



Park City Prep Charter School

Board of Directors Meeting – March 28, 2012

Minutes

Attending: Lauryn Conti, John Byrk, Bruce Ravage, Addie Jones, Will Heins

Absent: Tanya Hughes, Alonda Powell-Johnson, Warren Blunt, Vince Galasso

Excused: Tiffany Johnson, Lorraine Moore

Meeting called to order at 6:08pm

- **Public Session**
- **Approval of January 18, 2012 Minutes**
- **Financial Report - February 2012**

All finances are in order. We still have significant funds in reserve because the school is run efficiently. We are also hoping to expand or move into a building that we would buy or lease, so we have been “saving” for this purpose.

Questions raised at the last meeting about various line items in the Balance Sheet and Profit & Loss statement were explained satisfactorily.

- **Director’s Update**

New Building Search

Bruce sent an email to the landlord of the building we have been considering to say that the timing to move in September would not be feasible. There were also other unresolved matters. We are fortunate to be in a building in which we could expand for the time being. Next year, we will expand into the adjoining building, which will serve as a multi-purpose room, as a gym, cafeteria, meeting hall and serve as an area in which we could hold special events, such as

a science fair, dances and dramatic productions. We will vacate the first floor area that is presently used as a gym and, thereby, provide for greater safety and security, as well.

Although we will continue to consider, and explore, new sites for our school, our present location continues to serve our needs effectively.

CMT's

We just finished the CMT's this week. We are hopeful that we will have another banner year. Based on feedback from the teachers, there were changes in this year's test. There were things that the students had not seen before in math and science. The students took the test seriously. We will see where we stand at the end of this year when the scores are released in the summer. We had several new teachers this year and don't know what impact that will have on the scores.

Supreme Court Ruling on Take-Over of Bridgeport Public Schools

The Supreme Court overturned the decision of the Governor, unofficially the mayor, and the existing school board. They said it violated a small provision in the law that said you had to retrain a board of education. This is going to continue negatively impacting students in Bridgeport.

Governor's Proposed Legislation: Implications for Charter Schools

The governor proposed items that had direct bearing on the charter schools This would increase pupil allocation from the state and require the local school districts to contribute \$1,000 per pupil attending. The latest to come out of the education committee was that they were not pushing to support that \$1,000 per pupil and they were recommending \$1,500 instead of \$1,100 allocation from the state. As it stands, the districts are getting money for students who do not go to their schools, instead of to the charters where the students attend. There is a reasonably good chance that we could see more than a modest increase in money per student.

- **Old Business**

School Policies

The last we needed the board to review will be mailed CABE for them to edit, package and send them back to use for the board to consider for approval. The work has been done on it. This is the last policy to be presented to the board. This will be presented by the year end. We should have a full policy document by year-end.

Development/Marketing

We may want to wait to vote but we need to move in the direction of bringing someone on who can do this sort of work. It is worth searching for someone to do this job. We should try to get something out before the year is over. We would be setting up another corporation.

Performance Bonuses

This has been a conversation for at least five years. We have been giving bonuses for three years now. To this point, the determination of whether or not people get bonuses and how much has been based on discussion but no concrete standards. Going forward, this could be based on specific ideas, primarily 1) Basic professional responsibilities, 2) Student achievement. These bonuses would be on top of some of the highest salaries in the state. We do not feel that bonuses should be purely based on student achievement, however it should be a major factor. As a result, it equals the bonus from professional responsibilities. There will be an additional bonus if we make Adequate Yearly Progress or Safe Harbor. If we make good progress, it is worth up to \$1,000. If we make AYP, everyone would get double. The team of administrators will ultimately make the decision. The amount of money received for student achievement varies depending on subject (Math and Language Arts teachers would earn the highest possible bonus, science, social studies, art and fitness would earn less). The payment would be paid in two parts: professional responsibilities bonus would be paid in June and the student achievement bonus would be paid in July and August.

This will be shared with the staff between now and the next board meeting.

Development/Marketing Entity

- **New Business**

Healthy Food Certification Statement

In the past we have declined the healthy food certification statement. John signed the document to decline the healthy food certification statement today after the board voted.

Role of the Board

Presentation by Charter Improvement Partners:

With a stronger Board, Park City Prep would be able to help Bruce and the school. Its mission is to enhance the effectiveness of charter schools by working with governing boards and leadership to positively impact student achievement.

There are pro-bono groups that would come and put our current legal situation to rest. We would have people come in to allow for “think” time. Their work would allow for more buy-in and agreement/understanding from staff. This would support the Director and provide a stronger foundation for the school. Their background and volunteerism is in education. Part of why they want to work with stand-alone charters is because they generally start with one person, and his/her vision, and the goal should be a shared vision.

After the introduction, we examined each Board member’s motivation for being on the Board and aspirations as they relate to the school.

The next step would be the Charter Improvement Partners returning to work with the staff on a Thursday afternoon or would create a half-day where staff could discuss their motivation and aspirations.

Staffing & New Hires for 2012-2013

We are seeking to hire two new teachers for 2012-2013:

- grade 6 teacher to teach math and science, replacing a current teacher, who is leaving our school
- grade 7 math teacher, to replace a teacher who was new to our school this year, but is seeking employment in a different role in the future.

The Director and members of his faculty will be attending upcoming recruitment fairs to interview potential candidates. Compared to other years, we have very little turnover this year. Each year, we have grown stronger and more stable in terms of personnel.

Five of last year's new hires will be returning next year: Assistant Director; Dean of Students; Physical Education teacher; and, Special Education teacher; Grade 8 Social Studies teacher.

Contracts & Salaries for 2012-2013

The Director is proposing increases of 2%-3% for all returning staff. Again, he is also proposing performance bonuses, but this year, based upon a newly developed rubric, which includes a percentage increase for student progress demonstrated by the results on the 2012 Connecticut Mastery Tests, expected to be released in July of 2012..

Legal Matter

We have received a letter from a lawyer representing our former IT provider, claiming that we owe them money for services which they provided for which they were not fully paid. We are presently in the process of disputing their claim.

Tonight's meeting adjourned at 8:01pm.

The next meeting will be Wednesday, May 9, 2012.