

DRAFT



THE  
Intergenerational  
SCHOOLS

## Intergenerational Schools

### Minutes

#### Human Resources Advisory Council 2025-2026

##### Meeting I

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#### Date and Time

Friday April 24, 2026 at 3:30 PM

#### Location

Aaron Davidson-Bey is inviting you to a scheduled Zoom meeting.

Topic: Human Resources Advisory Council 2025-2026: Meeting I

Time: Apr 24, 2026 03:30 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/81343155859?pwd=CEGJzcGpi4uVcrQcfcW31bqrZafJgs.1>

Meeting ID: 813 4315 5859

Passcode: 475007

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One tap mobile

+16469313860,,81343155859#,,,,\*475007# US

+13017158592,,81343155859#,,,,\*475007# US (Washington DC)

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Join by SIP

• 81343155859@zoomcrc.com

Join instructions

[https://us02web.zoom.us/meetings/81343155859/invitations?signature=CCMZILMmCl-e4iA0c1zfGBDZCeekipfhMeB\\_7Pe033M](https://us02web.zoom.us/meetings/81343155859/invitations?signature=CCMZILMmCl-e4iA0c1zfGBDZCeekipfhMeB_7Pe033M)

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### **Committee Members Present**

K. Salters (remote), R. Carlin (remote)

### **Committee Members Absent**

B. Roy

### **Guests Present**

A. Cascio (remote), A. Davidson-Bey (remote), B. King (remote)

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## **I. Opening Items**

### **A. Record Attendance**

### **B. Call the Meeting to Order**

A. Davidson-Bey called a meeting of the Human Resources Advisory Council Committee of Intergenerational Schools to order on Friday Apr 24, 2026 at 3:34 PM.

## **II. Human Resources Advisory Council**

### **A. 2025-2026 Compensation Study Results**

Comp Study: 3:45

- What have you found in recruiting?
  - I have found that a lot of candidates I talk to are very interest in the community aspect of the model and a lot of them talk about having a support system and not being on an island.
- What is the selling point?
  - I try to emphasize a lot of our soft compensation that we offer.
  - Consider school's discipline strategies as a selling point.

### **B. Approved 2026-2027 Compensation Plan for New & Returning Education Staff**

Percentage increase: 4:05

- Do you have concerns with attracting new teachers instead of veterans.
  - We try to attract both through job posts. We mostly get new teachers from career fairs. Because our model is so unique, all educators would have to

learn the new model. We welcome veterans who have experience teaching content, when we find them through our job posts.

- Keep track of new teachers for data and how that effects classrooms.

### **C. Job Description Examples: Returning and New**

Job Descriptions: 4:15PM

- When you list too many bullet points, things get lost.

- The current JDs have about 20 bullets for duties and 5 for qualifications
- You should always have a clear version for job postings and advertising; the detailed one can be for letters of hire.
- Most important are the first 5 bullets

- What are the Top things you would want people to understand

- Are all of these responsibilities going to be remembered?

### **D. SOP for Extending Letters of Hire & Stipends**

Will be covered to start the next meeting

### **E. Admin and Support Staff - Potential Performance Review Template**

Will be covered to start the next meeting

## **III. Other Business**

### **A. Confirm the Date and Time of Next Month's Meeting**

Nex meeting will be on May 22, 2026, from 3:30PM - 4:30PM

## **IV. 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 4:30 PM.

Respectfully Submitted,  
A. Davidson-Bey

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## **Documents used during the meeting**

- 2024-2026 Comp Study Numbers, 1.22.2026.xlsx
- NEW\_TEACHER\_SALARY\_RANGES\_FOR\_FY\_25\_TO\_FY27\_1\_\_2\_.xlsx

- TIS FY6 ED STAFF WITH FY27 COMP.xlsx
  - NWIS TEACHING STAFF INCREASE COMPARE 1.xlsx
  - IGs Primary JD, 2026-2027 (N).pdf
  - IGs Primary JD, 2026-2027 (R).pdf
  - SOP - Stipend Process, 11.13.2025.docx
  - SOP - Letter of Hire Process, 11.13.2025.docx
  - Performance Eval - Competency Based (1).doc
  - Performance Eval - Hourly.doc
  - Performance Eval - Mgrs and Supers (1).doc
  - Rubric-Evidence-Row-OPES-2-0.pdf
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