

FEASTER CHARTER SCHOOL

FEASTER CHARTER BOARD

Special Board Meeting

Tuesday – March 8, 2016

4:30 p.m.

Room 401

MINUTES

*Public Oral Communication on Items Not Listed on Agenda
(3 minutes maximum per speaker, 15 minutes total)

I. Preliminary

A. Call to Order 4:40pm

B. Roll Call

	Present	Absent
Soveyda Armendariz	<u> x </u>	<u> </u>
Marta Lara	<u> </u>	<u> x </u>
Bertha Lopez	<u> x </u>	<u> </u>
Bryan Mays	<u> x </u>	<u> </u>
Joshua Thorburn	<u> x </u>	<u> </u>
Bernardo Vazquez	<u> x </u>	<u> </u>
Yolanda Villela	<u> x </u>	<u> </u>

C. Approval of Minutes

Motion: Soveyda Armendariz

Second: Bryan Mays

Yay: Bertha Lopez, Joshua Thorburn, Bernardo Vazquez, Yolanda Villela

Ney: n/a

Result: unanimous

II. Communications

A. *Oral Communications: Community

III. Items Scheduled for Action

IV. Items Scheduled for Information

V. Board Items

1. Discussion of Proposal for a Staff Bonus
 - An Ad Hoc committee has been working on discussing this
 - Our board attorney is here to facilitate the conversation
 - Mr. Velasco shares the following from the district:
 - Some issues with the teacher's union have occurred
 - A grievance has been filed stating that teachers have worked to learn the new standards
 - Over the past two years, teachers have been working extra hours in order to get acquainted with the standards
 - The union is recommending an 8% stipend for certain years that were worked, the district is proposing a 4% (2% for one year, 2% for another year)
 - This will be coming down from the district in a few months
 - Feaster Charter has guaranteed to honor any stipends that are offered to district teachers
 - Financial Impact within the 4% that has been recommended by the district
 - Certification would be \$171,000 and \$25,000 in benefits
 - Classified would be \$42,000 with \$9,000 in benefits
 - The total impact would have .25 million
 - Bernardo Vazquez shares we will be following whatever the district decides
 - Josh Thorburn shares that he likes the idea of what the district is proposing
 - He is concerned that this is a one time increase and he believes that the staff should be continuously rewarded
 - The retention and the attraction of this bonus could help bring the best talent to Feaster
 - Retroactively, this would go back to 13/14 and 14/15 school year
 - John, the board attorney shares:
 - The grievance is part of the collective bargaining unit that is a separate avenue that can change the direction of bonuses
 - A compensation structure is set and employees are paid for that
 - There is not typically a "bump back" bonus
 - A bonus is a gift, which is prohibited under certain public fund laws
 - Technically, we would be amending their paychecks

- One way to do this would be spread the bonus over future paychecks
- We need to be clear that this is not a bonus or a gift, it is something that employees need to work towards and have given out over a certain number of paychecks
- If we set benchmarks, we need to make that clear to the employees and have them working towards those benefits
 - In order to do this, we would need to amend the contract that teacher's sign at the beginning of the year
- In order to give pay that is spread across each paycheck, teachers and affected staff members would need to sign a one page document that states they are getting specific funds
- The idea of giving certain teachers different amounts could have a school culture impact
- For the district employees, we would not have access to amend their contracts; therefore, paying them a certain amount extra would be seen as receiving an illegal gift
- According to the charter, staff may have compensation "as the budget allows."
- Reggie shares that we are looking at \$140,000 - \$150,000 financial impact
- Bryan Mays shares a question about the executive director position in the charter
 - John shares that he is unsure of the answer currently; the answer would depend upon what the charter says under the Government section
 - The charter currently talks about a principal
 - Bernardo Vazquez shares that we elevated Mr. Velasco to Executive Director and brought in two principals
 - Some charters would consider this material and others would consider this immaterial
 - John shares that we "would probably want to describe the change"
 - If we ever want to separate from the district, it would need to be clearly stated under our governing section
 - Mr. Velasco shares that when we was given the principalship here at Feaster, it was decided by the superintendent. As it stands, the superintendent is the one who would evaluate the Executive Director
 - Bernardo clarifies that as a dependent charter, we would not have the right to being evaluating the executive director
 - Our charter is up for renewal next year
- John shares that many dependent charters are switching over to become dependent charters because they want to have more options, control their assets, and be cut loose from the district
- Bryan Mays clarifies that John would help us amend the contract before we send out the contracts for next year
- Bernardo Vazquez shares that he feels that we are rushing through this a little

- What do we want to do about the discussion on past performance incentives?
- What do we want to do about the future compensations?
- Mr. Velasco shares that we should wait until the grievance is decided
 - Yolanda asks about the process for matching the district compensations
 - Mr. Velasco responds that this would be brought to the board and the school would get out checks to the staff
 - Bernardo shares that this grievance is only for certificated and not for classified
- Bernardo shares that the Ad Hoc committees will move forward; they decide to meet on Thursday, March 10th at 6:00 p.m.
 - They will come to the next board meeting with recommendations for the future compensations

VI. Adjournment

Motion: Bryan Mays

Second: Soveyda Armendariz

Yay: Bertha Lopez, Joshua Thorburn, Bernardo Vazquez, Yolanda Villela

Ney: n/a

Result: unanimous

*Public Oral Communications-Members of the public wishing to provide the board public testimony on items not listed on today's agenda must either call the Feaster Office, Board Secretary at 619-422-8397 by 4:00 PM, the day of the board meeting or submit a "Public Testimony Request Form" to the Board Secretary prior to the beginning of "Public Testimony." Hearings are limited to a maximum of fifteen minutes per subject with a maximum of three minutes per speaker. No deferral time is allowed.