

CALL TO ORDER Nick Meyer called the meeting to order to at 6:34 p.m.

1.ROLL CALL present at time of meeting unless otherwise noted	Present	Absent
Board Member		
(President) Nick Meyer	✓	
Eldred Bach (Vice President)	✓	
Aaron Price (Treasurer)	✓	
(Secretary) Paige Roth	✓	
Kris Gapinski	✓	
Heather Greibrok	✓	
Cameron Ward	✓	
Roxana Bruins	✓	
Joe Sears		✓
Sean Koster(ex-officio)	✓	
Mike Reeder (ex-officio)	✓	
Mike Pocrnich (ex-officio)		✓

MISC. ATTENDEES: ROSE PORWOLL, ANGELA BELL, DIANA JAIMES, ERIN VOSS

2. PLEDGE OF ALLEGIANCE

(Choral reading of the Pledge of Allegiance)

3. BEACON MISSION STATEMENT

(Choral reading of the Beacon Academy Mission Statement)

4. Approval of Agenda

Motion:	To approve the agenda: with the addition of the transportation document provided by Mike Reeder And a misprint that will be discussed on the admin position document in the board packet.							
Made by:	*Kris Gapinski				Seconded by:	*Roxana Bruins		
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather Greibrok	x		
	Cameron Ward	x			Joe Sears			x-absent
	Kris Gapinski	x						
Decision:	Passes							

5. Public Comment: Rose Porwoll asked if there will be an updated calendar regarding the missed days of school with the snow days

6. Approval of the Consent Agenda

Motion: To approve the consent agenda:								
Made by: * Paige Roth			Seconded by: *Roxana Bruins					
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather Greibrok	x		
	Cameron Ward	x			Joe Sears			x-absent
	Kris Gapinski	x						
Decision: Passes								
<ul style="list-style-type: none"> A. Approval of Minutes: <ul style="list-style-type: none"> 1. Regular Board Meeting – January 17, 2019 2. Special Board Meeting – February 11, 2019 B. Policy First Reading <ul style="list-style-type: none"> 1. 202 School Board Officers 2. 203.2 Order of the Regular School Board Meeting 3. 203.5 School Board Meeting Agenda 4. 429 Bereavement Leave C. Policy Second Reading - None D. Staffing Update E. Special Education Behavior Specialist Job Description 								

7. Board Reports

A. Finance Committee – Mike Pocrnich

1. Review/Approve January 2019 Financial Report

- There is a request to make the financial report more understandable to the lay person.
- Page 3 of the financials is where we call out anything that is worth noting or of interest overall.
- There were significant delays in the special ed funding. We did receive over \$800k on the 15th of February.
- There is a quick synopsis of the budget, cash flow and end of yea outlook
- Cash – it has been tight but has recently loosened up. The state has a holdback (around 10%) and it is usually paid out by end of year.
- Liabilities are items that we owe to vendors and included staff salaries
- Accounts payable are getting smaller as we go because we did get our large fund of money we were owed from the state.
- By the February meeting we'll be truing up the 2019 budget as we'll have a good idea on final enrollment and expenditures
- June 30 we are estimating \$630k in cash. The state owes us over \$1 million.

- We have outstanding debt relating to the facility. We are projected 1.36% debt service ratio.
- Projected days COH is 31 days, so we are below the covenant. Our investors are well aware of where we are and they understand that we are growing a school.
- Page 6 is the balance sheet. Our total assets must equal our liabilities plus our fund balance.
- Page 7 is the condensed income statement. This is where the total expenditures are reported. The biggest expenditures are salaries and benefits and transportation.
- Page 8-10 are the detail pages of all our state programs and local donations. The percent of working budget column is the state aid receivables and lease aid payments. Our district wide salaries are at 53%. Contracted services are at 75% of where we budgeted for the year. We do need to monitor this area as it does fluctuate.
- Page 11 is the cash flow and what we are going to owe at year end and what we are going to be owed at year end.

Motion:	To approve the financial report as presented:							
Made by:	*Eldred Bach				Seconded by:	*Heather Greibrok		
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather Greibrok	x		
	Cameron Ward	x			Joe Sears			x-absent
	Kris Gapinski	x						
Decision:	Passes							

B. Employee Retention & Compensation Committee Meeting (ERCC) - Paige Roth

1. Review/Approve Support Staff Salary Schedules

- We looked at support staff in our review cycle this year.
- Office staff payscale ends at 12 years and we are looking at a couple office staff who are getting close to 20 years.
- Two classes for the office Class I and II and increase in additional days and PTO
- There is also a 2% COLA increase for those classes
- Nick suggested looking at a compression model instead of a linear model in the payscale as years increase.
- Salary schedules were determined by looking at other districts and to be within 80% of what traditional districts pay.
- Paraprofessionals were split into two categories; special ed and general ed. We are looking at a COLA of 1% for sped. We would like to give them a blanket 10 days since they are now working the same number of days as teachers. General Ed is getting a \$1 increase with the increase in PTO as well since they do some lesson planning. The resource room gets paid 1/2 from federal and 1/2 from state.
- Lunchroom adjustments were to move the lunchroom supervisor out of the office staff and into its own category. We are increasing the supervisor 1% and lunchroom staff assistants to 2% increase as well as increase PTO to 8 days.
- There will be no increase for the nurse. We are looking at providing 12 days of PTO.

- There will be no increase for the IT Administrator. We are looking at increasing PTO to 14 days.
- Facilities salary schedule is new this year as we only have had a facilities staff for 2 years. We have included a 5 year schedule. 1% increase in COLA. And a 1% salary increase every 2 years until a new salary schedule is in place. Also increase PTO to 15 days.
- the impact increase to the budget is \$22,585.99

Questions:

Nurse is not being increased and there has been high turnover. Sean mentioned that the feedback from past nurses is that it wasn't the money that was the issue but the lack of support. We are looking at providing a para for that position.

Is the PTO increase in line with other districts as well? Sean mentioned that the PTO was looked at as an equitable situation. Nick asked if there was consideration for giving PTO based on longevity. Some of that comes down to traditional districts allowing roll over. Also, we looked at what is best for the students. When you look at having to get a sub for teachers that are using their PTO and you don't have that consistency for students, how is that best for the students? Sean suggested that ERCC look at the past payout amounts for 3 years and see if there's a better way to look at this.

The board would like to have ERCC meet at a special time to allow board members to attend.

C. Transportation Update – Mike Reeder

- There are 6 companies that we asked for bids from. Out of 6, 3 gave us some offers.
- Be aware that current price trends are \$340-\$350 per bus/per day
- Tiered service means we share with another school. Dedicated service means that they would only service us. We would prefer dedicated service as we get better service.
- See the report in the packet with all the suggested amounts
- work will continue to happen on this.

A recess was called at 8:08pm

Meeting was called to order again at 8:17pm

D. Principal's Report – Sean Koster

1. Enrollment Report (See Attached)

- Our enrollment is at 97% at 614 students which is very good.

2. Volunteerism (Informational)

- 397 families at Beacon this year
- 211 families have volunteered this year with 51 families reaching their 20 hour volunteer commitment.
- Total volunteer hours so far this year is 3,257.5 hours.

- School board members receive 60 hours of volunteer time per year
- PTO Board members receive 30 hours of volunteer time per year
- Classroom Contacts receive 20 hours of volunteer time per year
- Bus Captains receive 20 hours of volunteer time per year
- Crossing guard families receive 20 hours of volunteer time per year

-action items: communicate at elementary and middle school meetings for opportunities, communicate the benefits of volunteering to families from handbook, There will be a meeting of interested members who would like to help bolster volunteerism.

3. Summer Events

- Summer events are listed in the board packet

4. Expansion Staffing

- Middle School Spanish Teacher position has been filled for next year.
- We are not expanding 3rd grade. There will only be 2 sections of 3rd grade.
- We interviewed and hired a Special Education Behavior Specialist. That person won't move into the position until their replacement has been hired.
- Possible positions for next year (see board packet)
- We will not be hiring another teacher for 7th and 8th grade or a math paraprofessional
- adding a special ed behavior specialist and an ADSIS position will relieve the administrators to do more of their job.

5. Overview of Administrative Re-Organization Recommendations

-The administrative positions would move to an instructional admin team and non-instructional admin team. See the board packet for the scale. The only move in salary for the first year would be the Operations & Communications Coordinator. The rest of the admin team would be reviewed in the 2020-2021 school year.

8. Adjournment

Board Workshop- None

Old Business- None

Action Items-

NEXT MEETING IS March 21, 2019

MOTION TO ADJOURN

Motion to adjourn at 9:26pm forwarded by Eldred seconded by Roxana Approved unanimously.
Meeting adjourned at 9:26pm

Approved on_____

Secretary
Beacon Academy School Board