



Minutes

November 10, 2021

2:00-2:30pm via [Zoom](#)

All items on the Agenda are open for discussion and possible action, including reports and action items. The Board reserves the right to go into Executive Session on any item listed below.

CALL TO ORDER at 2:09PM

**ROLL CALL: Laura Newcomb, Becki Krueger, and Vicky Schildgen - All Present
Deborah Havents - Not Present**

School Admin Present: Rachele Reese and Lauren Gray

1. Review and approve minutes from October 13, 2021 Meeting.

Becki Krueger motioned to accept the minutes as presented. Vicky Schildgen seconded the motion. Motion passed 3-0.

2. Presentation of Director's Financial Dashboard Update.

Lauren Gray presented the Financial Dashboard update. The current enrollment is 249. The school currently has a credit in accounts payable from returning a purchase to Amazon, which has been used toward other purchases. Currently, for accounts receivable is operating at \$2,450. The school is operating within its budget and has increased the number of days of cash on hand to 94 and savings in preparation to begin making bond payments. The current savings between the savings accounts is \$251,044.23 and checking accounts are at \$213,656,.09. Becki Krueger asked if the 5% of state equalization was still being moved to savings monthly. Lauren Gray confirmed that the business office is moving that monthly. Becki Krueger mentioned that she believed bond interest payments will begin in February. Payments will be around \$65,000 a month. Becki Krueger advised that currently the school has a strong income to expense ratio, but with bond payments coming up, the school will need to be really careful with spending and to continue to put savings aside. Laura Newcomb agreed. Becki Krueger noted that once ESSER III funds are approved, those can be used to go towards debt service - using approximately 80% for debt service for two years. Lauren Gray noted that the 501(c)3 has been reinstated per the IRS. Becki Krueger moved to accept the financial update as presented. Laura Newcomb seconded the motion. Motion passed 3-0.

A. A. Update on the 501(c)3 reinstatement.

Lauren Gray updated the board that the school did receive a letter from the IRS that the 501(c)3 has been reinstated. Once the financial audit is complete, the 990 for FY 21 will be completed to stay current on the 501(c)3.

3. Review and vote on proposed Holiday Bonus Pay.

Lauren Gray presented the proposed Holiday Bonus Pay Schedule based on years of employment and position type. Becki Krueger brought up linking the teacher bonus pay to 301 funds. Laura Newcomb mentioned that she did not want Holiday Bonus Pay linked to performance. Becki Krueger noted that it could be linked to a variety of measures determined by the board. Becki Krueger motioned to approve the proposed Holiday Bonus Pay as presented in the table and noting that teachers will be based on meeting their professional obligations (professional responsibilities) during the 1st semester and to use Prop 301 funds for teachers. Vicky Schildgen seconded the motion. Motion passed 3-0.

4. Discuss Prop 301 Bonus percentages and timeframes for teachers.

Currently, teachers receive 50% of prop bonus in December and 50% in June. Becki Krueger asked that the board discuss what the parameters will look like. She suggested that based on the four levels - Ineffective, Developing, Effective, and Highly Effective - at the very most that a teacher could get as an Ineffective is 25% of the \$1500 given in December, if a teachers is Developing either 50% or 75%, Effective or Highly Effective would receive the full amount. Then, in June the other 50% of the prop bonus would need to be based on student data, such as NWEA and what those parameters are as well. Or take the evaluation from the fall along with the student data for the spring for a combination. Laura Newcomb mentioned that she agreed that a combined is beneficial if some assessment data is not as strong. Becki Krueger suggested using student data from fall to spring and determine a cut score. The other board members agreed. Lauren Gray asked about teachers who are in non-tested subjects. Becki Krueger suggested using projects as a PBL school and asked what areas such as art and PE are working on. Rachele Reese mentioned those teachers are working on community projects that would be presented in the spring and teachers are working on interventions with students. Students who are meeting and exceeding will be working on enrichment projects. The board asked about metrics for areas such as art, PE, Spanish, etc. Rachele Reese said teachers are collaborating and areas, such as music have participated in the Veteran's performance. Vicky Schildgen asked about creating a rubric specifically for the non-tested teachers to show student data. The other board members agreed with that idea. The board suggested that the rubric could be based on grades, performances, and/or projects. Rachele Reese agreed that the rubric should be based on their projects. Becki Krueger suggested coming back at the December board meeting to vote on criteria for December 301 funds to be distributed to teachers and let teachers know that the spring portion will be based on a rubric and goals and let them know as soon as possible what the rubric looks like for the spring. Laura Newcomb asked Becki Krueger what she has seen other schools use to determine the 301 allocations. Vicky Schildgen asked Rachele Reese if all teachers will have SMART Goals. Rachele Reese responded with the SMART Goals that teachers will have, which include a 3% increase scores school-wide as all teachers collaborate. Becki Krueger and Laura Newcomb advised that a rubric could be used for that or grades for non-tested areas. Lauren Gray mentioned that grades in all areas are based on mastery of the standards based on the grading policies in the handbook. Becki Krueger stated that at the December Board Meeting, the Board will vote on the December percentages and if a rubric is developed on the spring components, then the board can vote on that as well. Vicky Schildgen asked if students take midterms or finals in specials/elective courses. Rachele Reese responded that students are graded on mastery. Laura Newcomb agreed

that grades showing mastery could be used. Rachele Reese mentioned that teachers are using a tool to give immediate feedback/data every two weeks and checking for mastery every week. Then, the teachers will have a summative that shows mastery of standards. Lauren Gray asked if this tool was used outside of the core content areas. Rachele Reese said that non-core content areas are using the tool or others to measure mastery of standards.

5. Review and vote on the Safe Return to School Plan.

Lauren Gray presented the Safe Return to School Plan. There have not been any updates made to the plan previously approved by the board at this time. Laura Newcomb motioned to approve the Safe Return to School Plan. Becki Krueger seconded the motion. Motion passed 3-0.

6. Review and vote on updates to the Student Handbook.

Lauren Gray presented the changes made to the Student Handbook based on feedback during the 2nd Year Arizona Charter Board Review to clarify and update language related to enrollment and attendance. Vicky Schildgen motioned to approve the changes as presented. Becki Krueger seconded the motion. Motion passed 3-0.

7. Discuss Architectural Drawings for Future Expansion.

Becki Krueger brought up the discussion of looking at drawings in preparation of applying for an enrollment cap increase, not that we will be expanding, building any new buildings, or seeking additional bonds. Laura Newcomb brought up that she was not sure it was wise to spend thousands of dollars on architectural drawings if the school has not received approval for an enrollment cap increase yet. Laura Newcomb asked when we could ask the Charter Board for an enrollment cap increase. Becki Krueger responded that it depended on if they counted our planning year towards our number of years in operation. If the planning year is counted, then the school can apply for an enrollment cap increase next school year - 2022/23. Laura Newcomb said sketching out a floor plan without full architectural renderings would be preferred to save on the cost until the enrollment cap is approved. Rachele Reese asked that the Athletic Director and the music teachers give input on a gym since it would be used for multiple activities. Rachele asked about using drawings from other schools that may have similar buildings and gym spaces. Laura Newcomb responded that unless the school is approved for an enrollment cap increase, she is not in favor of showing drawings that may get parent's hopes up if for some reason the enrollment cap increase does not get approved because of drawings. She stated if the school is approved for an enrollment cap increase, then she is in favor of drawings to promote what is to come. Becki Krueger mentioned that to apply for an expansion/enrollment cap increase, the school will have to provide plans to show the capacity of the building to hold the students. She stated that she would like to have a floor plan/blueprint and exterior of the building versus a full architectural rendering and plans. Laura Newcomb agreed that establishing a timeline of getting a single blueprint versus full plans is important financially. Becki Krueger agreed that getting a blueprint of the floorplan to apply for the expansion was her intent in the discussion to be ready for the enrollment cap increase/expansion application to the Charter Board when the school is allowed to

submit the application. Rachele Reese commented that the Mayor of Maricopa has offered to speak on behalf of the school at the AZ Charter Board when the school applies for the expansion and discuss the growth of the community. Laura Newcomb brought up that the building being at capacity and waitlists in certain grades is important when going to the AZ Charter Board and asking for an expansion. Rachele Reese brought up that during the 2nd Year Charter Board Review, it was brought up that the school was above 250 and at 275. Becki Krueger stated that was based on projected counts. Laura Newcomb stated that the school has to look at grade levels caps based on the number of students the school plans to enroll based on classrooms and the master schedule and teachers. This doesn't necessarily mean the school can't accept more students, but the school has to plan based on teachers, schedules, grade levels, etc. Rachele Reese asked how we will fit more students as rooms are full. Laura Newcomb brought up that the building was built with a capacity around 450. Lauren Gray mentioned that rooms that combine some classrooms that are used for small groups of students could be combined and partitioned off to be creative with space in the interim. The team discussed creative ways to use the rooms and combine spaces until additional space is built. Lauren Gray stated that the school did enroll overages per section knowing due to summer attrition. Becki Krueger mentioned that in the spring the school will ask the Charter Board when it is time to apply for expansion and being creative of space and show that the school is full. Becki Krueger mentioned keeping names of a waitlist and Laura Newcomb agreed to show the need.

8. Presentation of Principal and Academic Report.

Rachele Reese presented the Principal and Academic Report. The report included updates on the most recent Parent University, first high school dance, GCU Field Trip, the school will have one early graduate this year, morning announcements are happening via video now, CSP has been facilitating training, teachers are using Edulastic to monitor progress, and the CST teams have been meeting. Coming up are is the State Cross Country Meet, Veteran's Day Parade, WASC Initial Visit, community projects, and winter sports.

9. Call to the public.

10. Next meeting date is December 8, 2021 at 2:00pm.

11. Adjournment at 3:11PM