

Board of Directors – FSAS | MINUTES

Meeting date, time 3/29/2018 6:00 PM | Meeting location FSAS, Gray, ME

Meeting called by Alison Moser, Chair
Type of meeting Special Meeting
Facilitator Adam Gilman, Vice Chair
Secretary Alyson Spencer-Reed

Attendees:

Adam Gilman, Vice Chair
Alyson Spencer-Reed, Secretary
Melanie Prinz, Treasurer
Penny Collins, Board
Bill Doughty, Board
Vincent Micale, Board

Also Present:

Jacinda Cotton-Castro, Executive Director

Excused:

Alison Moser, Chair

Meeting called to order at 6:16 pm.

Quorum of 6 members present.

AGENDA TOPICS

Proposed FY 2018-19 Budget | J. Cotton-Castro

Section by section review of second draft of FY 2018-19 budget

Questions on budget draft

- No janitorial? – included in CAM line now; may move into separate line if we hire our own service.
- 5% disadvantaged target was not included in the total income sum on previous budget draft.
- Reduction in SW/counselor salary for this draft – how has this affected the allocated hours? – 12 hours down to 8
- Decrease to transportation? – prorated according to the reduction in 3 students in this budget version.

Recap of major changes to salary grid from last year to this

- Average statewide teacher salary increases year to year; an increase in our teacher salaries is necessary to keep pace at least to some degree.
- State-wide teacher salary grid continues to 30+ years; ours ends at 12+; how do we remain competitive? Will need to address this at some point in the future.
- Change to teachers & assistant teachers with SPED certs from last version to this resulted in a reduction to assistant teacher salaries for this version due to a calculation error in the past. Current *budget* version still has assistant teacher salaries from previous version of salary grid.
- Assistant teachers are much higher with respect to state average than lead teachers.

- How do we align our positions/salaries so that they are fairly compensated with respect to state averages, but also weighted in some way according to school values/priorities?
- Brief discussion of possibilities for salary scale models that are sustainable into the future. A project for the Personnel Committee to take on.

Questions on salary grid

- Explain again about the special ed assistant teachers – last year all assistants were in the grid at hourly rate. This year we added a salary section, and this revealed a miscalculation of two assistant teachers' salaries from last year. This was only reflected on the budget, as all assistant teachers were actually paid on an hourly basis.
- Is Bus Man actually working 80%? Some discussion on this... based on a number of days worked over the calendar year as a percentage of full-time number of days.

Motion to enter Executive Session at 7:06 pm to discuss personnel matters per ME Title 1, Chapter 13, Subchapter 1, §405, 6. A. (1), by A. Gilman

2nd by P. Collins

Discussion: none

Motion passed 7-0.

Motion to leave executive Session at 7:46 pm A. Spencer-Reed

2nd by B. Doughty

Motion passed 7-0.

Parking lot topics from last week's meeting

- Thoughts expressed about social worker/guidance counselor position: It is critically important/need is evident in the school; 8 hours not enough; Atelier is weighted too heavily and SW not enough. Suggestion to shift balance: reduce allotted hours for Atelier in 1st year, increase those for SW. Opinions split about this balance – some in favor of more Atelier time, some more SW time. Suggestion to add tracking of social & emotional development to SW responsibilities. Request to research how schools hire SWs – Contractor? Employee? – and write job descriptions for both positions before further discussion.
- Discussion of Atelier classroom – degree of/plans for buildout depend on how much time we bring them in to start, but all agree they will need a space. Need more info about the position before further discussion.

Proposal for Mixed 5/6 Class | J. Cotton-Castro

Proposal to change 5th-grade classroom to a mixed 5th/6th-grade room next year, as we are short 3 students for the 5th grade room this year.

- Suggestion – add more students into a lower grade rather than adding 6th?
- Still have plenty of time before school starts – more 5th graders could enroll before then. Can't change our classroom grade level makeup every year to resolve low numbers in one grade or another.
- We have a history of losing students in the upper grades. Worth considering larger lower grades classes and smaller upper grade classes; 4/5 mixed and 5/6 mixed classes; a teacher on a 2-year loop. Mixed-grade classes are in our charter and this could be a strong model for addressing the regular upper grade attrition.

- Some agreement around the table that mixed age classes could be really good for Fiddlehead, but more than one suggestion that the current situation may not be the best reason to initiate them.
- Can we distribute our students unevenly amongst grades – for example more students in lower grades and fewer in higher grades? Yes, we can.
- Could add 3 students from the waiting list to 3 other grades and keep the 5th grade light for a year. May be sustainable because of the higher attrition in the upper grades. Need to remember we have two teachers per classroom when we think about changing the distribution (would only impact if the change were significant). Ed committee will discuss and get COTL and teacher rep feedback about this idea. Look at 1st, 2nd, 3rd grade, as our K teacher is already feeling her classroom is at capacity.

Announcements | A. Gilman

- All Directors think about recruitment – pass on names & contact info to Alyson & Bill
- All committee chairs need to get April meeting materials to Adam by April 11th because of April vacation
- Will send a survey about who's interested in what committee service and offices

Motion to adjourn meeting at 9:00 pm by A. Gilman

2nd by P. Collins

Motion passed 7-0.

APPROVED