products of the students. In fact, in grades 3-5, students participate in the Paragraph a Week Program which requires students to write a rough and final draft of assigned topics each week. Look for more students' writings on the walls and bulletin boards.

In mathematics, we have structured the math classroom for grades 4-5 in the following manner to coincide with the games approach to learning math we are implementing. The first step required us to establish teams for the students in accordance with their competence in mathematics. Each team is established to have 1 student who is competence in mathematics at a higher level, 2 students whose competence is middle level, and 1 student whose competence level is low. Now that teams are established, we established a format for the teacher to follow: M/W: teacher instruction and class practice; T/TH: academic games (team practice of skills learned), and F: classroom tournaments or student assessment of week's learning goals. (See documents following).

We plan a trip to Detroit this month so the math staff can witness the power of academic games among urban students who look like those at Dreamland and begin their learning of how the game is played and structured by adults. We plan to video certain parts of the tournament so we can demonstrate the allure academic games provide for students who are turned off from lecture based classrooms. Board members interested in viewing academic games tournaments should advise me via email (only 2 may go to preserve requirements). The next tournament will be held on the 20th of January, 2012. Mr. Beasley and Ms. Duckworth indicated interest in viewing the tournaments.

If the date works for you, I will need information from you to book a flight and hotel. Otherwise, the next tournament is February 4th. Advise.

Finally, we have received a lot of concern expressed by the Board regarding the duties of the employees who help strengthen math at Dreamland. I want to remind the Board that the administration of the school rests with Dr. Clark aided by Dr. Carter. The line between Board member and school administrator is clearly drawn. Nonetheless, because we appreciate the service of the board members, we try to accommodate their wishes. Along that line, I am creating schedules for Mr. Loken and Mr. Land. I have included templates of the schedules to describe what I mean. NOTE: My templates are not accurate because they both play roles I need to incorporate in their schedules, but I will have a final draft available for the Board that accurately reflects the work they do and advises when and where it takes place.

Mr. Loken's Schedule (Template)

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00	Preparation Period/Office	Preparation Period/Office	Preparation Period/Office	Preparation Period/Office	Preparation Period/Office
9:00	Assessments/ Classroom Support, math (4 th & 5 th Grades)	Assessments/ Classroom Support, math (4 th & 5 th Grades)	Assessments/ Classroom Support, math (4 th & 5 th Grades)	Assessments/ Classroom Support, math (4 th & 5 th Grades)	Assessments/ Classroom Support, math (4 th & 5 th Grades)
10:00	Assessments/ Classroom Support, science (4 th & 5 th Grades)	Assessments/ Classroom Support, science (4 th & 5 th Grades)	Assessments/ Classroom Support, science (4 th & 5 th Grades)	Assessments/ Classroom Support, science (4 th & 5 th Grades)	Assessments/ Classroom Support, science (4 th & 5 th Grades)
11:00	Assessments/ Classroom Support, math/science (3rd Grade)	Assessments/ Classroom Support, math/science (3rd Grade)	Assessments/ Classroom Support, math/science (3rd Grade)	Assessments/ Classroom Support, math/science (3rd Grade)	Assessments/ Classroom Support, math/science (3rd Grade)
12:00	Lunch/Prep	Lunch/Prep	Lunch/Prep	Lunch/Prep	Lunch/Prep
1:00	Assessments/ Classroom Support, math/science (2nd Grade)	Assessments/ Classroom Support, math/science (2nd Grade)	Assessments/ Classroom Support, math/science (2nd Grade)	Assessments/ Classroom Support, math/science (2nd Grade)	Assessments/ Classroom Support, math/science (2nd Grade)
2:00	Assessments/ Classroom Support, science (K-1 Grades)	Assessments/ Classroom Support, science (K-1 Grades)	Assessments/ Classroom Support, science (K-1 Grades)	Assessments/ Classroom Support, science (K-1 Grades)	Assessments/ Classroom Support, science (K-1 Grades)
3:00	Office	Office	Office	Office	Office
3:30	School's Out	School's Out	School's Out	School's Out	School's Out
4:00	Leadership and Coordination of 21CCLC After School Program	Leadership and Coordination of 21CCLC After School Program	Leadership and Coordination of 21CCLC After School Program	Leadership and Coordination of 21CCLC After School Program	Leadership and Coordination of 21CCLC After School Program
6:00	Dismissal	Dismissal	Dismissal	Dismissal	Dismissal

Mr. Land's Schedule (Template)

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00	4 th Grade Math: In Class Tutoring	Academic games classroom support	4 th Grade Math: In Class Tutoring	Academic games classroom support	Assessment/Tournament Classroom Support
9:00	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab: Assessment
10:00	3 rd grade math: in class tutoring	Academic games classroom support	3 rd grade math: in class tutoring	Academic games classroom support	Assessment/Tournament Classroom Support
11:00	3 rd grade math: in class tutoring	Academic games classroom support	3 rd grade math: in class tutoring	Academic games classroom support	Assessment/Tournament Classroom Support
12:00	Lunch/Prep	Lunch/Prep	Lunch/Prep	Lunch/Prep	Lunch/Prep
1:00	5 th grade math: in class tutoring	Academic games classroom support	5 th grade math: in class tutoring	Academic games classroom support	Assessment/Tournament Classroom Support
2:00	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab	ALEKS: 4 th Grade Computerized Math Lab: Assessment
3:00	Assistance with dismissal	Assistance with dismissal	Assistance with dismissal	Assistance with dismissal	Assistance with dismissal
3:30	School's Out	School's Out	School's Out	School's Out	School's Out
4:00	21cclc After School Program: Math Games	21cclc After School Program: Math Games	21cclc After School Program: Math Games	21cclc After School Program: Math Games	21cclc After School Program: Math Games
5:00	21cclc After School Program: Math Games	21cclc After School Program: Math Games	21cclc After School Program: Math Games	21cclc After School Program: Math Games	21cclc After School Program: Math Games
6:00	Dismissal	Dismissal	Dismissal	Dismissal	Dismissal

Consent Agenda Items & Background Information

The consent agenda for January has four items which are described in the following pages.

1. Approval of minutes of call meeting in December
2. Approval of Kannisha Daniels as school secretary @ \$20,000 pro-rated
3. Approval of Crystal Whittington as G/T Assistant @ \$2,000
4. Approval of Bonus Plan for Dreamland Staff

**Item 1: Approval of Minutes of December Call Meeting
Dreamland Academy of Performing & Communication Arts
Board of Directors' Meeting**

December 13, 2011

5:30

Minutes

I. PRELIMINARY FUNCTIONS

A. Call to Order *5:31 pm*

B. Roll Call

Board Member

Admin

Guests

Brenda Hill ImaniSublett Dr. Carolyn Carter

None

Eric Beasley Robin Duckworth Dr. Brendly Clark

Patricia Philips

II. PROCEDURAL MATTERS

A. Welcome to Guests

B. Board President's Comments & Announcements

C. Superintendent's Monthly Report

III. FINANCE AND SUPPORT SERVICES

Not Applicable

IV. CONSENT AGENDA *Motioned by (E. Beasley) and seconded (I. Sublett) to approved items 1, 2, 3 and 4. (Vote breakdown: 3 Yes votes, 1 No and 1 abstain. Consent Agenda items approved.*

Approval of minutes of call meeting in November

1. Approval of employment contract for Ronald Land @ 20,000 (prorated)
2. Approval of after school contract for Ronald Land @ 15.00 per hour
3. Approval of William Carter to substitute for Dr. Clark @ previous daily rate
4. Approval of termination of employee contract for Etta Thomas

V. BOARD POLICY AND REGULATIONS REVIEW

VI. EDUCATIONAL SERVICES

VII. HUMAN RESOURCES

VIII. CLOSING REMARKS

IX. HEARINGS

X. ADJOURNMENT @ 6:20pm. Next meeting January 17, 2012 5:30pm.

Item 2: Approval of New Hire: Kannisha Daniels

Background: Ms. Daniels works at Dreamland as the secretary of the after school program. She is a current student at the University of Arkansas-Little Rock. She submitted an application for the vacancy created with Ms. Thomas' termination along with Mrs. Taylor and a host of applicants from the general area.

Because the duties of the school secretary are tied to an ability to (1) use the Arkansas student data base and other technological applications, (2) provide good customer service, (3) maintain confidentiality, and represent the school well by establishing a professional office atmosphere and manner, we tapped Mrs. Sinclair to provide training and oversight for the new secretary.

We established an interview and selection committee comprised of Dr. Clark, Mr. Caradine, Mr. Blount, Mrs. Murph, and Mrs. Sinclair to interview the candidates and select one based on criteria we provided: (1) record of good attendance and punctuality, (2) record of or ability to maintain confidentiality, (3) good computer and data base skills, and (4) good customer service. The selection of the group was unanimous. Everyone selected Ms. Daniels.

Budget Impact: salary is covered in the school budget and will result in a savings of XXX dollars as Ms. Daniels was offered a salary of \$20,000 (pro-rated) whereas Ms. Thomas earned a salary of \$35,000.

Recommendation: That the Board approves the employment of Kannisha Daniels as school secretary as represented.

Kannisha Daniels

5813 Baseline rd

Little rock, Ar 72209

(501)258-2394

College Education

University of Arkansas at Little Rock

August 2009

GPA: 3.5

Major: Health science

High School Education

Liberty- Eylau High School, Texarkana, TX

Graduated top 20% of the class of 2009

Educational Credentials

Scored a 23 on the ACT test

Awarded Texas Scholar

Athletics

Varsity Volleyball 06-09

Varsity Track 07-08

Varsity Choir 06-08

Work Experience

Dreamland Academy

Designation: secretary

Duration: Sept11- still employed

Responsibilities

- prepare and manage correspondence, reports and documents
- implement and maintain office systems
- maintain schedules and calendars
- arrange and confirm appointments
- organize internal and external events
- handle incoming mail and other material
- set up and maintain filing systems
- collate information
- maintain databases
- communicate verbally and in writing to answer inquiries and provide information
- liaison with internal and external contacts
- coordinate the flow of information both internally and externally
- operate office equipment
- manage office space

It's fashion Metro

Designation: Assistant Manager

Duration: May09-April11

Responsibilities

- payroll projection
- receiving shipment
- Processing shipment
- Controlling shrink
- Providing Excellent Customer service
- Opening and closing the store

Liberty –Eylau Pre Kindergarten

Designation: Secretary aide

Duration: Nov08-May09

Responsibilities

- prepare and manage correspondence, reports and documents
- implement and maintain office systems
- handle incoming mail and other material
- set up and maintain filing systems
- collate information
- communicate verbally and in writing to answer inquiries and provide information
- liaison with internal and external contacts
- operate office equipment
- manage office space

Volunteer Work

Volunteer with Habitat for Humanity

Volunteer with the relay for life

Volunteer at Dreamland Academy

References

Available upon request

Item 3: Approval of G/T Assistant

Background: Our charter school application calls for a school wide approach to gifted and talented programming via the School Enrichment Model (SEM). Ms. Whittington is a certified English and social studies teacher with an interest in G/T education (She has enrolled in classes to earn her certification in G/T). We developed a role for her to serve as the G/T Assistant who makes sure the G/T activities take place each week and she will assist K-2 teachers in locating and bringing to Dreamland enrichment activities and events to broaden the students' experiences.

Gifted & Talented Program @ Dreamland: Overview

Enrichment for K-2 Students: K-2 Teachers will create enrichment activities for their students each week at the designated times. They may work as a group or work individually with their students. K-2 Teachers will create enrichment activity with assistance from Ms. Whittington who will supply options for K-2 teachers and students. These teachers should meet in separate group with Ms. Whittington and create a list of enrichment activities they can unleash on students. These can be art-based, musical based, video based, classroom visitor based, or activity where students make something.

Total Talent Portfolio for 3-5 Students: 3-5 Teachers will implement the Total Talent Portfolio system from the School wide Enrichment Program developed by Joe Renzulli. Teachers will create total talent portfolios that reflect their selections of work that represent them and their talents. Teachers will allow students to select among their created products to decide what should be placed in their Total Talent Portfolio. This will help students use pride in completing assignments as they know the good ones will be displayed in their portfolios. Students will be expected to determine which category of contents they want to store and record the same on a sheet in their portfolios. For example, students will classify their inclusions:

Item(s) in Portfolio	Ability Items	Interest Items	Preferences Items
Poem I wrote that received A grade	X		
Dance I created and taped on DVD		X	
Group work activity where we invented country similar to America			X

Budget Impact: Will add additional \$2,600 to budget.

Recommendation: That the Board approves the appointment of Ms. Whittington as G/T Assistant.

Crystal K. Whittington

1701 North Bryant #64

Little Rock, AR 72207

Ph: 501-319-2243

Email: crystal_kw1@yahoo.com

To whom it may concern,

My name is Crystal K. Whittington. I possess a Bachelor of Science in Psychology. I have recently completed a Masters of Education with an endorsement for grades K-6 through the state of Colorado. I am striving to become an educator. I have always been interested in helping children. I feel that I possess a strong desire to assist them in any way. I feel that I have three important qualities that will assist me in educating children: patience, dedication, and knowledge. I feel that having patience is a strong indicator of being able to work with young people. Dedication along with knowledge will assist me with dealing with various personalities and needs of students. My background in Psychology has helped me with dealing with the emotional needs of children. As an educator it is my responsibility to effectively educate my students in the best way possible to ensure the most desirable results. I will dedicate my time to helping students to reach a level of proficiency or advanced in their students and standardized tests. I will integrate technology into my lessons and creativity. I love children and I will do whatever it takes to educate them to the fullest. I want my students to walk away not only knowing basic concepts, but mastering abilities that they never dreamt of.

CRYSTAL WHITTINGTON

1701 North Bryant #64
Little Rock, Arkansas
501-319-2243
crystal_kw1@yahoo.com

ELEMENTARY SCHOOL TEACHER PROFILE

Dedicated to effectively educating young people through encouragement despite socioeconomic and academic barriers

A commitment to making the appropriate accommodations to students with varying learning styles and needs

The ability to be flexible in working with students who require tutoring before school, after school or during recess

The ability to communicate and develop positive relationships with students, school staff and parents. The ability to have an open door policy if a parent or student has a concern about class.

Experience in use of internet and technology systems used in classroom (i.e. Promethean Board)

EDUCATION AND QUALIFICATIONS

Creighton University, Omaha, NE

B.S., Psychology (2001)

Jones International University, Centennial, CO

M. Ed. (2009)

State of Colorado Teaching License (initial license application pending)

INTERNSHIP AND EMPLOYMENT

3/9/2009-present: Woodruff Elementary School, Little Rock, AR
4th grade Teacher (long-term substitute)

- Provide a supportive and nurturing educational setting for students
- Develop lesson plans and other educational activities
- Reader's and Writer's Workshop
- Assessment Tools
- Parent-Teacher Communication

INTERNSHIP

11/2008-3/2/2009: Woodruff Elementary School, Little Rock, AR

Student Teaching

- Provide a supportive and nurturing educational setting for students
- Develop lesson plans and other educational activities
- Reader's and Writer's Workshop
- Assessment Tools
- Parent-Teacher Communication
- Training on Little Rock School District Grade quick system

WORK EXPERIENCE

09/2007-3/7/2009: Big Brothers Big Sisters, North Little Rock, AR

Match Support Specialist

- To effectively match volunteers with children in the community to mentor
- Provide on-going support to both volunteers and parents/guardians in the program
- Case management

04/2007-08/2007: Professional Educators, Little Rock, AR

Pre-K Teacher

- Provide a nurturing educational environment for students
- Develop lesson plans and other educational activities
- Consistent communication with parents and other personnel

03/2003-11/2006: Youth Home Incorporated, Little Rock, AR

Behavioral Specialist/Mental Health Paraprofessional

- Assist in the therapeutic supervision and counseling of at-risk youth (residential and day treatment) in a school setting and often in a residential house on campus
- Assist in providing a comfortable learning environment for youth in Special Education and assisting teacher in providing a safe environment in the classroom
- Participant in multi-disciplinary team
- Use of the least restrictive measures to secure the safety of the youth
- Facilitate and co-facilitate groups as needed
- Keep accurate records of behavior of youth (i.e. Medicaid billing, progress notes, etc.)
- Assist in transporting youth from campus to off campus
- Contact with family, caseworkers, and probation officers
- Assume leadership role in the event of the absence of house supervisor or shift leader and the training of new employees as needed

01/2001-10/2001: United Methodist Children's Home, Little Rock, AR

Alternate Teaching Parent

- Supervision of at-risk youth in a group home setting

- Participant in multi-disciplinary team
- Daily, weekly, monthly and quarterly progress reports
- Assume responsibility of home during the absence of live-in teaching parent couple
- Goal planning and life skills for youth
- Community outreach, contact with family, caseworkers, and probation officers
- Transport youth to appointments or other activities

07/2000-12/2000: Boystown National Research Hospital, Omaha, NE

Behavioral Health Technician

- Provide direct care to assigned population in a therapeutic milieu
- Care and supervision of children and youth needing specialized psychiatric interventions



ARKANSAS

DEPARTMENT OF EDUCATION EDUCATOR'S LICENSE

CRYSTAL K WHITTINGTON

MASTERS

CODE	AREA	TYPE	GRADE LEVEL	VALID FROM	VALID TO
001	EARLY CHILD ED	INITIAL THREE YEAR	P -04	08/04/2010	08/04/2013
107	GR 5-6 END P-4	INITIAL THREE YEAR	05 -06	08/04/2010	08/04/2013
		--Invalid Below this line--			

Eric D. Kumbull
COMMISSIONER OF EDUCATION

Ron Tolson
COORDINATOR - PROFESSIONAL LICENSURE

Item 4: Dreamland Academy Staff Bonuses

Background: At the December, 2011 Board of Directors meeting, members of the Board expressed a desire to award the Dreamland staff with a bonus in acknowledgment for their efforts on behalf of Dreamland. Dr. Carter was requested to submit a bonus plan for the January, 2012 Board of Directors meeting. Below is the breakdown for the proposed bonus for Dreamland staff developed by Dr. Carter.

Dreamland Academy Bonus Plan

The Board of Directors of Dreamland Academy wishes to acknowledgement of the work and efforts of the Dreamland staff by providing a bonus for each Dreamland staff as an expression of appreciation. The following tables describe the bonus amounts from a two-pronged bonus plan. Part one is a bonus that will be awarded to everyone in appreciation for the work they do on behalf of making Dreamland better. This bonus, staff will receive next month in their last check in February. Teachers and instructors work with whole groups of students every day and therefore have the greatest impact on students or at least they have the potential due to their access to students to impact them the most. These staff members will receive the highest bonus, followed by the administrators, teaching assistants, and the support staff. Half-time employees receive 50% of the bonus amount their full time counterparts receive. Below is the breakout for bonuses to be awarded next month. Total cost of Part One staff bonuses is \$17,485.

Level of Staff	Staff in This Category	Amount of Bonus	Sub-Total	Benefits	Total
Administrators, Consultants, Supervisors, Student Support Personnel	Dr. Clark, Mr. Caradine, Mrs. Murph, Mr. Loken, Mr. Joseph	\$500	\$2500	\$750	\$3250
Certified Teachers	Ms. Starnes, Ms. Greene, Ms. Haynes, Ms. Miller, Ms. Smith, Ms. Whittington, Ms. Thomas	\$750	\$5250	\$1575	\$6825
Instructors	Ms. King, Mr. Howard, Ms. Hall, Mr. Smith, Mr. Blunt, Mr. Mc Call	\$600	\$3600	\$1260	\$5460
Teaching Assistants	Mrs. Taylor, Mrs. Burns, Mrs. Sinclair	\$450	\$900	\$270	\$1170
Support Staff	Ms. Rodgers, Mr. Land, Ms. Daniels	\$300	\$900	\$270	\$1170
Support Staff Part Time	Mr. Greene, Ms. Gomez	\$150	\$300	\$90	\$390
Total	X	X	\$13,150	\$3945	\$17,485

Because we are a school, we need to always champion student achievement, and one great way to do so is to offer a bonus for the attainment of some academic goals. This is the purpose of Part Two, to encourage whole school focus on student achievement in reading and mathematics and encourage all school staff to labor on behalf of higher student achievement. Part Two is an incentive for increasing student achievement that deals in the entire school staff as well. Following is an additional bonus incentive staff can receive up to \$500 (depending on their job classification) if Dreamland students in grades 2-5 increase reading and math scores by 30% based on pre, interim, and post assessments on Star Reading and Math assessments. Total cost for this bonus is \$10,450.

To earn this additional bonus, students in grades 2-5 must increase their reading and math scores by 30% based on an average of their pre, interim, and post assessment results on the Star Reading Test and the Star Math Test. If students achieve the standard, staff receives this additional bonus in their last pay check in May, 2012. The total cost for this portion of the bonus incentive is \$10,450.

Level of Staff	Staff in This Category	Amount of Bonus	Sub-Total	Benefits	Total
Administrators, Consultants, Supervisors, Student Support Personnel	Dr. Clark, Mr. Caradine, Mrs. Murph, Mr. Loken, Mr. Joseph	\$250	\$1250	\$360	\$1610
Certified Teachers	Ms. Starnes, Ms. Greene, Ms. Haynes, Ms. XXXXXX, Ms. Smith, Ms. Whittington, Ms. Thomas	\$500	\$3500	1050	\$4550
Instructors	Ms. King, Mr. Howard, Ms. Hall, Mrs. Sinclair, Mr. Smith, Mr. Blunt, Mr. Mc Call	\$300	\$2100	\$630	\$2730
Teaching Assistants	Mrs. Taylor, Mrs. Burns,	\$200	\$400	\$120	\$520
Support Staff	Ms. Rodgers, Mr. Land, Ms. Daniels	\$200	\$600	\$180	\$789
Support Staff: Part Time	Mr. Greene Ms. Gomez	\$100	\$200	\$60	\$260
Total	X	X	\$7850	\$2340	\$10,450

Budget Impact: The impact on the budget will be approximately \$28,000 and will cover both bonus programs.

Recommendation: That the Board approves the above bonus plan as described