APPROVED

Next Generation Charter Schools

Minutes

Finance Committee Meeting

Date and Time
Friday February 5, 2021 at 3:00 PM

Location
Join Zoom Meeting
https://metlcs.zoom.us/j/99661215872?pwd=d1l0ZUwxRVRaVkxsUi9wbHMxVWpoQT09

Meeting ID: 996 6121 5872

Passcode: 637701

Mission

We prepare our students for college through a rigorous arts-infused program.

Vision

All students will be taught by a highly effective teacher in a nurturing environment and will achieve at high levels. Each student will develop the knowledge, skills and values necessary for responsible citizenship and life-long learning. The impact of our collective efforts will fundamentally change public education.

Committee Members Present
E. Chen (remote), K. Brisseau (remote), S. Pressley (remote), T. Bryan (remote)

Committee Members Absent
A. Bothner, K. Shabazz

Committee Members who arrived after the meeting opened
E. Chen, T. Bryan

Guests Present
K. Perez (remote), M. Alston (remote), emew@4thsectorsolutions.com (remote), kisha.perez@met.lha.net (remote), kurt.davidson@met.lha.net (remote), rkeogh@4thsectorsolutions.com (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

S. Pressley called a meeting of the Finance Committee of Next Generation Charter Schools to order on Friday Feb 5, 2021 at 3:03 PM.
T. Bryan arrived at 3:04 PM.
E. Chen arrived at 3:04 PM.

II. Finance

A. 2021-2022 Pay Scales

S. Pressley made introduced 4th Sector Solutions to the board members.

M. Alston shared that LHA made a pay scale for all staff members last year according to New York State. The board approved for stipends to be given out to staff members last year as a way to get the staff members up to the LHA pay scale. The pay scale and procedures need to be set for the next year to continue to excel financially.

Pay Scale groups:

- Classroom teachers-Elementary, Middle and High School
- Specials
- Math and Science
- Sped and ELL

The school gives a 3% pay increase every year according to the Cost of Living. Our current Cost of Living is currently 1.3%.

E. Chen suggested that our consultant company make the pay scales for our staff members. R. Keogh also shared that 4th Sector Solutions have helped plenty of schools to make their pay scale, they are more than capable of helping with this project. Our school is paying way above the regular DOE pay rate.

R. Koegh shared that to run an effective salary analysis compared to the DOE, we will need to asses how much teaching experience the staff member has plus degrees and certification. He compared other schools salary analysis that they assisted with for the years of 2018-2021.

S. Pressley asked how should we proceed to get the best out come for our school. R. Keogh shared that he could provide guidance for pay rate percentages through

spreadsheets and show different scenarios that could affect the pay rate. Having parameters to communicate to staff when giving stipends and raises

M. Alston asked if we would like to start a new pay scale analysis and building out our own scale or continue with the pay scale that LHA provided and move forward. R. Keogh stated that the first step would be to pull the data as it sits and compare salaries to what the Union is paying.

M. Alston will provide current pay scales to 4th Sector Solutions and we will move forward with the LHA pay scale.

B. Pay Analysis

S. Pressley asked if hourly and admin staff members should also have a pay scale. We currently have hourly employees. K. Brisseau suggested that TriNet might already have a pay scale service for hourly and admin staff members. M. Alston will be connected with TriNet on Monday to discuss this matter.

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 4:06 PM.

Respectfully Submitted,
S. Pressley