

MEETING MINUTES

Name of Foundation: Georgia Charter Education Foundation

Board Meeting: Georgia Charter Education Foundation Budget Committee Meeting

School(s): Coweta Charter Academy at Senoia

The minutes of Sunshine Law meetings need not be verbatim transcripts of the meeting. These minutes are a brief summary of the events of the meeting.

Date:	Start	End	Next Meeting:	Next time:	Prepared by:
June 11, 2021	9:05am	11:55am	June 22, 2021	6:00 pm	Anna Nuckolls
Meeting Location:					
Coweta Charter Academy 6675 Hwy 16 E Senoia, GA 30265					

Attended by:	
Board Members: Sandi Mosher, Board Chair Danny Nungesser, Director Maggie Peters, Director Margarette Coleman, Director Absent:	Other Attendees: Teresa Ellison, CCAS Principal Lauren Greer, Board Attorney Christine Locrotondo, Financial Analyst, CSUSA Reagan Hage, NEI Anna Nuckolls, School Enrollment Administrator, Board Liaison Rebecca Dinda, NEI Elisa Falco, GCSA

CALL TO ORDER

Pursuant to public notice, the meeting commenced at 9:05am with a Call to Order by GCEF Board Chair, Sandi Mosher. Roll call was taken, and quorum established.

I. BUDGET COMMITTEE

- Review of proposed FY22 Budget.
- Reagan Hage, NEI, reviewed FY22 Budget draft with the Budget Committee.
- Revenues
 - The cost for iReady, tutoring, CRT position, counselor position, teacher-on-task, and HVAC maintenance will be provided by the American Rescue Plan Grant allotted to the school instead of being taken out of operating budget.
 - Before and after care revenue to be increased due to projected increased enrollment
- Compensation and benefits
 - Adjustment to add SSC coordinator which will move a teacher into the SSC position under Guidance
 - Reagan Hage overviewed the CCAS Compensation Increase Proposal with the board.
 - **CCAS Compensation Increase Proposal As Presented:**
 - **Overview:** Competition for high performing educators has been exacerbated by the pandemic and its essential we are able to remain competitive with compensation.

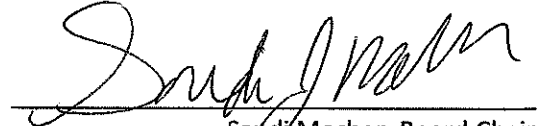
- **Goals:**
 - 1. Create sustainable compensation system that allows high performing teachers to be fairly compensated.
 - 2. Create structures and processes to provide increases and bonuses based on school and individual performance.
- **Specifications:** The proposed plan outlines strategies that can be implemented for the 2021-22 school year to launch this strategic initiative.
- **Milestones of the compensation plan**
- **I. One time Returning Teacher/Appreciation Bonus 2020-2021** will offer \$1000 to returning teachers and \$500 to professionals.
- **II. 2020-21 and Ongoing**
- **A. Implement Merit Based Pay:** Mrs. Ellison reviewed the merit-based pay plan. Moving back to merit based will allow teachers to earn 0- 4% based on performance and other evaluations.
- **B. Enrollment Bonus:** After each FTE count, every employee will be given a \$500 bonus for each FTE count if the school meets their enrollment goals.
- **C. Pay increase for Masters or Specialists:** Teachers who have obtained their Masters or Specialists degree will receive a pay increase.
- **III. Clubs and Enrichments:**
- **A. Optional opportunities for staff to sponsor a club or enrichment activity.** Teachers or staff willing to sponsor a club or enrichment will have the opportunity to receive up to 75% of the club/enrichment fee.
- **IV. Tutoring:**
- **A. Optional opportunities for teachers to serve as tutors in core academic areas (K-8 ELA &Math).**
- **B. Tutoring schedule will allow for a minimum of two, one-hour sessions per week.**
- **C. Salary projections: \$45/hr plus one hour planning per week**
- **Returning back to the FY22 budget**
 - **Professional Services**
 - **School Technology Package:**
 - Mr. Hage highlighted the differences in budget which is moving line items from other areas into the technology package.
 - **Vendors: as presented**
 - **Admin Expenses:**
 - **Travel/Auto/Airfare:** expected increases in travel/auto for principal's report meetings, and assistant principal report meetings off campus.
 - **Dues and Subscription:** The committee noticed the line item was set at 0 and will need to adjust to add back dues for safe dismissal.
 - **Medical supplies-** The cost is set at \$0 due to ESSER grant providing cost for medical supplies for school clinic.
 - **Cost of uniforms decreases** due to no expense for masks.
 - **Instructional Expenses:**
 - **Instructional licenses funded by ARP Grant**

II. PUBLIC COMMENTS

- Offered for public comments
 - No outside attendees to provide comments.

III. ADJOURNMENT

MOTION: Motion was made by Danny Nungesser and seconded by Maggie Peters to adjourn the June 11, 2021 Georgia Charter Education Foundation board Budget Committee meeting, as presented. Motion was approved unanimously.



Sandi Mosher, Board Chair

Date: 7/29/21

