

Mountain Sun Community School Board

MEETING Minutes

Mar. 7, 2017

Open Session

5:45-7:00pm

MSCS Campus at BMC

Members Present: Michael, Dilshad, Jennifer, Claudia, Lauren, Harvest, Joy, Kim, Wendy, and Melissa

Dilshad chaired the meeting and Jennifer recorded minutes.

Check In

Harvest led the group in discussing our hopes and dreams for the students of MSCS.

Recognizing Harvest

The board took a few minutes to recognize Harvest Leisure for his service. He has been on the board since the formation of the school and has recently offered his resignation to the board.

Minutes approval

The February minutes are approved with edits.

Middle School Update

- Three candidates are visiting the campus and meeting with students, faculty, and parents.
- These top 3 candidates have outstanding credentials and varied experiences.
- Michael and the committee hope to make a decision and solidify the position by March 21.

Fundraising Report

- Michael is meeting with individuals in the community to tie TAG in with another local event.
- Joy reports that the raffle tickets have been handed out. Mary and Nick Bearden spoke with students in the Monarch and Acorn classes to set goals for selling tickets.
- The fundraising committee has set a date for the recital concert on May 1.

Faculty Representative report

- Kim presented updates on the classrooms.

Executive Director Report

- We are hiring a new middle school lead teacher and a music teacher for next year.
- Michael hopes to have employment contract discussions with staff next week.
- Kayla Leed is now working 20 hours a week assisting Michael with some marketing, organization, substitute teaching, and teaching Spanish.

- Michael wants to have a campus workday on April 8 or 29 to add a fence and stairs behind Stables to add outdoor work areas. He reports that there is room in the budget for this. He later wants to add bridges over the creek.
- One Monarch student transferred to another school this month.
- The enrollment in primary classes for next year is very strong with 12 kindergarteners.
- Kayla has created a new MSCS rack card.
- Michael continues to represent the school in the community. He continues to be very active with the VISION program.
- Michael has finished the calendar for next school year with 170 school days, including an entire week off at Thanksgiving and 2 full weeks off at the winter holiday. The start date will be Aug 21 and end date will be May 25.

Finances

- Student enrollment is currently 75.
- The remaining fundraising needed is about \$7000.
- The personnel budget will be use to send some of the teachers to an Orton Gillingham training program in June to train them in techniques for tutoring students with reading difficulties.
- Cash flow projections look good.
- Michael reports that our cash on hand is at a historic high for this time of year.

The meeting continued into closed session. The meeting reentered open session.

Teacher Salary Structure and Benefits Decision

- Dilshad and Claudia researched teacher salaries in independent schools comparable to MSCS that are located in our region. They suggest that MSCS set its faculty base compensation as a percentage of the NC Public School base teacher salary. They recommend a goal of reaching a scale that will compensate lead teachers at 80% of the State Public School base teacher pay within the next 3-5 years. Assistant teachers would be compensated at 75% of lead teacher salary.
- Next school year, 2017-18, they propose lead teachers would have a base salary of 75% of the NC Public School base teacher salary. They propose assistant teachers would be paid 70% of lead teacher salary for next year.
- **The board approves the proposed scale for setting base salaries of lead and assistant teachers as outlined below.**
- **The board approved the proposal to provide a \$75 supplement for teachers when staying overnight with students.**
- Dilshad and Claudia are researching options for an IRA retirement plan. They hope to complete the research and make a proposal to the board by the end of this school year.
- They also did research on group health insurance for staff. The policies available were too expensive and included fewer benefits than what can be found on the ACA exchange for less cost. **The board agreed that this is not a viable option at this time.**

	<u>APPROVED GOAL SCALE</u>		<u>2017-18 APPROVED SCALE</u>	
	<u>Lead Teachers</u>	<u>Asst Teachers</u>	<u>Lead Teachers</u>	<u>Asst Teachers</u>
	<u>Goal Scale (80% of NC Public School Base)</u>	<u>Base = 75% of lead teacher</u>	<u>Goal Scale (75% of NC Public School Base)</u>	<u>Base = 70% of lead teacher</u>
NC Public School Base	\$35,000		\$35,000	
Base annual compensation	\$28,000	\$21,000	\$26,250	\$18,375
Supplemental adjustments:				
<i>Education</i>				
Bachelor's Degree	N/A--base rqmt	N/A--base rqmt	N/A--base rqmt	N/A--base rqmt
Graduate Degree	7%	7%	7%	7%
<i>Certifications</i>				
Montessori	5%	5%	5%	5%
Public School (any)	5%	5%	5%	5%
Any two addt'l certifications	5% each	5% each	5% each	5% each
<i>Years of Experience</i>				
1 year - 6 years	\$500	\$375	\$500	\$350
7 years - 9 years	\$400	\$300	\$400	\$280
10 years - 12 years	\$300	\$225	\$300	\$210
13 years - 15 years	\$250	\$188	\$250	\$175
16 years - 20 years	\$200	\$150	\$200	\$140

Notes:

Adjustment for years of experience is a per year amount, for example a lead teacher with 5 years of experience would have an adjustment to the base amount of \$2,500.

A teacher with 8 years of experience would have an adjustment to the base amount of \$3,800 (6 years @ \$500/yr plus 2 years @ \$400).

The goal scale stated as a percentage of the public school base is based on the most recent published public school teacher salary information.

As the NC public school base compensation increases, MSCS will increase its base goal accordingly.

The meeting ended.

