



NRCCS Board Meeting March 13, 2023 Minutes

Attendees:

Voting Board Members: Kim Smith, Doug Tumminello, Sarah Barr

Non-Voting Board Members: Jaime Passchier

Staff Present: Kaley Meagher, Carlie Pedrini, Amy Cosgrove

Board Member Not Present: Jenn Clements

Called to order: 4:40 p.m. by Kim Smith

Agenda Update:

- Kim proposes we add a Title-IX update to the ECC/K-8 on the agenda.
- Carlie proposes we look at the updated salary compensation package to the finance portion of the agenda.
- Doug motions to approved the agenda additions, Sarah seconds. Motion passes.

February Meeting Minutes:

- Kim proposes change to meeting minutes from Feb 13, 2023 that we change NNP-26 to NNP-16 (Communication expectation and Grievances Policy). Carlie discovered the old NNP-16 policy and the new policy that we passed is an updated version, so the policy number should remain the same.
- Sarah motions to accept meeting minutes from Feb with changes, Doug seconds. All approve.

Requests to address the Board:

- Amy Cosgrove addresses the Board to thank Jenn Clements, Jaime Passchier, and Three Forks Ranch for the staff weekend at Three Forks; staff were able to work on vision for the school. Also the NRCCS students raised \$516 for medical supplies for Ukraine.

March Meeting Minutes:

Finance Committee:

Compensation Package:

- Carlie presents compensation package; it would take over \$140,000 to bring our package to meet the SSSD salaries just for teachers; proposed salary schedule has a 3.5% increase for teachers
- TOSA stipend removed from the budget; stipends will be derived from other pools of money
- PERA benefits are increasing from 20.9% to 21.4%; employees have a mandatory contribution of 10.5%
- Health benefits for employees are covered 100% with an average cost of \$11,846 per employee
- Sarah asked if employees who decline benefits can be compensated and Carlie said legal counsel has advised that it isn't legal for the school to do that

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- Per pupil funding won't be confirmed until June
- Enrollment as of today is 78 students. Budget is based on 80 students.
- Kim will schedule virtual meeting to vote on proposed salary schedule for Monday March 20, 2023 at 5 p.m.

Budget update:

- Still waiting for some of the grants to come in (WEND)
- Over budget for books and materials, everything else on schedule
- Kim questions ECC revenues at 64%; staffing issues are affecting enrollment

ECC and K-8 Statements:

ECC Update (Kaley Meagher)

- Universal Pre-Kindergarten (UPK) has been a challenge to figure out how to implement; there is another meeting tomorrow to answer questions
- NRCCS ECC has 15 spots open to the public for UPK; there is an online portal for families to select schools; there have been challenges with families selecting multiple schools and the system assigns students to schools at random
- If the system assigns a student, the school must accept that student
- UPK covers 10 hours of Pre-K/week
- Anticipated scheduling challenges
- Teacher: student ratio for UPK is 1:8, right now the ratio is 1:12
- UPK is replacing CPP, which will affect many 3-year olds who currently receive CPP but aren't eligible for UPK, which is geared for 4-year olds
- Jaime asked when will we know when all of the pieces fall into place? Kaley said she thinks the year will be trial and error
- Looking for staff; need one toddler teacher and one pre-K teacher for next year to maintain current enrollment; would like to find another person beyond that so we can increase enrollment

Title IX Update (Jaime)

- Ann Marie is resigning from the district as Title IX coordinator
- Going forward Jaime will be coordinator, Caroline DuBreuil will be investigator, Caroline Lawrence will be our consultant
- Our website needs to be updated around Title IX compliance

Teacher evaluation update:

- We can stay as-is and revise our rubric or we can go with the CDE rubric
 - Needs to be data driven: next year 70% of the data will be selected by teachers and 30% will be determined by the school
 - Teacher evaluations will not be tied to salaries
 - Kim: why would we not go with RANDO rubric used by SSSD? Jaime: it's just a matter of personal preference
 - Kim: Is your goal to select a rubric by the beginning of the 2023/24 school year? Jaime: Yes
- Charter contract discussion (Jaime)
- Meeting with Dr. Wicks on a bi-weekly basis so we can strengthen the NRCCS relationship with our authorizer.
 - Contract is up in 2025, we need to start that conversation now, and the conversation needs to be between the NRCCS Board and the SSSD Board
 - The NRCCS Board will research other charter contracts

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- We should be more specific with the next contract about what the SSSD will provide us and what we will do for ourselves

- Kim: we will schedule a meeting with the SSSD Board to begin the discussion

Strategic Goals Reporting (Jaime):

- Progressive Discipline Matrix presented

- Room within the matrix for context

- Keri Melmed (bullying consultant) has provided guidance on restorative practices

- Once we have this matrix solidified with the bullying policy and the restorative practices, we will effectively have a new discipline handbook for our school

Visioning Update:

- Staff retreat held at Three Forks this past weekend to talk about visioning and strategic update

- Mission statement examined and ready to go to the Visioning Team

- Who will be on the team? Want a mix of staff, parents, and community members

- May invite Board and SAC members

SAC Update:

- Two surveys are in the works: a spring survey to follow up with the summer survey and a math-focused survey

- There is a math focus group scheduled for 3/16/23, SAC members will interview students and teachers about their math experience at NRCCS

Enrollment Subteam Update:

- As of today, 78 students are enrolled

- Proposed meeting with wider community to build up engagement

- Need to find a time to schedule a targeted outreach

Misc. Update:

Next regular board meeting is April 10 at 4:30

Staff and Volunteer appreciation happy hour April 28 4:00pm

Adjourn: 6:55 p.m. by Kim Smith

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