

May 18th, 2011 Minutes

Meeting called to order at 6:31 p.m.

Approval of minutes

Ed motioned to approve both minutes with change of \$2 dress day instead of \$5

Jacque seconded

Passed

Administrative Reports:

Rama Paris:

Storage shed needs to be removed because new storage units have been built and our container is in the way. Western Nevada supply needs the container back. We need to empty the storage shed by Friday. The plan is to bring the items in the storage shed here for the teachers to look over and see if they would like any of the items. Anything not wanted the PTSO will dispose of.

The board needs to develop a planning committee to talk about things for next year so that if there are things that need to be purchased the board has a committee in place to work through these needs.

The board needs to talk about teacher contracts. There are two types of contracts being currently used. We need to decide what we are going to include in the contracts.

We have another additional policy that needs to be changed and that is the evaluation schedule for teachers. The one in the charter differs from the one in policy and procedures and also differs from what the state requires.

We have three positions that need to be filled including 7th grade teacher, speech therapist and teacher's aide. Ed asked what was required for the 7th grade teacher's position. Rama stated science and math. Rama asked if there are any other ways the board would like the positions advertised.

Due to a request from the building owner and out of general good policy the teachers will be returning their keys. Several teachers and a group from the community that works with autistic individuals have asked if they could use the building. They would pay us in the form of services. It was discussed that the school is not allowed to sublease for profit. It was talked about maybe trading services in return for usage of the school during summer by the people wanting to work with autistic individuals.

We had our audit and have several areas that we did not comply in. Debby Elvin has made a very concerted effort in getting us where we need to be so that we will be in compliance by May 31st.

Communications and technology:

Debby Elvin

All teachers will be receiving their new computers on Friday. We were also asked by an anonymous donor how much it would cost for 12 computers for the 6th - 8th grade.

Since the posting of the announcement for the admin position Debby has been receiving many more hits.

Enrollment:

163 enrolled, 2 withdrawals and 4 new entries

Educational:

Kim Paris

She is continuing to observe teachers. She is able to do more with the revised schedule. She continues on a weekly basis to work with teachers to work on differentiated lessons. She has been observed in her

collaboration and has received intensive feedback on how she can further improve the collaboration process.

Jacque asked how this is working into the core standards. Kim said that Elko County school district had come out and explained how some of the core standards need to roll out .

Financial:

Mark Paris

Accounts payable lists

\$27,279

\$10,575

Jacque motioned to approve the payment

Ed seconded

All in favor

Passed

NEW BUSINESS

Policy Additions

The wellness policy

This policy non existent last year and we were non compliant. The wellness policy pertains to nutrition and exercise. Ed stated we may have to change who we obtain our pizza from for our pizza sales.

The auditors requested that we add in that the administrator sign ok to pay on bills.

Inventory policy

This policy was also non existent so needed to be added. Teachers will work on inventory of items in their classrooms and also mark all of their personal items. Jacque asked if we have numbers on the school items or if they are just listed. Rama said the board might want to consider using a number system in the future. Mark also stated that if anything is purchased by grant it has to be noted.

Student account activity fund.

Minimum Day attendance Policy

Rama stated that this was taken from the district policy.

Sick leave bank decision for teachers.

Credit Card Policy

Tardy Policy

Two were presented. One with a more extensive disciplinary action.

Lottery Policy

There were differing policies in the policy and procedures and the charter. Karen stated that we can change the policy to adhere to our charter and if our charter lines up with what the state requires then we should be ok.

Rama suggests approving all policy recommendations except the tardy policy and the lottery policy and allowing a little more work for revising the tardy and the lottery policy. Allen Mariluch asked if parents are being notified in a timely manner that their students are being tardy repeatedly.

Mark stated that he has issues with the sick leave policy in that if the teachers don't use their sick days and they leave and we have to pay out those sick days if the teachers leave it leaves us in a major budget crunch.

He stated that he believes it needs to be very clear in the policy as to how and when the sick days are paid or carried over. Celeste inquired if they could put their unused days into the “sick bank” in case of catastrophic events that may occur. Charlie asked what kind of incentive are we giving the teachers to not use their sick days. Celeste says there is a “guilt factor” and so they do come when they aren’t feeling well. Mary Coates asked if there was a way to bonus the teachers who do not use any sick leave whatsoever out of the budgeted money for substitutes. Ed stated he has an issue with the sick leave bank just in the fact that teachers are paid different rates of pay. Jacque stated that it isn’t pay based on teacher’s pay but is paid to substitutes. Ed stated that you are paying the teacher that is absent and the sub, so you are paying more money out if the teacher has a higher rate of pay and vice versa. Ed stated he would just rather see a sick leave rollover policy and not a sick leave bank. Celeste asked if it was possible to get up to 6 weeks because of the mainly female staff and that there is high possibility of teachers continuing to have children and this would allow a good maternity leave.

Ed suggests forming a committee to fine tune the sick leave, the lottery and the tardy.

Jacque moves to approve the wellness, the payments, the student account, the minimum attendance, the revised credit card , and the inventory policies

Ed seconded

All in favor

Passed

Ed motioned to approve the first tardy policy pending it is kosher with the lawyer

Jacque seconded

All in favor

Passed

Ed suggested to table sick leave and the lottery

Purchasing of new classroom furniture

It was discussed that this decision can be approved by Rama.

The contract for the janitor

The current contract will be up on June 17th. Rama recommends that the new janitor work two weeks before school and two weeks after. She also suggests including minor maintenance such as touch up painting, small repair work etc be included.

Ed motioned to put the janitorial up for bid with contract changes

Jacque seconded

All in favor

Passed

Teacher grade level assignments

Rama stated that she objects to grade level assignments being on the agenda and that it was already been dealt with. She also stated that she followed board suggestions that were made in the closed session and that the information “beat her back to school the following morning” and that she finds this to be unprofessional. Some board members agreed.

Karen Ash made a recommendation of eliminating the curriculum specialist position and not in a demeaning or vindictive manner. She gave very good recommendation and support.

Celeste added that she believed it would be amazing to have a working model in the classroom.

Kim stated that when the founders stood in front of different groups of parents they lacked knowledge in how to implement some of the promises that were made to those parents. She said they also hired teachers not realizing that they weren’t going to embrace the charter’s mission and vision. She also said that some teachers just decide to do their own thing. She said that one teacher has refused to meet with her. She said that it is new to teachers to have to come in and meet with someone on a weekly basis. She said that this

model of collaboration is new to teachers.

Alana McKinney

Stated that the promises made 2 years ago have not come to fruition. She said a few months ago Kim came and helped get her son moved to where he needs to be and that she has been fantastic in getting him where he needs to be. She said she also went to Kim in regards to her daughter Alyssa and that Alyssa struggles. She said that Kim said they would go in and deal with this. Kim also stated that she has done this and when the parent teacher conference came the teacher stated that Kim had not come in and spoken to her in regards to that issue. She also stated that she feels that Karen did not attack Kim yet that it appeared that Kim attacked Karen.

Celeste stated that she has four or five different math curriculums and she can't use them all. She believes the curriculum we have is good and that she does need training in how to do better with differentiating. She has the desire to differentiate on a regular basis effectively. Mark asked did we not have a week long training at the beginning at the beginning of the school year. Kelly stated that we have a full time curriculum specialist on staff and that she is frustrated that she has come and asked for help and it has not been given. Rama stated that she believes that this whole incident tonight is unfortunate and that it may be very detrimental to the future of this school.

Charlie wanted to add something on a positive note. He said as a counselor before he came in he is sensitive to environment. He said when he came in there seemed to be a lot of fear and that in the last 2 months or so that environmental feeling has changed. He said if people continue to look at the past issues that it will be detrimental. Alana stated she agreed and that hurt feelings from the past need to be let go.

Meeting adjourned at 8:28 p.m.