



Members Present: K. Denzer, N. Donnay, A. Galati, R. Hajlo, D. Keyes, S. Mueller, K. Pleticha,

Members Absent: A. Melendres, D. Thompson

Board Advisor Present: J. Gutierrez, K. Gutierrez

Guests: T. Smith, Compensation Committee

Call to Order

R. Hajlo called the board meeting to order at 6:03 pm.

Open Forum

There was one speaker (Christoph Brown)

Consent Agenda

The consent agenda includes the board minutes from the February 15 board meeting, and the Executive Director's report.

Motion to approve the Consent Agenda: A. Galati

Second: S. Mueller

Approved: All

Board Election Update - N. Donnay

N. Donnay explained the timelines for board nominations and the election. There was discussion regarding in-person voting or electronic voting which was implemented during the pandemic. Discussion favored keeping electronic voting due to access and availability of all eligible voters.

Covid 19 Update - J. Gutierrez

J. Gutierrez discussed the Covid 19 Dashboard, which currently displays daily absences (e.g. staff and students by division) and weekly reported positive cases. It was noted that attendance has just recently returned to normal pre-pandemic levels and that there have only been a couple of reported positive cases over the past two weeks.

2022-2023 Board Meeting Calendar - J. Gutierrez

The Board discussed the board meeting calendar for the 2022-2023 school year. Meetings normally occur on the third Tuesday of each month. Through discussion, this schedule was once again followed, with the exception of scheduling on Saturday, October 29 (board retreat) and Tuesday, March 28 (due to Spring Break).

Motion to approve the 2022-2023 school board meeting calendar as presented:

D. Keyes

Second: N. Donnay

Approved: All



Financial Statement Review – K. Gutierrez

K. Gutierrez presented the January 2022 financial statements. This included the discussion of enrollment, current YTD variances, Covid-19 funding and its impact on fund balance reserve. In addition, there was discussion on bond covenant compliance which includes the debt service coverage ratio and the # of days cash on hand. There was discussion.

Compensation Committee Update – K. Gutierrez, T. Smith

The Compensation Committee includes Bill Blotske (Facility Director), Angela Galati (MS Teacher, board member), Kelly Gutierrez (Executive Director of Finance & Operations), Deb Keyes (LS Teacher, board member), Christie Miller (US Teacher), Chad Olson (Technology Director), Amanda Preisler (LS Teacher), Erin Richgels (US Teacher), and Terri Smith (HR Director).

The goals of the Compensation Committee include the long term plan of closing the compensation gap between St. Croix Prep staff members and those positions at a traditional district, identifying other monetary and non-monetary enhancements to the compensation plan, and educating staff on the factors that impact compensation. The current employee pay gap is between 10% and 40% depending on the position.

The Compensation Committee intends to maintain the general compensation plan structure, improve next year’s plan through a 15% increase to all staff, adjust FTE allocation due to programmatic changes and adjust # of PTO days for instructional staff (licensed and unlicensed) and food service staff. Later considerations will be made to larger increases in the step scales, COLA increases and pay rates for EA/Para/Food Service staff.

Comparison Data was presented. St. Croix Prep’s compensation plan is comparable to other high performing charters, but lagging significantly to neighboring traditional districts. Currently, faculty departures leave to traditional districts and high performing private schools. Information presented and discussed included the following:

Current Compensation Plan

EMPLOYEE TYPE	CHARTERS	TRADITIONAL DISTRICT
Teachers BA	-6% to 8%	+8% to +35%
Teachers MA	+1% to 25%	+27% to +65%
EA/Para	+3% to 13%	+4% to +40%
Admin (Salaried)	-23% to -3%	+30% to +38%
Admin (Hourly)	On par	+4% to +21%

Very Competitive

Competitive

Not Competitive

Current Compensation Plan with 15% increase

EMPLOYEE TYPE	CHARTERS	TRADITIONAL DISTRICT
Teachers BA	-20% to -8%	-6% to +18%

Teachers MA	-14% to +10%	+7% to +46%
EA/Para	-12% to 0%	-10% to +20%
Admin (Salaried)	-33% to -15%	+13% to +20%
Admin (Hourly)	-10% to 15%	-9% to +9%

Very Competitive

Competitive

Not Competitive

There was discussion.

K. Gutierrez explained the funding mechanisms in place to support the 15% increase. The discussion centered around the following table.

Item #	Description	Scenario 1	Scenario 2
1	State Aid increase (74% of 2% increase)	\$130,000	\$130,000
2	Potential state aid increase (100% of 2% increase)	\$170,000	\$0
3	Anticipated overall enrollment from Cologne	\$162,560	\$162,560
4	Technology and Facility Cost Savings	\$100,000	\$100,000
5	Annual Fundraising	\$300,000	\$300,000
6	New Fundraising	\$14,440	\$0
7	Reallocation of Facility Costs to FSCPA	\$0	\$184,440
8	Total funds required to support 15% increase	\$877,000	\$877,000

There was discussion and favorable feedback, with an emphasis on delivering a compensation plan that could be approved at the April meeting for purposes of hiring any open positions for the 2022-2023 school year.

Adjourn Meeting

Motion to adjourn at 7:26 pm: A. Galati

Second: K. Pleticha

Approved: All

Submitted by J. Gutierrez, St. Croix Preparatory Academy