APPROVED

Adelante Schools

Minutes

Adelante Schools Board Meeting

Date and Time
Friday April 21, 2023 at 8:30 AM

Location
Emma Donnan Elementary and Middle School
Family Room
1202 E Troy Ave., Indianapolis, IN 46203

Goals:

1. Approve organizational foundational tools and policies to govern our school and operate effectively.
2. Deepen our understanding of Adelante's Emma Donnan operational state and provide any necessary support and guidance.

Directors Present
A. Smith, B. Burcope (remote), K. Branson-Hutchison (remote), K. Kainrath, M. Staten, M. Whitley, N. Frech, R. Scott

Directors Absent
S. Simpson

Guests Present
E. Rangel, J. Habayeb, M. Rooney

I. Opening Items

A. Call the Meeting to Order

K. Kainrath called a meeting of the board of directors of Adelante Schools to order on Friday Apr 21, 2023 at 8:33 AM.

B. Record Attendance

C. Public Comment

No public comment.

D. Approve Minutes

M. Staten made a motion to approve the minutes from Adelante Schools Board Meeting on 03-17-23.
K. Branson-Hutchison seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Ebullience & Spotlight

A. Celebrating Keon & Xzarius, city-wide champions for NBA Hoops!

YouTube link to the city-wide tournament video: https://www.youtube.com/watch?v=eA8LpGHUx1k
YouTube link to the Emma Donnan tournament video: https://www.youtube.com/watch?v=n3zOLyd_7EA

III. Executive Director Update

A. Executive Director Update

ER updates:

- Transportation boundaries update started with a review of the IPS Rebuilding Stronger zone format and priorities.
- Emma Donnan is located in zone 4. Currently Emma Donnan has two boundaries with the K-6 boundary and the 7-8 boundary.
- Creates tensions with transportation boundaries and family needs.
- IPS board members recommened that Emma Donnan move to Zone 4 boundaries next (2023-2024) year.
- Any student who is outside the zone 4 boundary will be grandfathered in.
- One unified transportation system, increases the elementary boundary by 10x, and creates more consistency.
- Adelante schools will pay $100 per student per out of boundary student
- IPS will vote on this next week

- Anticipate increased enrollment and analyzing staffing shifts that may be needed

Questions:

- KK: would younger siblings who are not currently enrolled be grandfathered in?
  - No
- AS: Is the grandfathering for 1 school year?
  - No. However, if the move and officially change their address they will lose the grandfathering.
- KK: Tell me more about the $100 per student extra cost?
  - It will only be for the 23/24 SY.
- RS: We had a hold on the calendar for the board meeting, do you need us there?
  - Not as necessary. Need community stakeholders, so attend in person if possible.

IV. Finance & Operations

A. Consent Vote: Approval of March Transations

N. Frech made a motion to Approve transactions.
B. Burcope seconded the motion.
KK: any items of note JH or KB that the board should be aware of?
The board **VOTED** unanimously to approve the motion.

B. Q3 Finance Overview

JH updates

- 3 recent grants
  - Nutrition grant
- CSP Innovation grant through the federal dept of ed approval processes of the state.
  - Applied for $150k and were awarded $200k and needs to be spent by September
- Total added revenue to approximately $724K
- $5.4M was approved by the board this year. Increase in funding to $1.2M.
- Are meeting all core standards for finance form OEI
- Have ben receiving grant reimbursements so our cash on hand looks slightly higher, but sitting at 200 days cash on hand.

Questions:

- NF: How many days is too many days?
  - JH: about 200 is the right amount to cover capital expenses as we anticipate growth. Mayers office can approve loans if needed. Will do a 3 year

trajectory at the end of this fiscal year in order to think through strategic initiatives to fund.

C. Instructional Staff Salary Scale - FY24

JH: reviewed TNTP teacher satisfaction survey 3 questions. Adelante schools averages on compensation are almost 2x the national and Indianapolis averages. Keep top of mind where our salary scale sits.

- Average years of experiences for classroom teachers is 3.5.
- Base pay increases 3% each year.
- Do not negotiate salaries as a form of equity. 4 years of experience equals the same salary.
- IPS and Adelante proposed pay scale is the same as FY23.
- This is a bargaining year for IPS and ITA and they could increase the rate and backdate.
- Non instructional staff receive the same % increase
- Adelante schools is proposing an additional 1% cost of living increase for all instructional and non-instructional staff.

Questions:

- NF: started with percentage satisfaction and we are way ahead compared to Indianapolis, but our base pay is the same as IPS. Why?
    - JH: average is only Indianapolis charter schools. IPS satisfaction survey is not as vetted and they do not release all answers, so we do not have an apples to apples comparison.
    - ER: pulls in the fact we are so far above most charter schools, benefit of innovation. Not paying for our building or transportation. Can align from foundation of the org we will be at or above IPS. Independent charter schools.
- AS: So does that data include innovation schools?
    - Yes. We are unique to other charter schools because we stick to a pay scale. Some other schools will do a hiring bonus or negotiation, therefore it feels inequitable.
    - AS: Do we pay differently for different subject areas? No. Future conversation of this with certain subject areas like SPED and potential to earn more through performance.
- NF: Have we considered an increase on the benefits package as opposed to the salary?
    - Proposed budget draft has an increase factored in of approx. 2% medical care and 4% increase in vision and dental care so employee out of pocket will be nothing for medical and dental.
- AS: parental leave policy?

    - 12 weeks paid. If both spouses work at the school can stagger that. Includes foster and adoption leave.
- KK: How does it compare to IPS and other charter schools?
    - JH: Better than IPS, standard compared to other big charter networks. We have flex leave where people can have pre-approved time out to go to the doctor or take your car in without any reduction in PTO.
- KK: where does this come from in the budget?
    - Balances out for the most part becuase everyone comes in with different years of experience, except the 1%. Savings from open positions this year can cover the 1% increase.
    - Net zero impact this year.
    - ER: every time we get a grant we do not put it toward temporary staffing. Many schools after covid overhired and we have not done that. Teacher materials - no one is asking for whiteboard markers, reserves general funds.
- MW: What is the grouping of the salaries by years?
    - Every year is a step, every teacher with 1 year gets X amount, every teacher with 2 years gets Y amount, every teacher with 3 years gets z amount.
    - MW: teachers don't push back on this? We make the same amount and no one has a problem?
    - JH: we had one candidate withdraw when we would not negotiate and that is ok with us.
    - ER: we know white men negotiate higher salaries. From a gender and racial equity standpoint we do not negotiate.
    - MW: I see the issue if I feel like the teacher down the hall is a mess and I am a math teacher and I feel like it matters so much what I do...why wouldn't I get paid more?
    - JH: my schools' approach to compensation makes sure that great teachers are paid well. We don't retain teachers who need to be carried that way.
    - ER: Finance committee should heavily consider performance increases? From an academic to family stakeholder perspectives.
    - JH: can reward high performers academically and culturally
    - MR: there are charter organizations where math and ELA teachers are paid higher, in our K-5 teachers everyone teaches math and ELA. Then in 6-8 the math and ELA teachers are only doing 1 grade level and the other subject areas are teaching 2 grade levels.
    - MW: culturally it's very helpful. But very curious how it's playing out and appreciate how thoughtful it is.
- KK: Do we have a recommendation from the finance committee?
- KB: support ER and JH recommendation to do perfomance incraese.

R. Scott made a motion to approve the cost of living increase.
N. Frech seconded the motion.
See notes above.
The board **VOTED** unanimously to approve the motion.

V. Committee Updates

A. Academic Excellence

ER: ILearn is approaching. Attendance has been excellent. Raffling things out for incentives.

- MW: what does messaging to parents around the buy in for this?
  - MR: Changed out attendance message to remind families of the start date for that. Every family who is late or absent getting a personalized call reinforcing the testing window dates. Could always do more with parents, but experiencing really effective results from principals work with students and families. We can always do more for parents and share why it is important and what preparation is happening. We had an iread 3 night and the turnout was low. So we could grow.
  - ER: If your scholar is in 6th and 7th grade you've heard how important it is for the past 4 years. Parents get it, it's important that my kid can read.

B. Finance & Development

C. Governance

BB updates:

- Last board meeting we recommended John Williams to join. He has decided to turn down the offer after consideration due to personal issues. Could continue to be a great resource to the team going forward. So from a project perspective or talking to us about building a community within a school, he would be a great resource.
- Requesting board volunteers to support recruitment effort. Review and relaunch our recruitment efforts.
  - Mary and Nelson would like to support.

Questions:

- MW: What does it look like?
  - BB: would like the team to actually review the approach, how to tap into the community, what are the resources the board has? Be glad to discuss.
- RS: Have we done a board composition analysis?
  - KK: we have a matrix of what currently exists. Barb, do we have what we are recruiting to?
  - BB: Yes, but this work would look at that, do we need to update it and evaluate if it is working for us.

BB discussed strategic planning session:

- Purpose to reground in protocols, bylaws, committees, etc.
- KK: we created a lot of these protocols and bylaws in the startup of Adelante. Want to revisit what we know now three years in. Reconnect and realign. Meeting in the fall for longer team plans and goals for the board.

Board looked at calendars to find time together in June for a board retreat.

BB: term limit changes.

- Current term is 2 2 year terms with a 1 year lapse.
- Recommendation to do 2 3 year terms with a 1 year lapse.
- Do not recommend any changes on committee leadership.
- Bylaws will be updated and then brought forward to vote.

Board education: Finance and Development will bring some educational piece to the board in May or June. KB will reach out to AS and schedule this.

VI. Board Chair Update

A. OEI Reporting Requirements

KK updates: 30 minute conversations with each individual. OEI reporting requirements are board minutes.

- RS: SB1 removing community liaison and training requirements. What are we thinking?
  - ER: we will not be removing our liaison here. Rooney is working very closely with this here.

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:51 AM.

Respectfully Submitted,
K. Kainrath

We unite in solidarity with our families and community to create a joyous neighborhood school, preparing all scholars to graduate from college and lead lives of leadership and service to Indianapolis