



Global Leadership Academy

Minutes

Board Meeting

Date and Time

Wednesday December 2, 2015 at 5:30 PM

Location

4th Floor Conference Room

The Mission of Global Outreach Charter Academy is to deliver a first-class academic program that offers a unique foreign language and multicultural curriculum, empowering students to have a competitive edge in the global vision.

Directors Present

D. Grigaltchik, M. Matos, Y. Brychka

Directors Absent

B. Johnson, V. Stepanchuk

Ex Officio Members Present

S. Soroka

Non Voting Members Present

S. Soroka

Guests Present

A. Chepurko, Victoria Budnik

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

D. Grigaltchik called a meeting of the board of directors of Global Leadership Academy to order on Wednesday Dec 2, 2015 at 5:50 PM.

C. Approve Minutes

Y. Brychka made a motion to approve minutes from the Board Meeting on 10-22-15 Board Meeting on 10-22-15.

M. Matos seconded the motion.

The board **VOTED** unanimously to approve the motion.

II. Public Comments

A. Open Public Comments

No minutes.

B. Close Public Comments

No minutes.

III. Reports and Presentations

A. Board Member Report

No minutes.

B. Principal Report

Plans for administration:

- Administrators will continue with their admin duties as far as observations; however, administrators will have a specific focus on a particular content, such as: Reading Hearn/Lawrence; Math-Davis; Anderson will work with administrators and Science and Social Studies teachers to ensure they are following the pacing guide for their content.
- Monitor standards covered and ensure teachers know the test specifications for their content areas.
- Provide feedback to teachers within five days.

School-wide Data

- Current enrollment – 686 in the school.

- Charter School Collaboration - Mrs. Marla Stremmel (Principal at Seacoast Christian Academy) will meet with GOCA's Principal and Reading Coach. She will provide support and forward FSA Assessments that she created on her own that she was able to determine within 95% accuracy her school's grade.

Student Achievement

- Students and parents are being notified regarding academic achievement.
- Scholarship warnings will go home for students performing unsatisfactorily prior to progress reports, which will go home on December 8th .
- Honor Roll Celebration is December 4th .
- FSA Student Packets will go home over the Winter Break

C. Communications

No minutes.

IV. Discussion Items

A. Employee Salary Chart

New Hire Pay:

Starting salaries are determined based on the applicant's prior experience and/ or education directly related to the position.

Salary and Career Growth Opportunities:

The compensation program is designed to reward staff members for developing skills and competencies in the current jobs. It is also supports career development by giving staff members the opportunity to move into a different job within career path.

The staff compensation program helps to make this possible by providing opportunities for:

- Salary growth
- Career growth

Staff can build a career that is both financially and professionally rewarding without even changing jobs. All salary and career growth opportunities are dependent on department need and budgetary availability.

Development Increase:

A development increase may be granted to a staff member who has acquired increased skills and competencies in their current job. This recognizes the staff member's increased

value to the school without reclassifying the staff member to a new job. Development increases may happen at any time of the year and do not affect a staff's annual pay increase or review date.

Annual Performance and Salary Review:

Staff members are eligible for salary increase of 0.5% to 1% annually. Salary increases are based on the staff member's performance during the prior year and the budget available within the department. Performance is evaluated according to the current job description and accomplishments of goals, objectives and/or special or assignments.

Board discussed, and in turn decided not to put the items to a vote at this time until further information can be gathered and further discussion can take place.

B. CoffeeHouse Machine for the school

CoffeeHouse Machine is available for rent.

Price for 36 months for rent is \$374.01 per month, and 60 months it's \$263.90 per month. School would have to sign a contract for 36 months or 60 months.

C. Purchasing a School Van

School is in need of purchasing another vehicle for after school activities. There were several quotes presented to the board. Mercedes Benz Van was the best option valued at \$55,000. But after examining Charter Schools Transportation Resource Guide Mrs. Anderson suggested that the school needs to buy a yellow bus instead to follow the regulations. "The school district or charter school may own and operate smaller passenger vehicle designed to transport ten or fewer persons under specified limited circumstances." Board discussed, and in turn decided not to put the items to a vote at this time until further information can be gathered and further discussion can take place.

D. Employee Salary Withheld for Each Pay Period

There is a GOCA employee that will need salary withheld for each period. Name of the employee, shall not be released.

E. Building Hope

School's lawyer Melisa Gross-Arnold, strongly recommended to consider alternative financial services with references to Building Hope.

V. Action Items

A. Amendment to replace FAIR Assessment with the i-Ready Assessment

Global Outreach Charter Academy's Board and Administrative Team are in agreement to amend school's contract to replace the FAIR Assessment with i-Ready Assessment. M. Matos made a motion to Replace the FAIR Assessment with i-Ready Assessment.

Y. Brychka seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. CoffeeHouse Rental

Y. Brychka made a motion to Not to Approve CoffeeHouse Rental.

M. Matos seconded the motion.

The board **VOTED** unanimously to approve the motion.

VI. Board Comments

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:23 PM.

Respectfully Submitted,

D. Grigaltchik