APPROVED

Global Leadership Academy

Minutes

Emergency Board Meeting

Date and Time
Friday May 26, 2017 at 7:30 AM

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, V. Kushnar, Y. Brychka

Directors Absent
None

Ex Officio Members Present
S. Soroka

Guests Present
A. Chepurko, Gina Fafard, T. Anderson

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 Friday May 26, 2017 at 7:30 AM.

C. Approve Minutes

D. Grigaltchik made a motion to approve minutes.
V. Kushnar seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Public Comments

A. Open Public Comments

No Public Comments

B. Close Public Comments

No Public Comments

III. Reports and Presentations

A. Board Member Report

Mr. Johnson notified the Board of Directors that he will be resigning for the board.

B. Principal Report

No Principal Report.

C. Communications

No Communications.

IV. Discussion Items

A. Recruiting and Retaining Quality Teachers

Recruiting and Retaining Quality Teachers
Author: GOCA Leadership Team
Stakeholders: Students, Teachers, School Administration
Pertinent History: Research has proven that policy investments in the quality of teachers may be related to improvements in student performance. “Quantitative analyses indicate that measures of teacher preparation and certification are by far the strongest correlates of student achievement in reading and mathematics” (Darling-Hammond, L., 2000; Rowe, K. 2003). Also the American Educational Research Journal has published a study indicating teacher turnover harms student achievement (Ronfeldt, M., Loeb, S., and Wyckoff, J., 2013). The study found that student performance dropped when there was a

high level of teacher turnover, especially with minority students, in English language arts (ELA) and math.
Global Outreach Charter Academy has continuously struggled with **finding and retaining** highly qualified teachers in key subject areas such as Mathematics, Reading and Science. As a result, we compromise our educational program by having to fill positions with non-certified substitutes who are not equipped to meet the high standards of instruction that we must provide to move our students forward. We lose qualified teachers each year because they seek alternative teaching jobs in schools that provide financial incentives and retirement benefits.
Goals:

1. To reduce teacher turnover, thus improving student outcomes.
2. To position GOCA as a school of high standards and quality.
3. To be competitive in Talent recruitment and Management with other charter schools in Duval County.
4. To acknowledge and reward exemplary teachers as well as those who have longevity with the organization.

Proposed Bonus and Benefit Package:

1. 403b matching contribution up to $1000 per year. Vesting period - 3 years. (We are working with our benefits representative to see how this can be implemented).
2. Return to work Bonus (For teachers only) Paid out at the end of August:

- 3+ years continuous tenure - $500
- 7+ years continuous tenure - $750
- Less than 3 years tenure - $250

Must be employed during January-June of the current year to qualify

1. Performance Bonus:

- $500 for effective teachers, $1000 for highly effective teachers.

Qualifications and evaluation criteria, guidelines and rubrics to be developed by the Leadership Team upon approval of the proposal.
4. Sign up bonus for highly qualified Middle School Math and Science Teachers, up to $2500, to be paid as follows: 50% after probation period, another 50% after end of the 1st semester.

Clear qualification criteria will be developed upon approval of this proposal.

We recommend the “Return to Work” and “Performance Bonus” be approved as stated for the 2017-2018 school year, and re-evaluated annually thereafter and adjusted as needed, based on available financial resources.

1. Board recommended that budgetary analysis be performed to evaluate the impact of bonuses on the budget.

2. Board also discussed and recommended a raise instead of retirement contribution.
3. David Grigaltchik expressed concern regarding retirement contributions.

B. Academic Changes for Next School Year

New Management Leadership Structure

Mr. Soroka proposed new management leadership structure to the board. Organizational chart is attached. For next year Gina Fafard will be the Chief Academic Officer and will have two principals assisting her. With these changes Mr. Soroka hopes to increase the school grade, academic excellence and full support to the teachers and students.

C. 21st Century Grant

Global Outreach Charter Academy will be applying for 21st Century Grant for next year. Mrs. Milena is currently working on the proposal for the grant.

D. Tim Kitts Contract Amendment

Mr. Kitts will need an amendment for his current school contract. For next year he will be helping with school accreditation, opening a new foundation, applying for new Charter School Proposals.

V. Action Items

A. Recruiting and Retaining Quality Teachers

D. Grigaltchik made a motion to Not Approve and put on hold for further review "RECRUITING AND RETAINING QUALITY TEACHERS".
V. Kushnar seconded the motion.
The motion unanimously did not carry.

B. Academic Changes for Next School Year

V. Kushnar made a motion to Approve Academic Changes for Next School Year.
Y. Brychka seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. 21st Century Grant

V. Kushnar made a motion to Approve 21st Century Grant Application Submission.
Y. Brychka seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Tim Kitts Contract Amendment

D. Grigaltchik made a motion to Approve Tim Kitts Contract Amendment for next school year.
V. Kushnar seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. Board Comments

A. Adjourn Meeting

D. Grigaltchik made a motion to adjourn the meeting.
V. Kushnar seconded the motion.
The board **VOTED** unanimously to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:21 AM.

Respectfully Submitted,
D. Grigaltchik