DRAFT

Northwood Academy Charter School

Minutes

HR Committee Meeting

HR Committee Meeting

Date and Time
Wednesday January 7, 2026 at 5:00 PM

This is a public meeting of the Human Resource Committee of the Board of Trustees of Northwood Academy Charter School that was properly advertised pursuant to the Pennsylvania Sunshine Act. The public meeting schedule is posted at the school and on the website.

Members of the public are welcome to attend and listen to the Human Resource Committee conduct its business tonight. All written comments submitted to the Committee via email (board@northwoodcs.org) will be acknowledged and incorporated into the official minutes. This meeting is accessible to the public via the remote platform Zoom and is being recorded.

Zoom Link to join the webinar:
https://us02web.zoom.us/j/81757841998

Committee Members Present
K. Spraga (remote), N. Daly (remote), S. Yanni (remote), T. Hunt (remote), W. Young (remote)

Committee Members Absent
None

Guests Present

E. Lofton (remote)

I. Opening Items

A. Call the Meeting to Order

W. Young called a meeting of the Human Resource Ad Hoc Committee of Northwood Academy Charter School to order on Wednesday Jan 7, 2026 at 5:08 PM.

B. Record Attendance

C. Approval of Agenda

W. Young made a motion to approve the agenda for the January 7, 2026 meeting.
S. Yanni seconded the motion.
The committee **VOTED** unanimously to approve the motion.

D. Approval of Minutes

W. Young made a motion to approve the minutes from HR Committee Meeting on 11-05-25.
K. Spraga seconded the motion.
The committee **VOTED** unanimously to approve the motion.

E. Community Comment

No Community Comment for this meeting.

II. New Business

A. Discussion: Review of the Compensation Study

Discussion had around the results that stood out the most from the Comp Study.
1- The main two were the disparity between the salaries of the male and female deans. This issue has been rectified as of this meeting.
2- SPED issue around the pay for these teachers/staff.

The difference between bargaining vs non-bargaining staff will be reviewed as we move into Union negotiations as well as ensure they are on the correct step.

NACS teacher median $86k vs PA which is $75k

B. Discussion: Staff Survey Results

Overall, in good standing at a 3.51. Staff areas of concern are actively being addressed in various ways.

III. Closing Items

A. Adjourn Meeting

W. Young made a motion to adjourn the meeting at 5:29pm.
S. Yanni seconded the motion.
The committee **VOTED** unanimously to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:29 PM.

Respectfully Submitted,
E. Lofton