

BENJAMIN BANNEKER CHARTER PUBLIC SCHOOL
Board of Trustees Meeting Minutes
February 16, 2017

Meeting called to order at 6:10p.m.

Attendees: Darnell Thigpen Williams, Sherley Bretous (Executive Director, ex-officio), James Becker, Bruce Ward, Ivy Washington, Lin Tucker, Deborah Del Dotto, Charline Alexandre-Joseph, and Jenepher Gooding.

Visitors: Dr. Kathleen Horrocks, SPED.

Absent: Dehlia Umunna, and Shane Buker.

Public Comment:

There were no public comments.

Lenora Jennings has stepped down from the Board due to other commitments.

Lin Tucker motioned to approve the January minutes, Deborah Del Dotto seconded the motion, all approved.

Board Business:

- **Financials**

The financials look about the same with a significant surplus. The increase is due to a combination of increased tuition rates and additional students. DESE requires that we have no more than 20% of students from any ascending district other than Cambridge.

When considering bonuses the school looks at three criteria, student achievement, Cambridge enrollment, and the budget. The school is strong in all three areas. Ms. Bretous is proposing a \$2,000 bonus for all staff.

Charline Alexandre-Joseph motioned to approve the \$2,000 bonus for staff, Ivy Washington seconded the motion, all approved.

- **Compensation Study**

The HR subcommittee met to discuss the compensation study and sent the electronic version to Board members. Every year in the spring the Board meets to discuss salary scale and steps for the staff. That is why we started the compensation study so we can look at the national trends and what the research shows about salaries. The study shows other schools compensation compared to our school.

Our salary is not as competitive as it is in other schools but they noted that there were ample opportunities for team building, staff appreciation, and professional development. In many school districts teachers have to buy supplies out of pocket but here at Banneker they get a classroom allowance.

Edgility consulting said that the structure of the TA's isn't something that the Board should focus on because of PD opportunities and the teacher assistants eventually will have an opportunity to move up and become lead teachers.

Some of the highlights are that the school shows a strong school culture and our students are in the center of everything we do in the school. They noted that this is a close-knit community and the school staff has strong relationships with one another.

In part, when people ask for compensation study there is usually a problem, but that isn't the case here. The teacher retention is amazing, and our staff has job satisfaction. The teachers seemed satisfied with the current compensation structure so Edgility suggested we not change it.

All the charters that they got salary information from are calculating salaries the way that our school does. One hundred percent of the charters based their scales on years of experience, and what degrees people have. Edgility made a recommendation for teacher tuition reimbursement but we decided to keep the tiers instead. For the off-scale teaching staff they recommended (COLA) cost of living adjustment. The school is about 8 to 10% below the charter school median and the study suggests we get closer to the market. If we took our scale and went up 5% we would be within 5% of the market median and that would cost about \$50,000. Every year there will have to be a discussion about the scales for on scale and off scale people, but now we know we are heading in the right direction. Our school can't keep up with the salaries of districts. The study suggests that every other year you should be doing a COLA to the scale, and every third year or so you should look to make sure you are still in line with the market. The school is going to run the numbers to come closest to 95% of market and 100% of market, and keep the 4% increments for steps. The Board will continue this discussion at the next meeting.

Executive Director's Report:

- **School Update**

The school's lottery is in March. Our current enrollment for next year is at 404 students with Cambridge enrollment at 204 students. It looks like our Pre K and K will be 100% Cambridge students next year. The school advertising on the billboards seems to be working. The amount of applications has gone up. MCAS afterschool is ongoing.

- **SPED Presentation**

The director of support services is giving the Board a small snapshot of what is going on with support services in SPED and ELL. The school has 51 students on IEP's. They have tested eight students for academic needs, seven students for speech and language, and eleven of these students have become eligible for services. Some of the students have a communication disability in speech and language. With the smaller children there is some developmental delay and they work with an occupational therapist. The SPED students on IEP's are learning and moving up, they are not on grade level but close to it. There are currently 17 English Language Learners, and six students are newcomers. The Speaking with Confidence Club has about eight students from the fifth grade. The club is designed for those students who may be shy and withdrawn in class.

Charline Alexandre-Joseph motioned to adjourn the meeting; Ivy Washington seconded the motion, all approved.

Meeting adjourned at 8:10pm.