

APPROVED



Elevate School

Minutes

Special Board Meeting

Date and Time

Saturday August 3, 2019 at 9:00 AM

Location

2285 Murray Ridge Road, San Diego, CA 92123

The public comment portion of the meeting is set aside for members of the audience to make comments or raise issues that are not specifically on the agenda or those items that are on the agenda. These presentations are limited to three (3) minutes per person and the total time allotted to non-agenda items will not exceed fifteen (15) minutes.

Any individual with a disability who requires reasonable accommodation to participate in a board meeting may request assistance by contacting the Elevate School Office at (858) 751-4774.

Directors Present

Adam McWethy, Carol Leighty, Freda Callahan, Jill Soule, Tom Keliinoi

Directors Absent

None

Guests Present

Matt Eisenberg, Ryan Elliott

I. Opening Items

A.

Record Attendance and Guests

B. Call the Meeting to Order

Carol Leighty called a meeting of the board of directors of Elevate School to order on Saturday Aug 3, 2019 at 9:02 AM.

C. Approve Agenda

Tom Keliinoi made a motion to approve the agenda.
Freda Callahan seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Non-Agenda Public Comment

No public comment.

II. Agenda Items

A. Discussion re Strategic Goals for 2019-2020

A discussion of board goals for the 2019-2020 ensued. Ryan will send out a "memorialization" (new word for the day) of our goals and priorities for the year.

B. Discussion re Board Member and Task Force Expectations

C. Discussion about Officer Roles and Responsibilities for 2019-2020

September 21 8am-11:30 am USD

At this meeting, we will talk about board roles and responsibilities and choose our officers for the coming year.

D. Strategic Planning for Employee Compensation Study

At 10:10 we began the discussion of the comprehensive compensation package for all employees. This discussion is to give direction to the Finance Task Force to develop a matrix to be approved by December 15 for the 2020 school year and beyond. We began with the question, "what does fair compensation look like?"

As we discussed before, we agreed salary increases are dependent upon 3 criteria:

1. the financial health of Elevate
2. the ongoing success of each employee
3. the on-going positive academic success of the school

We also agreed to discuss total compensation including salary, health and welfare benefits and appropriate retirement plans.

Adam will send out the notes from our discussion.

TK will set up a date for the Finance Committee to meet in August and for the rest of the year. He will work with Matt to develop a spreadsheet with the criteria and numbers we discussed.

III. Closing Items

A. Adjourn Meeting

Tom Keliinoi made a motion to adjourn the meeting.

Freda Callahan seconded the motion.

The board **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 12:00 PM.

Respectfully Submitted,
Jill Soule