

MINUTES
MAY 28, 2009

Attendance: Merry Fusselman, Dave Garrett, Cheri Jackson, Erik Olson, Shana Heyn, Dave Havell - Excuse Brandon Clarke & Irene Rytting

APPROVED: March and April Minutes

Teacher starting salary for 2009-10 discussed. Challenge how to deal with COLA increase. Board likes the idea of a step increase assuming the teacher is progressing. The hope is that the second or third year teacher at CRA should be making more than district teacher. Recommend that it be tied to our budget increase. Dave Havell more in favor of COLA 1% to 4%– tied to funding level. Keep salary the same and hope for a bonus pool that could be distributed at year's end. CRA committed to bonus structure. Erik will mention at faculty breakfast that benefits, work schedule, professional development days, PTOs will be the same. The board is still committed to performance pay at end of year.

CRA applied for a State Performance Grant. Merry reported that applications are from 10 charters and 9 district schools. The grant calls for \$2000 going to teachers for CREATING the PLAN. 2nd year of bonus is based on IMPLEMENTATING the PLAN. **Decision:** Roll out some performance/incentive base program for year-end teacher bonus independent of Grant.

#1 Principal Report: Plans and goals for next year include curriculum mapping scheduled for July. Dave Havell concerned about math instruction; wants to get it right. Discussion about Saxon not being a flexible plan--very scripted, lots of discussion. By and large teachers don't like it because difficult to tie to state core curriculum and don't feel it provides opportunity for revisiting a difficult concept if the students need that review. Discussion of how we can teach math better. Teachers need appropriate training. **Decision:** Work together on solution – follow up.

#2 Online survey: Link from survey monkey from last year. Consider asking the same questions from before. Surveys important because they provide an opportunity for parents to provide input and encourages ownership by parents which we want.

#3 Point of Sale: Lunch program, request for a software program to provide balances on student lunches. Debbie takes information manually at lunch line then has to go to her desk to input data a second time. Recommend an efficient system to make better use of Debbie's time. Board Approved purchase of Point of Sale Software

#4 Performance base compensation plan already discussed.

#5 Year-end Bonus already discussed.

#6 School Signage ideas: Dave Havell suggested a brushed aluminum look, anchors into the brick, nice contrast; light the building – flag pole and school sign. Call Jim Havell on rebate program for bulb

purchase. Use A. Abraham to make design and make signs – use letterhead font. Discussion on location of sign.

Erik received inquiry from someone interested in serving on the board. Next rotation includes Dave Havell and Irene Rytting whose terms end this summer. Three-year terms and they are eligible for election by majority of board. Brandon Clarke's position is open ended and he has one more year on term. Law requires that one board member be voted by parents. Board can be from five to nine members. **Recommend** to re-open Brandon's seat in August at Back to School Night. Leave the Board at 6 unless we have difficulty having a quorum.

#7 Benefit Review: Dave Garrett explored a number of different companies for comparison and determined that A-plus Benefits dollar-for-dollar still provides the best value and will try to negotiate to reduce some of the administrative costs.

Other Items: advertise at beginning of school year school and on website the trust lands money of \$21,800 that CRA was awarded and how it is being utilized. Interviews to Assistant Principal narrowed down to 9. Prescreening interviews will be scheduled soon.

Music schedules – understanding with general music instruction will be centered on Core Knowledge instruction. Discussion on the merits of different music teaching styles and methodologies.

Room Assignments for next year with addition of Kindergarten Enrichment.

Lengthy discussion on Band-Orchestra-General Music (5th & 6th Grade). Last year parents were given short notice about the program; must have better communication between parents/students. Send something out to parents of 4th and 5th grade students earlier next year.

Computer/Library teachers will coordinate with classroom teachers to insure coverage.

Anticipate Library time 20-30 min every week or every other week; pay discussed.

Attendance policy: concerns with parents who deliver children late regularly. Policy states that ten unexcused absences - absent without valid excuse which includes tardies, the school will send notice to meet with Principal. If they refuse to show up, or behavior continues – the school will report it to the state as a misdemeanor. Facilitating a child to be late on a perpetual basis is disrespectful to teachers, and disrupts the class. Board wants Administration to adopt the policy which is consistent with state code. Board wants parents to understand how important it is for their children to be in class in order to ensure they are learning and improving.

Next Meeting: June 25.