



## Board Meeting MINUTES

07-21-2020

1 Attending: Laylah Sullivan, Henry Merrill, David Powers, Dorrie Main, John Cassleman, Travis  
2 Franklin, Bev Wolff, Nomin Batmunkh

3  
4 Location: Remote via Zoom  
5

---

6 ***Meeting called to order @ 5.32 PM***

7  
8 Discussion about our board group norms document. Bev emphasized the need to be transparent  
9 and question deeply, not just rubber stamp. John asked how we as a board would like to deal  
10 with any individuals not adhering to this norm. Bev suggested having specific examples and  
11 doing small revisits every month. Laylah suggested this topic was appropriate for the board  
12 retreat as well for more in depth discussion.

13  
14 Board Member Candidate Evaluation Form quick overview. Reminder this is a living document  
15 and we should check it and send any suggested changes to Laylah)

16  
17 Interview of Board Member Candidate Travis Franklin using our Board Member Candidate  
18 Evaluation Form. Questions asked by board members.

19 **VOTE:** Bev Wolffe made a motion to accept Travis Franklin to the PCM Board. Seconded by  
20 Nomin Batmunkh. No discussion requested. All yay's. **Motion passes** unanimously.

21  
22 Discussion of voting rights of the HoS and other staff members postponed to future meeting

23  
24 Board member update by Laylah. There is a strong candidate for treasurer. Laylah to meet with  
25 this person next week. Legal expertise candidate identified by John. Laylah's concern is flipping  
26 the board ratio of affiliated/non affiliated. Laylah to provide Bev with prospective board members  
27 introduction document. Reminder to add the names of any prospective board members to the  
28 smartsheet.

29  
30 **VOTE:** Motion proposed by Laylah to leave the board minutes from the 07/07/20 meeting to the  
31 next board meeting on August 4, 2020. **Motion passes** unanimously.

32  
33 Team leaders update: Any questions about topics on quick updates document. David asked if  
34 using the Banner bank might be viewed as conflict of interest if the treasurer works for the Banner  
35 bank. Laylah suggested that should not be a conflict of interest. If there were items that were  
36 considered conflicts of interest, then that person would not vote on that particular issue. We now  
37 have an official bank account and can accept donations.

38  
39 Discussion on HoS salary – Bill Kabasa suggested paying HoS more than the proposed \$80K per  
40 year. Laylah indicated that there is no room in year 1 to increase the budget for HoS without  
41 cutting something else. Local company /family donation may be forthcoming in the fall that will  
42 likely come with ties and not be able to be used for HoS salary. It could be counted toward the  
43 \$25K per year the board needs to raise. Laylah asked about possibility of using PCM funds for  
44 professional develop to do a M.A. in Organizational Development from Gonzaga in the future.  
45 Travis mentioned that the state will provide some funds each years for professional development.  
46 In year 1 with 80 students this would likely be \$4K. Henry raised the issue of setting a precedent



## Board Meeting MINUTES

07-21-2020

47 for funding Master degrees. Laylah requested that we don't have inflated admin salaries compared  
48 to teachers and staff. Both Travis and Bev indicated that HoS is so much more work than teachers  
49 (based on their experience). Bev mentioned that across the board increases can further widen the  
50 admin/teacher differential so can think of ways to manage this. Travis and Henry suggested we  
51 think what salary would be needed to replace a HoS. Look into what PSD elementary HoS's  
52 make. John raised discussion of pay to performance, Travis suggests this would create problems  
53 in developing the culture we want. John asked what big questions do we need to discuss/research  
54 in next discussions about HoS salary discussion. None identified.

55  
56 Access meeting schedule, agenda and minutes from the top navigation bar under "More" category

57  
58 Laylah revisited ByLaws – we need to be able to tell board members about how long their term will  
59 be and some positions will be different.

60  
61 Board Recruitment Procedures, brief overview by John. Request to review the procedures and  
62 then we will vote to accept it, after which it will be posted to the website. Bev asked about the  
63 matrix from Board on Track. Laylah said the current procedures were developed from the BoT  
64 matrix and are included in the application. She plans to split the application out to sections to  
65 make it easier to access topics such as this easily (this will be done by next board meeting).

66  
67 Board professional development calendar will be populated by Laylah by the next board meeting  
68 on August 4, 5.30-7.00PM.

69  
70

71 **Meeting called to a close at 7.14 PM**

72  
73 **PRE-APPROVED FORM:** Approval of minutes take place at the following board meeting

74 When approved PCM's secretary of the board will sign.

75  
76  
77

78 \_\_\_\_\_  
Secretary Signature

79 [Doreen Main]

80

\_\_\_\_\_ Date