APPROVED

Hill View Montessori

Minutes

Board of Trustees Meeting

Date and Time
Thursday March 27, 2025 at 6:30 PM

Location
Hill View Montessori Charter Public School
75 Foundation Ave.
Haverhill, MA 01835

Trustees Present
A. Roth, J. Hood, J. Landry, P. Carelis, R. Turner, S. Brush, V. Guzman

Trustees Absent
J. Edokpolor, K. Laureano

Guests Present
G. Kumar, G. Whitson, H. Herklotz, N. Dolan, T. Salvi

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

J. Hood called a meeting of the board of trustees of Hill View Montessori to order on Thursday Mar 27, 2025 at 6:31 PM.

C.

Public Comment

D. Approve Minutes

J. Hood made a motion to approve the minutes from Board of Trustees Meeting on 02-27-25.
J. Landry seconded the motion.
The board **VOTED** to approve the motion.

II. Updates

A. HVMCPS Draft 2025-2026 Academic School Calendar

Only caveat is waiting to see how Haverhill public is handling winter break for bus purposes.

Final day 6/11 with no snow days, 6/18 if we use all 5 snow days.

Question on whether reduction in half days means reduction in professional development.
Answer: no, will just be more efficient with it.
V. Guzman made a motion to Approve calendar pending Haverhill public schedule.
R. Turner seconded the motion.
The board **VOTED** to approve the motion.

B. HVM Pay Scale Implementation

Hannah presented on this. Used state average as mid-point.

Did not factor in current salaries when completing exercise. See attachment for full details.

Value applied to teaching certifications and Montessori training

This information was presented at the staff meeting today and seemed to go over well based on perception of those present.

More than half (65%) of current employees fit within current scale, small portion above, small portion below, some significantly.

Question on who owns this policy and procedure going forward. Is this a board policy?

Considering this read one and board will recommend markups, will add mention of pay equity

C. BoardOnTrack Contract Renewal

Cost to renew is about $11,000 and is included in the current budget.

D. Search Committee Update

Currently 3 finalists, will be having them visit the school the week of April 7 to meet with staff,

Paul will continue to monitor post for additional candidates.

E. Captial Project Update

Tara Salvi was present to discuss this topic. One proposal from Salem Five

Proposal includes taking over existing mortgage from Pentucket and adding in loan for capital project. Total would be $3.75 mil over 30 years at 5.1% (Rate reset every 5 years) this is a lower rate than current. First 2 years interest only, saving the school a lot of money during this time. Requires an initial equity spend. Can still refinance at same rate/terms without taking additional money if we end up not moving forward with project.

Will be engaging a bond attorney to obtain required bond for Mass Development.

F. PTO Update

Annual dance was a success.

Upcoming paint party fundraiser to benefit art and music programs

Healthy amount of food donations for teacher lunch at conferences.

Looking to grow PTO membership

Planning for field day June 3rd (6/5 rain date)

G. New Business

H. Executive Director Report

Ginger: It has been a great month, everyone is happy. Discussion on elevating learning and professionalism. Discussions about changes to handbook and policy enforcement at staff meeting. Things like enforcing PTO/Sick policy, etc. Aim to apply rules consistently

Staff absenteeism has improved

I.

Accountability

Hannah presented slides on disaggregated data. Slides available within agenda.

(Multi-Lingual slide is incorrect. 27 students is correct count)

Suggestion that better use of instructional time in classrooms would improve scores. Also a need for additional Montessori instruction for staff. Successful Montessori instruction should be able to close gaps. Concerns with gaps in success with Hispanic students as well as female students in all demographic groups for math.

Overall scores are low and of concern. Tough obtaining comparable data from other schools.

Question about disaggregating by class. Not currently easy to do on platform, but will ask company.

J. Development

Anniversary celebration on for May

Need art frames for event

Jenny Greene looking to join committee. Board in favor of this.

Question about number of events coming up and confusion from families. How to best schedule and communicate.

K. Finance

Not a lot to update on current year financials, steady over last month.

Did not get $10k diversification grant

Looking to capture $16k in cost savings over rest of fiscal year to end in neutral position. There is confidence that this is very achievable through better tracking and reduction in supplies spending and other small adjustments.

Budget draft will be ready to present at next meeting.

Consideration to bring accounting in-house at a cost similar to outsourcing expense. Part time role might be appropriate for this. Paul will develop job description.

Foundation member doesn't feel that end of DOE will affect our funding.

Next meeting april 28

III. Closing Items

A. Next Meeting

Conflict with school vacation week

May 1 agreed upon date.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:36 PM.

Respectfully Submitted,
J. Hood