



## **School Board Meeting November 1st 2011**

### **Pledge of Allegiance**

### **Roll call**

Present: Stephanie Colson, Kami Orr, Jason Haskell, Jeremy Baker, Kammi Pyles, Susie Scherer, DeAnn Williams

### **Consent Agenda**

Jeremy motioned to approve consent agenda, second by Jason; unanimous.

### **School Land Trust Report 2010-2011**

Susie Scherer reviewed School Land Trust Report. Copies were given to School Council members to review before the meeting. Report was previously approved by the school land trust committee.

Jason Haskell motioned to approve School Land Trust Report as presented, second by Kami Orr; unanimous.

### **Microwave use in the classroom**

Susie reviewed microwave use in classrooms. There were no major concerns from teachers at last staff meeting. Teachers will continue to include rules on microwave use in their newsletters. Susie will send reminders via newsletters/e-mail as needed.

### **Director's Pay Scale**

Matt from Red Apple reviewed director's pay scale. Susie presented a proposed director's pay scale that would use the same multiplier as the teacher's current pay scale. To bring the director's pay to the level proposed by implementing the new pay scale, the School Council would have to use reserve money this year as it had not previously been in the budget for the 2011-2012 year.

Jeremy clarified the discussion is based on whether or not we should put the director on the same pay multiplier as the teachers.

Jason feels comfortable with the multiplier scale. He would like to also implement a beginning salary scale rather than a set beginning salary number for teachers/directors new to the school.

Jeremy feels the current pay scale table allows for flexibility with beginning pay rate based on teaching experience teachers new to Ranches Academy may already have.

Jason stated the current director scale doesn't account for 'other' experience that a director might bring to the table.

Jeremy stated he believes Rowd Robbins would like to ensure a cap on the pay scale.

Stephanie assured Jeremy there is a cap on the pay scale.

Jason asked when the director's pay scale would be adopted and when teachers began using the current pay scale.

Stephanie answered the teacher's pay scale was adopted in July 2011.

The School Council agreed implementing the director pay scale retroactively to July 2011 would be fair.

Jeremy Baker motioned to change current structure of the director's pay to mold that with a multiplier based on education and experience that reflects the current table for the Ranches Academy teacher's pay scale, second by Jason; unanimous.

### **Performance Pay/Merit Pay for Teachers**

Jeremy stated he reviewed notes and didn't see that anyone on the Council wanted to totally scratch the current pay system for the teachers and move to a performance pay system, but rather add bonuses and incentives for the teachers to earn by reaching set achievements.

Jeremy and Stephanie do not prefer a complete performance pay system, but rather a performance 'bonus' system on top of current pay system.

Kami and Jason agreed that was their intent as well.

The School Council likes the current pay scale and would like to possibly add performance bonuses in addition to the pay scale.

Stephanie feels teachers being involved in a bonus pay structure would be great but feels a complete performance pay system has some cons that are not practical for the Ranches Academy.

Jeremy would like to have a proposed bonus pay system to complement the current pay system ready to discuss in the Spring at the School Council's budgeting meeting.

### **Employee Christmas Bonus**

Stephanie would like to always give teachers a Christmas bonus as long as we are fiscally able. Last year the Christmas Bonus was doubled from the usual bonus.

Jeremy asked about the school's performance last year. Susie informed the Council our school was 16<sup>th</sup> overall, being 3<sup>rd</sup> in Math, 4<sup>th</sup> in Science, 5<sup>th</sup> in Language Arts.

Jeremy stated his daughter went to middle school this year and did fantastically well and he credits much of that to the Ranches Academy.

Jason said if we continue to give a doubled Christmas Bonus, a precedent will be set. It was a special recognition given to teachers last year.

Jeremy stated if a new performance bonus system is developed for next year, the Christmas Bonus may change as a result.

Kami Orr and Pyles stated they are comfortable with giving the same doubled bonus this year and re-evaluating next year to address incorporating the Christmas bonus with a merit based bonus system.

DeAnn stated as a possibility the Council could do a little less for the Christmas bonus this year than last but more than usual along with implementing a new bonus system next year.

Jason motioned to give a Christmas Bonus of \$400 to full time employees and \$200 to part time based on their continued exemplary performance of this year, second DeAnn; unanimous.

### **Travel Compensation for Staff**

Susie discussed compensating full time and part time staff for time and money spent in travel. She discussed current typical travel for staff.

Jason stated hourly employees would typically get paid for every hour at work, even if on the road. But salaried employees are just expected to do required work with the salary pay.

Matt from Red Apple stated other charter schools compensate staff for travel based on director's discretion.

Jeremy stated he would like to leave this issue to our director's discretion.

School Council agreed they would trust our director to handle this topic on a per issue basis.

### **Board Member Retreat**

Kammi stated a retreat in January where the School Council could discuss Council Member responsibilities as well as goals would be a good idea.

School Council agreed January would be a good time for a retreat.

Council discussed where to go and what to do.

DeAnn stated she feels the Council needs to be trained before earning a retreat.

Council discussed doing a day long training/retreat locally on a Saturday in January. Stephanie stated this 'retreat' in January could also be our next Council meeting. Council discussed a few Saturdays in January when this could work and will look into further details.

### **Public Comment**

Mrs. Baugh stated the teachers in general were concerned about implementing a brand new pay scale with performance pay. After listening to the meeting it was clarified that the pay would be a 'bonus' system on top of the current pay scale and she feels at ease about things now.

Mrs. Payne asked Council to be a little more careful in wording discussions of this nature to avoid future frustrations. Teachers in general feel performance pay is used to fix broken programs and teachers and they feel the Ranches Academy is not broken.

Mrs. Tillotsen stated that all salaries are posted and are public information. Hard feelings and/or competition among teachers may arise and break down the team feeling at the Ranches Academy if bonuses were given without a sure measuring stick. The bonus pay scale and structure should be very clear and fair.

Susie stated Freedom Academy takes a set amount of money for bonuses and has a set list of things teachers can do to earn the bonuses.

Mrs. Tillotsen said at another school she has seen, each employee writes a proposal at the beginning of the year with goals and a measureable outcome and a deadline. Then the proposals that will have the most positive effect on the children and school are chosen by a committee made up of parents, teachers and administration.

Stephanie stated a new bonus pay system may require a formation of a committee to put together a well thought out proposal for a new bonus pay system. She asked Susie to put together a committee of 3-4 teachers to discuss this issue.

**Meeting Adjourned**