



NRCCS Special Board Meeting March 20, 2023 Minutes

Called to order 5:10pm by Kim Smith

Board Members Present: Sarah Barr, Kim Smith, Jenn Clements, Doug Tumminello

Non-Voting Member Present: Jaime Passchier, Carlie Pedrini

Community Members: Jack Smith

NRCCS Staff Member Present: Annie Owen, Amy Cosgrove

1. Agenda
 - a. Doug motioned to approve agenda, Sarah seconds, all in favor.
2. Requests to Address the Board
 - a. Annie Owen requests to address the Board (2/3 lead teacher) - talked about the idea of academic success to advocate for teachers and instruction given to our children
3. Compensation Presentation from Carlie for 2023-2024 school year
 - a. Working to finalize budget, lots of changes with per pupil funding, etc.
 - b. Proposed 2% increase would put us \$25k in the red based on 80 students in 2023-2024, per the budget as it sits 3/20/2023, not finalized
 - c. EFB -Educated Fund Board determines fund
 - i. We think about \$175k for this fund
 - ii. Not inclusive of per pupil funding
 - d. The Value of Benefits
 - i. PERA
 - ii. Health Benefits
 - iii. Medicare
 - iv. Pay out of 7 days PTO for FT salaried, pay out of 6 days PTO for hourly employees
 - e. Salary Schedule available to see
 - f. Compensation Statements created for everyone
 - g. Additional Optional Stipend Pay for licensed staff
 - i. \$500 Crew Camp-if they participate
 - ii. \$1500 Curriculum building WEND-if they participate
 - iii. \$2000 lead teacher stipend WEND-4 positions, must apply
 - iv. \$1500 SEL stipend, 6-8 positions, must apply, funds should be confirmed in May
 - h. District Comparison BA Step 1
 - i. SSSD \$48,750
 - ii. S Routt \$40,036

SCHOOL CHARACTER TRAITS: Respect | Integrity | Courage | Compassion | Curiosity | Creativity

SCHOOL HABITS OF A LEARNER: Grit | Craftsmanship | Responsibility | Collaboration

- iii. HDN \$43,467
 - iv. Proposed N Routt \$42,585
- 4. Proposed based on a 2% overall increase to all wages, each step already gets 1.5% so increase is 3.5%
 - a. Doug motions to approve increase and approve the stipends
 - b. Teacher compensation is a major focus, but cannot happen with a deficit budget
 - c. Increase enrollment and increase grant funding
 - d. Operate effectively for a school of our size
- 5. Next meeting April 10
- 6. There will be an executive session after the meeting to evaluate and discuss compensation for our head of school.
- 7. Meeting Adjourned at 6:09pm

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