



**Sunshine Academy EEC (Sunshine North)
Parent Advisory Board Meeting Minutes
September 28, 2016**

Attendance: Andrew and Chirine (Sunshine)

Andrew (New pre-k), Jen (New Pre-K), Jonte (teacher, and Pre-K) Erin (New, Infant) Sharron (Toddler and Pre-K) Amelia and Carlos (New Toddler)

Agenda Topics Covered:

Welcome and PAB roles/overview:

- Discussed the role of the Parent Advisory Board
- Use as a venue to bring back feedback/thought and ideas/recommendations
- Use as a knowledge tool and ask questions, encourage others to do the same
- Serve as a room parent role

Teacher Benefits:

- Reviewed the Summary of Teacher benefits
- Highlighted some very enticing items (student loan reimbursement, Salary changes based on performance reviews, retirement plan)
 - o Recommendation to talk more about the retirement plan because it is so amazing and so few utilize!
- Discussed how Performance Bonus are evaluated and given out:
 - o Structure in place to help teachers phase out if not a right fit and award those who are excelling
 - o All reviews are confidential
 - o Average bonus is \$1,500; top bonus is \$3,000
 - o 5 out of 70 (all teachers) achieve top performance reviews
 - o Each teacher is evaluated by the school director every 6 months and given feedback as to where they can improve

City Fresh Nutrition:

- Overview of changes that were requested
 - o Cracker free snacks (this change implemented over 2 years ago)
 - o Fresh fruit/ veggies
 - o More variety on dip options
- Discussed appropriate snacks to bring for birthdays
 - o Healthy treats only
 - o Low sugar, popsicles and fruit trays are big hits
- Went over how lunch is served (timing of each course)

Family Music Project:

- Encouraging families to share their favorite songs

- Provide translation if needed
- Provide links/lyrics if possible
- Email all submission to David at music@sunshineacademy.com

Upcoming Events:

- Date for Halloween Parade all agreed Friday, October 28 is best
 - o It will take place at church park – parents to meet there not at school
- Next PAB Meeting is Tuesday, December 13th 2016 @ 4:30