APPROVED

Bridge Preparatory Charter School

Minutes

Special meeting to discuss salary structure

Board of Trustees intends to enter into CLOSED EXECUTIVE SESSION during this meeting.

Date and Time
Monday June 7, 2021 at 7:45 AM

Committee Members Present
George Winn (remote), Laura Timoney (remote), Laurel Gyimesi (remote), Maria Casale (remote), Rose Kerr (remote)

Committee Members Absent
None

Committee Members who arrived after the meeting opened
George Winn

Ex Officio Members Present
Tim Castanza (remote)

I. Opening Items

A. Record Attendance

George Winn arrived at 8:01 AM.

B. Call the Meeting to Order

Laura Timoney called a meeting of the Executive Committee Committee of Bridge Preparatory Charter School to order on Monday Jun 7, 2021 at 7:48 AM.
Laura Timoney made a motion to Go into executive session to discuss individual salaries.
Rose Kerr seconded the motion.

The committee **VOTED** to approve the motion.

II. Executive

A. Salary Proposals

ED shared there is path leading to salaries being performance-related come the Fall. Retention conversations are going well in relation to that concept.

- General concept for increases of existing staff is up to 10% increase.
- New hires are to be at 5% below market value but remain competitive.
- Exceptions to increases are due to either alignment, advanced degree or role change.
- Stipends will be paid in full for employees on staff in 2020 and pro-rated for 2021 hires.

L. Wedinger stated for the record large percentage increases as a business model is very concerning but does like performance-based increases. Proposed is $750K increase in salaries for 55 students.

B. Board Questions and Finalization of Salary Structure

L. Wedinger: According to the charter, we should have 9 Gen Ed, 9 Spec Ed and 18 Teaching Assistants (paid at a lower rate). Do we have enough teachers with special education? The budget is very top heavy.
ED: We have more than 9 Special Education teachers and are in compliance with the charter as there were no material changes. The key design element in the charter on page 51 talks about staff to student ratio and the school has two teachers per class. ED stated there will be a SEIT hired to work with small group interventions, OG intervention and serve as backup teacher. SETSS services will be provided through CSE an not by hired staff. It was suggested that the Charter be looked at and refresh language as necessary.
M.Casale stated if the ED's plan is optimizing all areas, yes move forward with the changes. The board expects to see the outcome in student performance. Along with raises and more people needed, we need to see this in student results and hold them accountable.

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 8:40 AM.

Respectfully Submitted,
Laura Timoney