

Board of Directors of Wayside Schools
Meeting Minutes
June 20, 2019

John Troy called the meeting to order at 6:02 PM.

Board members present: John Troy, Stacy Erb, David Shelly, David Dunn

Staff present: Ashlei Brittany, Meghan Jones, Matt Abbott, Susan Pommerening, Francisco Garcia, Kierstin Howard, Hope Astor, Bardo Montelongo, Lauren Besser, Marcia Molinar, Tammy Underwood, and Deroald Hopkins

Guests present: Karen Emery, Nate Smalley, Stephanie Amaya, Jaritza Cupeles, Ana Wilson, Caitlin Bridges, Audrey Kelly, Miranda Regalado, Michelle Arrick, Mary Rodriguez, Bobby Rodriguez, Lourdes Taylor, and Mariesther Flores

Public Comments:

Ana Wilson, a teacher at Wayside: REAL Learning Academy asked for transparency on funding changes due to HB3 and for fair/equivalent wages for the teachers of Wayside Schools. When comparing AISD's new pay scale to Wayside Schools' current scale, AISD is offering \$5,000 more than Wayside Schools, which is incentive for teachers to leave Wayside.

Mary Rodriguez echoed Ana Wilson's concerns. As an instructional coach, Mary understands the value Wayside Schools has put into coaching and developing great teachers. She would hate to lose these teachers.

Mariesther Flores shared that she participated in advocacy for HB3. She appreciates the autonomy districts have to decide what to do with those funds. She believes it is critical to have a competitive salary to keep existing staff and attract new teachers from diverse backgrounds. She shared that TCSA projections show charters getting as much as \$750 per scholar in additional funding in 2019-2020.

After public input John elected to reorder the agenda and directed Deroald Hopkins review his items on the agenda as they address the questions of the public present.

Chief Operations Officer

Deroald Hopkins reviewed the Statement of Activities as of 5/31/2019 (Informational) and final budget amendment (#2) for 2018-19.

At 7:02 PM, David Shelly made a motion to approve 2018-2019 budget amendment #2. Stacy Erb seconded the motion. The motion passed unanimously.

Deroald Hopkins reviewed the following as part of his 2018-2019 budget adoption presentation.

- Wayside Schools will maintain the 2018-19 salary schedule until we have greater clarity about how we are required to incorporate HB3.

- Wayside will be conducting a compensation study which will review salary schedules from other schools, compare Wayside's salary schedule to our community, and identify how we close the gap. The goal is for Wayside to offer competitive salary options.

Deroald confirmed that all teachers will receive a raise in the 2019-20 school year. The amount is dependent on the funding package that Wayside receives. The budget calculator has been delayed until TEA can include changes related to HB3.

Of the additional funding that we will receive HB3 states that 30% needs to be allocated directly to salaries of teachers. 75% to be applied to teachers, and the other 25% towards other staff and funding expenditures for staff.

John addressed teachers acknowledging their hard work. He affirmed that there is nothing more important than having quality teachers. Our kids need the best teachers and we want our teachers to stay here. Wish we had a better answer tonight but it is a complicated situation and we are working through it.

As we get more information, we can get a sound grasp of our budget, there will be teacher faculty raise amendments. Due to the formula for recapture, AISD will get the single largest revenue bump out of any school in Texas which is why they were able to release numbers so quickly.

Deroald stated Wayside is looking to close the salary gap as best as possible.

After Deroald stating the above about the 2019-2020 budget assumptions and limitations he then reviewed the Proposed 2019-2020 budget in detail, including a change to the Mid-Tex Educators Benefits Cooperative to reduce expenditures. Proposed in this budget, the health insurance will drop to 73.6% employer covered - from 100%.

Deroald also proposed the remaining custodial staff be outsourced to PBS, decreasing \$400,000 from the budget.

John paused on the vote to hear the enrollment update agenda item from Francisco Garcia (Informational).

Francisco Garcia provided an enrollment update. Current 19-20 enrollment numbers are at 2280. 297 new applicants have been enrolled to date for the 19-20 school year, and 1983 returning scholars.

8:44 PM After considerable deliberation by the Board, David Dunn made a motion to approve the 2019-2020 proposed contingency budget, with proposed 19-20 teacher payscale, with a projected loss of \$1.4 M (without HB3 funding changes included) while we are awaiting 19-20 funding clarity from TEA, the benefit change to Mid-Tex Educators Benefits Cooperative - changing healthcare costs from 100% to 73.6%, and the outsourcing of the remaining custodial to PBS. Stacy Erb seconded the motion. The motion passed unanimously.

Meeting Minutes

John Troy requested that the following administrative information be written into the minutes: On June 19, 2019, Wyatt Harper resigned from the Board of Directors of Wayside Schools. Resignation letter attached.

The June 03, 2019 board meeting minutes were presented for review and approval. David Shelly made the motion to approve the minutes once a scholar's name is adjusted in two places. Stacy Erb seconded the motion. The motion passed unanimously.

Consent Agenda

None.

Chief Executive Officer Report and Chief Academic Officer Report

David Shelly motioned to table the fundraising update (Informational), June academic report on student performance (Informational), and 19-20 academic goals and wins review (Informational) due to time constraints after a lengthy public comments. Stacy Erb seconded the motion. The motion passed unanimously.

At 8:47 PM, Stacy Erb moved that the board exit open session and enter into Executive Session to discuss all items allowable by law. David Shelly seconded the motion. The motion passed unanimously.

At 9:55 PM, David Dunn motioned that the board exit Executive Session and enter open session. David Shelly seconded the motion. The motion passed unanimously.

The board did not take any action as a result of executive session deliberations.

At 9:56 PM, David Shelly moved to adjourn the meeting. Stacy Erb seconded the motion. The motion passed unanimously.