

## Bear River Charter School Board Retreat – August 2015

### Items Not Accomplished Last Year

The Board did not develop a complete executive director assessment tool. Harrison has started development of this tool, but it needs to be finalized. The Board will work with Janet to develop this, as her expectations for the position should also be worked in.

### Update on New Teachers

Jennifer Seamons had already been interviewed for the music position prior to J. Adams joining BRCS, so Janet offered her the music position when she began as Executive Director. Jennifer has accepted. Leslie Timmons, who heads up the Beverly Taylor Sorensen Grant, has met with Janet about the structure of that grant and how it will impact the music program at BRCS. The BTSG is no longer a side-by-side structure. Jennifer has a lot of experience, but is still on her ARL. BRCS has also hired a Spanish teacher – she is a native speaker, and there was a lot of good feedback from parents following the meet and greet.

Matt McBride requested a meeting with Janet when she first arrived regarding his status as a teacher. He will need to progress on an ARL route, but is working hard to get the necessary licensure and J. Adams will help him toward the necessary long-term credentialing.

### Scheduling Change

Next year, school will begin at 8:00 a.m. The teachers have decided on this schedule, meaning teachers will be here from 7:30 instead of 8, in the mornings.

### Financial Update

Enrollment: 20 students in 8<sup>th</sup>, 14 in 7<sup>th</sup>, 18 in 6<sup>th</sup>. We are at 177 for total enrollment, which is very close to our target of 180 (and higher than our expected, budgeted enrollment of 173). In order to avoid salary inversion, we boosted the K and 1<sup>st</sup> grade salaries to match that of the new teachers hired at Logan District's rate. We also have some salary compression issues, and will do what we can within the budget to be fair and equitable to our teachers.

We will not be able to keep the health plan in two years – it is not ACA compliant. But if BRCS gets another 24% increase in premiums next year, we might need to walk away from it sooner. The Board will update teachers at Tuesday's benefits meeting. We are committed to providing teachers the best benefits we can, within our budgets.

If any employee chooses not to take health insurance, the Board will budget to give them an HSA stipend of \$3,600.

### Teacher Agreements And Policies Discussion

Following last year, the Board saw a need to change the teacher "contracts." There was some unnecessarily harsh language, and it wasn't reflective of their status with the school. Teacher Role Statements were proposed, edited, and finalized. The Board also went through the Policies and Procedures for Bear River Charter School, and made some edits to reflect the current status and culture of BRCS.

### Goals for 2015 – 2016

*Janet:* Teacher evaluation methods, tools, etc. The state has developed a tool, and it is fairly cumbersome. It is also not required by the state. BRCS has something developed, but no tools to go with it. USU uses another method, which has standards and tools, and is used by a lot of other schools throughout the state.

Janet will use the USU-based evaluations. She will proceed with those evaluations, and the DI piece will come along with more training from Terry Dodds. The older BRCS document will not be used.

*Governing Board:* Reinstate the teacher leadership team by enshrining a structure for moving this forward. Complete an evaluation tool for the school administrator, which has begun already and simply needs to be finished. The Governing Board also needs to review the Charter for amendments that need to be made, because parts are simply dated and need revisions.

The Cache Valley Learning Center Foundation needs to be moved to the Bear River Charter School Foundation. There are funds there, and we can start a small endowment for the benefit of the school.

Work needs to be finalized on the hiring process. Hiring processes should not be centralized to just one person. There is likely a role in this for the Teacher Leadership Team.

The Board likely also needs to revisit the volunteer policy. Finally, we need to focus on revenue streams. We have a very efficient budget, and our operating margins are still quite tight. We need to work to create some wiggle room there.

Adjourn at 4:15 p.m.