

## **Neuse Charter School Board of Directors Meeting Minutes – January 23, 2018**

### ***Board Members Present:***

Dawn Dixon, Chair  
Paul Worley, Vice Chair  
Rodney Dunn, Treasurer  
Nichole Booker  
Jason Cummings  
Michelle Denning  
Jimmy Lloyd  
Robbie Taylor  
Kevin Gomez-Gonzalez, SGA President

### ***Board Members Absent:***

Tony Gupton, Past Chair  
Chris Johnson  
Dave Neville, Ex-Officio NCSF Treasurer

### ***Call to Order and Agenda Approval [6:02 pm]***

Dixon called the meeting to order at 6:00 p.m. and read the Ethics Statement. All board members were given the opportunity to respond to the Conflict of Interest statement.

Motion by Taylor, seconded by Denning, to approve the agenda. Passed unanimously at 6:03 pm.

### ***Public Comments [6:04 pm]***

None.

### ***Approval of Minutes [6:04 pm]***

Motion by Dunn, seconded by Taylor, to approve November minutes. Motion passed unanimously at 6:05 pm.

Motion by Lloyd, seconded by Taylor, to approve December minutes. Motion passed unanimously at 6:05 pm.

### ***Booster Club Report [6:05 pm]***

Pullium is coordinating with Boosters on the gym floor and facilities in preparation to host conference games. NCS has received sponsorships to purchase new scoreboards. Additionally, T-Rex goals cannot be stored due to size, so NCS is soliciting offers to sell those.

### ***SGA Report [6:07 pm]***

Kevin Gomez-Gonzalez reported Homecoming is approaching. There will also be a Leadership Retreat at Camp Caswell in February. NHS members will be hosting a blood drive and more information will follow.

### ***Directors Report [6:08 pm]***

Celebrations and Recognitions:

The Board agreed to celebrate these recipients at 5:30 pm before future Board meetings. Due to the inclement weather this month, we were unable to provide sufficient notice to those we had planned to honor today, so this celebration time will start that next month.

- Currently fully staffed adding Ms. Jen Cochran, HS math, and Ms. Melinda Simons, 8<sup>th</sup> grade math.
- Received a number of applications for our Intermediate Academy Leader and Senior Academy Counselor and will start the interview process next week.
- Inclement Weather days – students have missed 21.5 hours and do not need to make up that time. NCS has 33.5 hours remaining before required make up time.
- NCS has secured donations from Pepsi and Deacon Jones to cover cost of the new scoreboard. With their donations, they receive a 5 year agreement to have vendor information displayed on the board.
- Enrollment and Application Lottery Updates:
  - Enrollment at the start of this semester is at 916 (98% of our ADM)
  - Intent to Return forms were due on January 12. Early numbers indicate we will fill around 40 seats in kindergarten with siblings and that all of our cohorts will age forward.
  - Applications for 2018-19 enrollment will be available on 2/1/18.
  - Applications are due to the front office no later than noon on 3/14/18.
  - Lottery will be held on 3/15/17.
- Academic Redesign Initiate Update [PLUS]:
  - Goal to have a dedicated website for PLUS materials and information launched by the end of January.
  - Dr. Silver will have a formal update at the February meeting including some of the following points:
    - Biology and English II students showed growth in proficiency during December EOC which aligned to NCS Benchmarks in those areas.
    - AMC [American Mathematics Contest] 10 and 12 tests will occur in February.
    - WRAL Brain Game team advanced to playoffs.
  - Next Roundtable will be 1/24/18 discussing integration of 5<sup>th</sup> grade into the Intermediate Academy.

#### Comprehensive Compensation Plan:

Pullium presented a Comprehensive Compensation Plan [see attached] which would show how NCS is competitive in the marketplace with salary and benefits. The new plan maintains the two salary schedules for Classified and Certified Staff with an additional adoption of a banding structure for administration that would allow for consideration of years of experience and contributions.

The plan proposes extra leave days for educational growth in addition to options for extended contracts for stability. NCS would also like to implement annual service recognition for those employees with longevity to the system.

This plan is fully loaded with the current 84 staff positions and adding two more for the Senior Academy Counselor and Intermediate Academy Leader. The plan also proposes adding two additional TA positions: one for 2<sup>nd</sup> grade and one for 3<sup>rd</sup> grade to assist in reducing those classroom ratios.

Continuing compensation at the current rate for 2018-19 would be an additional \$165,000 to the current compensation model which includes the cost of the four proposed new staff members. Adopting the new Certified Pay Scale would change that amount by an additional \$84,000.

The plan sets up a bonus structure but the value is available to be set in the fall when the school has the finalized ADM and more knowledge of surplus dollars. There are also dollars allotted to give “extra duty” pay ranging from \$250-\$1000 depending on the roll fulfilled.

The board will consider this plan until next month’s meeting. Any comments regarding the plan can be sent to the Finance Committee to bring to February meeting.

Discussion around reaching out to local sponsorships to help cover some of the costs to allow service recognition and bonuses vs leaving the sponsorships to the resource development side. Additionally, how will bonuses be determined and paid? Discussion of the two-tiered structure to pay school wide *and* teacher bonuses. Pullium reported that this year the state did pay charter school teacher bonuses to which eight of our staff members qualified.

Worley asked that in the future the board be presented with comparison information from other public schools.

Further discussion around how the salary scales are formulated. Certified was compared to market rate and adjustments based off years of experience on teacher’s license. Support staff looks at years of experienced administered at the school or related field however no consideration for credentials. Concerns that there is not a formula to set for some of the listed bands for administration vs. flexibility in salary ranges. NCS needs to have a way to defend how a salary is determined and a way to share the formula for administrative levels and bonus payments.

Note: additional duty pay falls outside of the scope of the compensation plan.

Board members should give comments to Dunn by 2/13 so that Finance Committee can address the key components of the plan. The goal is to approve the plan at the February Board Meeting.

***Consent Agenda [7:12 pm]***

None

### ***Standing Committees***

#### ***Finance Committee [7:13 pm]***

Dunn presented the updated budget with adjustments continuing to show a \$95,000 surplus in the budget.

Motion by Lloyd, second by Booker, to approve the January Budget. Passed unanimously at 7:14 pm.

Dunn reported that the audit results have arrived and NCS had a good year. Electronic copies will be distributed soon.

Facilities members will meet tomorrow with the construction team. Modularity were moved off campus and site work occurred over the winter break. With the large fenced area, there are new pedestrian patterns on campus. As needed, extra staff are posted when there are trucks and other machines moving around campus.

#### ***Personnel Committee [7:16 pm]***

None.

#### ***Academic Affairs Committee [7:16 pm]***

Dixon reported that Pullium gave a portion of the report with PLUS updates in Silver's absence. Thank you to Cummings for his participation on committee. Committee is on track with items they have been discussing including the roll-out of the website. Dixon reported that this will be a long process with a request for patience and a commitment to change. The Board is fully committed to move NCS toward excellence in doing what's best for our students.

#### ***Resource Development [7:20 pm]***

Dunn reported that the current focus is on the Reverse Raffle. There is a team working on this event to run the raffle much like last year with adding the concept of corporate sponsors. In regards to the Silent Auction, the focus will be larger ticket items instead of the grade level baskets this year. The Board is encouraged to leverage relationships to get sponsorships.

Pullium thanked Highfil and the team of volunteers who have been working on the ticketing for the event. The goal is for each student to sell at least one ticket. The rules will be the same as last year.

Dixon questioned who would be sending out the letter to previous sponsors thanking them and providing the tax receipt. When donations are made directly to the school, those letters come from the Business Office. When donations are made through the Reverse Raffle, those letters are divided among the committee who solicited the sponsorship/donation or given to the Business Office to process.

***Board Development [7:24 pm]***

Lloyd reported the Bylaws Committee met on January 11. Discussion centered around familiarizing the committee with the current bylaws and open meeting laws. The committee has begun to review by-laws including making necessary grammatical corrections and ensuring any changes are in line with state statutes. Note: the current version is the one on the NCS website marked Revised Jan 2013.

Additionally, the committee agreed on the need for some level of training for the full Board with regards to bylaws. The goal would be to have training modules on a quarterly basis with more extensive training annually at the summer retreat. Smith is a valuable asset as a resource and trainer in this area.

Suggestion by Dixon to do some of the Board training via Canvas.

Dixon asked Lloyd for an updated copy of the committee description.

***Old Business [7:30 pm]***

None.

***New Business [7:30 pm]***

Dixon announced that Andre has resigned from the Board as member and secretary.

Lloyd stated as a point of order that the Vice Chair can also be Secretary.

Discussion regarding replacing Andre's seat on the Board. Lloyd explained that unless the membership fell below the Board minimum, she would not need to be replaced on the Board.

Motion by Dunn, second by Taylor, that Worley act as Secretary. Passed unanimously at 7:34 pm.

Dixon mentioned Smith has asked for assistance with ideas for the Commencement Speaker, ideally someone who is familiar with school and students such as a faculty member. Dixon mentioned Neville but decision ultimately falls to school.

Lloyd asked if the school generally pays the speaker or if it's volunteered. Pullium clarified that volunteer time is ideal.

Motion by Dunn, seconded by Lloyd, to adjourn. Passed unanimously at 7:39 pm.

Respectfully submitted,  
Paul Worley, Vice Chair/Secretary