Liberty Tech Charter School Board Meeting

Monday, Feb. 11, 2019

Members in attendance: Andrea Ferguson, Kenneth Hamner, Mike Boylan, Eric Ochsner

Principal Mike Stewart, Teacher Representative Melissa King,

Call to order - 7:01 p.m., second by Mike Boylan, approved

Andrea makes motion to add after school program decision to agenda, Kenneth seconds, approved unanimously

**Board training**

Board training for Doug and James - need to ask questions of state about if people dropped off count against us and what about new board members that come after training **(Action - Andrea will email state and CC Mike and board)**

**Pre-K - Kenneth**

There is a requirement to go to training, but navigating when it takes place on web is hard. He is going to call Bright from the Start this week. We also need to show tangible progress prior to September for application - we have time and we have taken steps, but we need to keep moving.

**PTO updates -**

Maverick run made $2,000

Raffle - $1,500 - goes to agendas next year

Bake sale - $945 - News Crew t-shirts, distributed to teachers for supplies.

$600 - spirit wear

Overall, $3,000 from Exhibition Night

Valentine’s Gram - Delivering 300 on Thursday

Teacher Appreciation Week - last week of March

Skate Night - March 22

**Mandated Reporter update** - Todd good, Mike B will get background check again

**Principal’s Update - Mike Stewart**

Highlights - Student progress - 11 students out of EIP, growing and heading in right direction. 20 additional students qualified for gifted testing (13 in first grade).

Cash Balance - In exceeds range for first time - $870,905 - won’t stay, but looks good. $670K range is closer and that meets standards.

Lottery is Friday - we’re in a good spot - 133 families last year, 139 families this year - bigger families last year - less total applicants this year, but more than enough. Hard to get in if you don’t get in for Kindergarten. Will have a wait list in every grade.

Grant update - $280K order submitted, for modular collaborative furniture, new chairs Grades 2-8, new tables over desks in middle school, 300 auditorium chairs with movers, wall padding in gym, outdoor benches for playground, - all been processed. After winter break 70-80K, banner maker, laminating machines, printers for each grade, washable cots for infirmary - that will be it. Once labs are renovated (spring break), done. CSP closed by end of April. Ribbon cutting after spring break to show all of the new stuff (if all shipping works out). Saturday before they get back from spring break. - Plenty of volunteer opportunities -

Generation InFocus vs. Connect

GI hasn’t delivered what they said they would with after school, only two Maker Fairs in two years and not very impressive. That got this started. Only 14 kids going to after school right now - needs to be more. Straw broke camel’s back - PE teacher threw dodgeball and injured student’s hand.

Alan Ewing - PE teacher at The Museum School - best I’ve ever seen - started Connect program, does after school at five different schools. He runs program, site coordinators at those schools. Asked if he’d put bid in for after school and he did PE too.

Highlights of bid - $75 weekly student fee, $18 daily fee, deal for teachers and staff, no fee for staff meeting days. Wants to run camp during summers - not free camp - $40 a day, which is comparable to other day camps. 8 to 6, elective programs after school - sports electives, Futsal - $15-$25, add-ins.

The after school program is structured - lessons, curriculum, free play,

PE standpoint - $74K for staffing - 4 people, one of which is him - he lives local, he’d be the certified teacher and program leader, three other Masters-level coaches rotating with him. (only two teachers here at a time) We currently pay $110K - will cost a total of about $15K more, significantly improve program. We do PE every day, we can ill afford not to have great PE program. No kids ever standing around - they’ll be moving constantly and having fun going station to station. He’s done K-8 - which is Museum School.

Andrea motions to accept Connect bid, Kenneth seconds, approved unanimously.

Mike wonders if GI would just pull out all together when they find out. We’d add elective or extra recess for PE for two months if they left. They will likely approach us in March or April to re-up and will force conversation.

Salary schedule - Focus on T-4 - T-7 between us and Fayette County - those are certified level - 4 Bachelor’s , 5 - is Masters, 6 is Specialists and 7 is Doctoral. We pay more for teacher with Bachelors at every level of experience - our scale stops at 17 years, theirs keeps going up to 25 for step increases. Year 5 of Masters and up - we are lower and 6 and up are considerably lower. We are competing against counties that pay teachers for years of experience and levels of degrees - if you want bigger salary, stay in profession and get bigger degrees. Hard to attract teachers from those systems. Had several teachers turn us down after offers because of that. Mike would be willing to come down on Bachelors to Fayette level for new hires, so we can increase Masters level. OK to be off in specialist and doctoral - at least at this point.

Melissa says retirement is based on two highest years of service - but we’d lose out on good candidates if not competitive at Masters level.

We should also have bonus incentive for teachers - can breed good performance. Consider 3% bonus - teachers can earn up to 3% - one percent on growth on MAP, one percent on Milestone or end of course assessment and one % of student survey data. Bonus would be payable first last pay period of November - incentive for retention. Big win right before holidays - good morale booster.

Total package - Bachelors even, Masters competitive and Bonus three percent, lower for specialist and doctoral. Need to be intentional and specific about bonus (stretch goal), data driven and numeric values.

Run a mock with our current staff -

Governor recommends giving teacher a three percent raise as well.

It might make most sense to adopt Fayette County salary schedule.

**Committee Updates**

Academics - No update

Governance - Andrea and Kenneth reviewed CharterBoards, will send out info before next meeting, 60-day free trial, set-up before next board meeting. $150 a month, least expensive option, other boards use it. School board member created it. Eric asks Mike whether $1,500 is good expense. Kenneth says it makes it easy to organize, Andrea says it more than notes, link to one thing, public view and non-public view. Mike says he’d like to see the program, could get bigger educational bang for bucks from other software. 60 day trial would let us know if we get good value, help with compliance.

Development - Andrea -

Andrea taking over for James, new committee member is Adam, talk about movie night - April 13, goal is to have a family/community event - looking at locations and lock down before next meeting.

Melissa updated about grants - Tyler Willis submitting grant on Friday, Andrea submitting one on March 1

Kenneth updated about pre-k training

Finance - Eric

Esther went through numbers, switching banks is tabled for now, once we got federal insurance thing and documentation, we haven’t had to ask bank any more questions, so we’re ok. Eric says if we’re going to stick with them, we still need to do something with credit card - higher limits, get Esther added, a few other additions that we were waiting on for another bank. (**Action - Add Esther to bank account)**

**Items requiring vote**

Andrea motions to approve January minutes, Eric seconds, approved

Andrea motions to approve December minutes, Eric seconds, approved

Eric motion to approve policy updates, Andrea second, approved

Eric motion to adjourn to executive session, Kenneth second, approved

Action: Kenneth will push article to state charter data bank, parent facing letter after break, appeal at State of School, Mike B. will talk to chamber groups, YP Fayette, etc. Eric says try to find people that have more time available, people who can be here during day, find retired teachers and send article to them too. Ask Mr. Willis to help with video. Using the web site for recruitment - page to be digital brochure. More information the better.

Eric Motion to adjourn meeting at 9:03 p.m., Kenneth second, approve