

CANYON RIM ACADEMY BOARD MEETING MINUTES
05-26-2016

A meeting of the Board of Trustees (the "Board") of Canyon Rim Academy (the "school") was held on May 26, 2016 at 4 pm at the school.

Members present:

Erik Olson, Dave Havell, Alyssa Larson, Ruth Hadlock, Dave Gisseman and Becky Benham

Administration present:

Merry Fusselman and Dave Garrett

Meeting was called to order at 4:10 pm.

Item 0: Approval of 04-28-2016 & 05-06-2016 CRA Board Minutes – Ruth Hadlock

The board voted via email to **approve** the minutes of the last board meetings held on April 28, 2016 and May 6, 2016.

Item 1: PTO Report – Amy Wilcox

Amy Wilcox (outgoing PTO President) reviewed how PTO met their 3 goals they set out to accomplish this year. The Board congratulated Amy and her entire committee on a job well done. PTO seeks to increase communication via social media next year.

Item 2: SAGE Test Results – Merry Fusselman

CRA achieved an increase in all areas of SAGE test results over last year. These scores reflect average of percent proficient:

<u>Subject</u>	<u>Year 2014-2015:</u>	<u>2015-2016:</u>
English Language Arts:	61%	66%
Math:	66%	69%
Science	65%	74%

ACTION: The Board desires to have the school implement more effective tools for tracking each child's year-to-year progress; understanding better why there are such significant discrepancies in scores from subject to subject and class to class and grade to grade; and addressing how to avoid such discrepancies and consistently increase proficiency in all subjects and for all students throughout the school.

Item 3: Master's Degree Pay/Compensation Policy/Performance Pay – Erik Olson

The Board discussed whether having a Master's Degree warrants a pay increase for teachers. The Board confirmed the philosophy discussed previously that we strive to set salaries for all teachers, including those with Master's Degrees (like those with post-Bachelor's endorsements) at an amount approximately 7 to 10% higher than Granite School District.

Becky Benham suggested that rather than rely solely on Granite School District's salary schedule as a baseline in our teacher compensation policy, we should create our own salary schedule that can be modified year to year and published to teachers, while maintaining an eye toward keeping salaries at 7 to 10% higher than Granite's. The Board agreed with this approach. The Board tentatively agreed to increase the budget line item for teacher base salaries at \$1.085 million for 2016-2017, which should result in significant salary increases for all teachers.

Finally, after discussions over many months, the Board determined to eliminate Performance Pay as a compensation element. It remains a top priority that the school continue the goal setting, observation, and evaluation that have historically occurred within the context of our Performance

Pay program, but these elements are incorporated into the robust educator evaluation program that the Board adopted earlier this year, and are an expectation of all teachers at Canyon Rim Academy.

ACTION: Erik will modify the current compensation policy to address the foregoing changes.

ACTION: Becky will strive to develop and circulate a draft salary schedule for Canyon Rim Academy.

ACTION: The Board will re-evaluate Performance Pay in one year, while increasing salaries across the board for this coming year and building the essence of what Performance Pay was designed to achieve into a robust performance evaluation.

Item 4: Finalize 2016-2017 Budget – Dave Garrett

The Board approved the 2016-2017 budget. The Board reiterated the importance of making the budget a key agenda item at every Board meeting, and ensuring that there is greater transparency with regard to the budget so that the Board, the Principal, and teachers understand how particular budget line items apply to them and can voice opinions with regard to how the school utilizes the funding it receives each year.

ACTION: A condensed version of the budget will be reported on at each future Board meeting; the Board may make modifications at any time.

ACTION: The approved budget will be made available on CRA's website. Monthly budget reports will also be made available online in the same location as the Board meeting minutes are posted.

Item 5: Discussion of Teachers on the Board - All

The Board discussed teachers being on the CRA Board. As a Board, we determined that employees being Trustees creates an inherent conflict, as a level of objectivity is required to govern effectively. However, teachers' voices are critical for our school's success. The Board addressed a number of strategies for helping empower teachers with regard to the business handled by the Board, including the following:

- 1- The Board strives to post notices of upcoming Board meetings 48 hours in advance.
- 2- The Board will continue to post Board meeting minutes in a timely manner.
- 3- The Board invites teachers to observe and listen to a portion or the duration of Board meetings, except during a closed session of a meeting (which is at the end, and is infrequent.)
- 4- If teachers wish to bring a particular issue to the Board, they can request that their advocate, the principal, bring the issue up on their behalf or, with 72-hours advance notice, they are welcome to make a request to Dave Garrett to be on the agenda.
- 5- The Board is agreeable to meeting in a larger room, such as the library, if it is more conducive to the Board meetings being more "transparent" and inviting.

There are likely other things the Board can do to make their activities and decision making more transparent. It is critical that we seek teacher input more frequently than we have in the past to see if there are other strategies for improvement.

Item 6: Charter Revision Update – Ruth Hadlock

Ruth met with Merry last week to begin revising the charter.

ACTION: Ruth will email 1st draft to the Board to request further revisions. The new principal and a teacher committee will give feedback subsequently.

ACTION: Board to discuss Core Knowledge Policy.

Item 7: Grade Reconfiguration Update – Becky Benham

Schools within the Skyline Network are in the midst of voting for or against the grade reconfiguration proposal. Once votes are finalized, Granite School District Board of Education will approve or deny the grade reconfiguration. Becky Benham has formed a 10-person committee, made up of parents who live in different areas of the valley and who have different aged children.

ACTION: The committee will meet in June to discuss the different options that are available to CRA, should the grade reconfiguration proposal pass.

Item 8: New Business- Dave Garrett

- Sprinkler installations - Sprinkler installations are underway on the upper field. A question has arisen whether to replace a strip of asphalt on the north side of the field so patrons may continue to have a walkway or to substitute it with grass. Board's decision determines where sprinkler pipes are laid.
ACTION: Dave will email the Board a cost estimate so the Board may make a decision.
- Principal Search Committee – With the announcement of Merry's retirement, the Principal Search Committee, made up of at least 1 teacher from each grade level, the Board, Dave Garrett, Shawnette (head secretary), and education consultant Peggy McCandless, will be interviewing principal candidates beginning next week.
- **ACTION:** Erik will draft an email to patrons of the school, informing them of the committee's endeavors.

The meeting was adjourned at 6:25 pm.

NEXT MEETING:

Regularly scheduled Board meeting: Thursday, June 23, 2016

Respectfully submitted,
Ruth Hadlock