

**CANYON RIM ACADEMY BOARD MEETING MINUTES
05-14-2015**

Members present:

Erik Olson, Dave Havell, Alyson Peterson, Alyssa Larson, Ruth Hadlock, Amy Lunt

Administration present:

Merry Fusselman, Leslie Evans, Dave Garrett

Meeting was called to order at 4:10 pm.

Item 0: Approval of 03-26-2015 Minutes

A motion was made via email to approve the minutes of the March 26, 2015 minutes.

All in favor. Motion passed.

Item 1: Personnel Update – Merry Fusselman

All open teaching positions have been filled for the 2015-2016 academic year. The following teachers have been hired: Denise Bagnell – 6th grade; Angie Stewart and Cindie Taylor – 1st grade; Sara Greene – afternoon kindergarten. Kathy Boyer from the Special Education department is retiring at the end of this school year.

Item 2: PTO Update – Amy Wilcox

The Board met and welcomed Amy Wilcox, PTO president-elect. We expressed our intention to have her (or a PTO representative) present at each Board meeting for a 5-10 minute update. This should include a report regarding recent and upcoming activities; a report on PTO fundraising and finances (ideally including a printed income statement or other documents showing revenue and expenditures to date); and a general report regarding matters of concern to the PTO.

ACTION: Amy will report at the next Board meeting 1) the expectations outlined above, 2) how many members the PTO has and 3) how effective past fundraisers have been. The Board would also like to know if PTO has what they need to properly set up QuickBooks, if that is the method by which their accounting will be done.

Item 3: Old Business – Ruth Hadlock

- Dave Havell and Erik Olson have received their background checks.
- Dave Garrett has contacted sprinkler companies to ask they come to CRA to discuss installation of sprinkler systems. The companies have yet to make an appointment with Dave.

Item 4: Board Elections – Erik Olson

Allison Peterson and Amy Lunt will be resigning from the Board at the end of this school year. Thank you for your years of service! Shawnette sent out a school-wide email notifying parents of a vacancy on the CRA Board of Trustees and inviting patrons to apply. We have received 11 applications. We will extend an invitation to those applicants to join us for a "meet and greet" at our next Board meeting on Thursday, May 28, 2015. The patrons of CRA will vote on a candidate by the school year's end.

Item 5 – Profit & Loss Budget Overview – Dave Garrett

Dave Garrett handed out July 14, 2014 – March 31, 2015 Profit and Loss statement. Adjustments and recommendations will be made at the next Board meeting.

Item 6 – Approval of new Custodial Services – Dave Garrett

Dave Garrett has received 3 bids on a custodial service that will fulfill all of our professional cleaning and maintenance needs at a competitive rate. The only concern is if the service person is not on the

premises during an emergency. We will have a backup handyman as a resource in times of need. Dave Garrett recommended that we proceed with the lowest bid, which appears to provide the highest level of service and comes highly recommended from another charter school. Erik Olson made a motion to go forward with that bid. **All in favor. Motion passed.**

Item 7 & 8– Preliminary Salary Schedule & Model to Compensate Teachers for Advanced Learning – Dave Garrett & Erik Olson

As the Board has discussed in several recent meetings, the Board revisited the issue of putting in place a framework for setting teacher compensation. The goals discussed previously and reiterated tonight are (1) giving teachers greater certainty as to how their salaries are being calculated, while (2) maintaining some flexibility for the Administration and the Board in setting salaries.

Based on feedback gathered from faculty, Board members agreed not to create a salary grid for CRA to be followed strictly. However, Board members agreed with the concept of using Granite School District's salary chart, which is modified annually based on legislative funding, as a minimum baseline for setting salaries at CRA, with a goal salaries exceeding the corresponding Granite base salary by at least 5%.

The Board members also agreed that obtaining endorsements, approved by the Principal as correlating with needs of students at CRA, should justify a pay increase commensurate with that shown on Granite's schedule (again, increased by at least 5%), and that the school should pay to increase compensation for endorsements, but not pay for the tuition and fees that endorsements require.

The Board did not specifically discuss the additional value added by a master's degree, but expects to conclude that element at the next Board meeting.

Caveat: it may take 1-2 years to put this in place and adjust as needed.

ACTION: Dave Garrett will re-run the numbers with a 5% percentage in place for our review at the next Board meeting. The Board will then try to finalize its compensation policy so that salary letters can go out during the last week of school.

Item 9 – Capital Improvements – Dave Garrett

Bids have come down in price for improvements. Corridor acoustical ceiling tiles (around \$31K including demolition), carpet (around \$25K) and electrical (around \$20K). Additional costs will be incurred for the front office for similar work. Work will begin immediately when the school year is done and will be finished within 4 weeks time.

Item 10 – Parking Agreement

A real estate manager for the LDS church visited the school to see firsthand the drop off issues and parking limitations. The Church has agreed to sign off on a "Hold Harmless" agreement with the Academy for another year. He strongly urged the Academy to seek out alternative plans.

Item 11 – Sage Results

Discussion postponed until next Board meeting.

ACTION: Review at next Board meeting.

Item 12 - New Business

- UPACS –Utah Association of Public Charter Schools has lobbied and advocated to promote excellence in Utah charter schools. Although UPACS mostly benefits struggling charter

schools, (which CRA is not), Dave Garrett asked if the Board wants to consider donating (suggested \$1,000) as a thank you for all of their hard work.

ACTION: All Board members: In preparation for voting at the next Board meeting, please go to www.utahcharters.org to inform yourselves.

- Canyon Prep Academy – 4-year-old class is at capacity.
- Kindergarten Enrichment – 20 students are enrolled, which is the highest it's been. It's at maximum capacity.

Meeting was adjourned at 6:20 pm

NEXT MEETING: Thursday, May 28, 2015 at 4 pm.