APPROVED

Bridge Preparatory Charter School

Minutes

Task Force Recommendations

Date and Time
Thursday June 4, 2020 at 8:30 AM

Trustees Present
Amy Margolis, Frank Santarpia, George Winn, Laura Timoney, Laurel Gyimesi, Maria Casale, Rose Kerr

Trustees Absent
None

Trustees who left before the meeting adjourned
Amy Margolis, Maria Casale

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Laura Timoney called a meeting of the board of trustees of Bridge Preparatory Charter School to order on Thursday Jun 4, 2020 at 8:31 AM.

C. Welcome from Board Chair

Thanks was given to the Task Force and L. Wedinger for making recommendations on the staff structure and salary proposals submitted by the ED. And for conducting the ED's evaluation which is forthcoming.

II. Task Force Recommendations

A.

Salary Proposal

The salary structure that the ED proposed resulted in a consensus of the task force not to adopt due to significant increases in salaries and a philosophical difference with following UFT/DOE structure. It was noted the UFT salary structure is just to understand marketplace salaries and not to match UFT salaries.
ED was told we would consider 3% raise in the Fall and he pushed for now. The fact the ED is advocating for his staff is viewed positively by all. Consensus was to give all current staff a 3% raise with the exception of the ED and any staff being promoted or taking on additional responsibilities.

B. Staffing Plan

The task force came to consensus to adopt the staffing plan and requested the ED add salaries to the staffing plan.
Two teachers are going from associate to lead teachers. The UFT scale can help put salaries into context. It is a positive that we are moving to an ICT model with GE/SE certified teachers.
DTL - ED recommends a $15k increase. Concerns were raised regarding how wide the net was cast, lack of OG experience based on the school model and current hiring climate. Positive points noted were DTL candidate has experience in this role, is currently at a rewards charter school, and would be a value add. Also noted was that the current DTL took a pay cut to come to Bridge.
DOO - bringing on one year early and not spending any less with vendors. The proposed DOO is a current employee and would be going from a 10 month role to a 12 month role and have additional responsibilities is the justification for the salary increase.
Concerns were raised that this is not totally thought out, has some holes and was not articulated in a meaningful way.
Final consensus:
1. DTL - Maria to interview and for now salary to stay at same + 3% increase ($103K)
2. DOO - increase current salary by 20% due to 20% increase in time ($96K)
3. DSI - as proposed $77K
4. FACE - as proposed $53K
5. 3% increase across staff with exceptions for those promoted or increased responsibilities
6. Two Associate teachers to lead teacher roles
7. Social Worker - as proposed
8. Need clarity on current salaries to align with budget

C. Executive Director Evaluation

Forthcoming and to be completed by June 30 with salary recommendations.
Amy Margolis left.
Maria Casale left.

III. 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 9:33 AM.

Respectfully Submitted,
Laura Timoney
The meeting was adjourned and the Board went into Executive Session. G. Winn motioned and L. Timoney seconded the motion and all in favor.

Next Board Meeting: June 17, 2020