

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

Members Absent: A. Galati, M. Stiles

Ex-officio Members Present: J. Gutierrez, K. Gutierrez

Call to Order

R. Hajlo called the meeting to order at 6:04 pm

3A - 3B Consent Agenda - J. Gutierrez

Board minutes from the November 15, 2022 meeting and the Executive Director's Report.

- Motion to Approve: C. Norman
- Second: S. Mueller
- Approved: All, except K. Denzer abstention

3C - Governance Committee - J. Gutierrez

1. Policy work is being worked on by legal counsel, utilizing MSBA templates as the framework for future governance work.

4A - Charting the Course Gala Information

- Mark calendars for February 11, 2023. Additional details at the January 17 meeting.

4B - Educational Leadership Board Reports

- Reports presented by J. Karetov, A. Kleinboehl, A. Sachariason, P. Rosell – there was discussion.

4C - Audit Acceptance - K. Gutierrez

- Presentation and review of the audit results – Executive Audit Summary, Report on Financial Statements, with highlights noted by Lucas Chase, CliftonLarsonAllen. CLA issued a “clean” audit or unmodified audit report.
- Motion to accept: A. Melendres
- Second: K. Denzer
- Approved: All

4D - School Calendar Approval

- Motion to approve: S. Mueller
- Second: D. Keyes
- Approved: All

4E -2022-2023 Compensation Adjustment

1. Motion to change Susan Peterson’s title to Events and Communications Manager and change her from an hourly employee to annual salary of \$60,000. There is no impact to the budget as the annual salary equals the total hourly compensation.
 - Motion to approve: C. Norman
 - Second: S. Mueller
 - Approved: All
2. Motion to transition Beth Grubisch from hourly employee to annual salary of \$67,000. There is no impact to the budget as the annual salary equals the total hourly compensation.
 - Motion to approve: K. Denzer
 - Second: A. Melendres
 - Approved: All
3. A majority of faculty received annual increase of 17% on July 1. This was due to the 15% increase plus the 2% increase for the additional year of service. Some employees did not receive the additional increase due to being at the top of the payment scale. K. Gutierrez explained the three options available. Funding is available due to fund balance dollars currently being invested at higher interest rates – above 4%. – Motion to increase both 19+ year teacher compensation and 12-month employees and EA/Paras who didn’t receive at least a 17% salary increase.
 - Motion to approve: B. Hajlo
 - Second: N. Donnay
 - Approved: All

4F Succession Planning Update

- Discussion of Succession Planning Committee work and information submitted in the board packet, namely the Succession Planning timeline, the sample employment agreements from similar charter schools, annual review process of employees who report to the Board, and potential consultants who can assist with the succession planning process. Agreed to have legal counsel draft a sample employment agreement; agreed to have Scott Morrell, Rebar Leadership, attend the next board meeting on January 17 to explain the process and considerations in succession planning.

Adjournment:

- Motion to adjourn: N. Donnay 8:08 PM
- Second: C. Norman
- Approved: All

Respectfully Submitted by J. Gutierrez