

Sol Aureus College Preparatory  
BOARD OF DIRECTORS  
REGULAR MEETING MINUTES

November 30, 2016  
8:07 a.m. to 9:04 a.m.

6620 Gloria Drive  
Sacramento, CA

PRESENT: David Mack, Sarah Ellis, Justin De La Cruz, Nancy Lawrence, Deborah Lott, Lisa Limcaco, Robert Ferriman, Deepak Aswani

ABSENT: Pam Saltenberger, Virginia Hargrave, and Jeffery Javinar

PUBLIC ATTENDANCE:

DIRECTORS: Norman G. Hernandez and Judy Yang

**David Mack called the meeting to order at 8:07 a.m.**

**I. ACTION ITEMS:**

Deborah Lott moved to accept the October 26<sup>th</sup> 2016 Board Minutes.

Robert Ferriman seconded the motion

David Mack, Justin De La Cruz, Nancy Lawrence, Deborah Lott, Robert Ferriman and Deepak Aswani approved the Board Minutes

Sara Ellis and Lisa Limcaco abstained

**II. PUBLIC COMMENT:**

Nothing to report

**III. DIRECTOR'S REPORT:**

Judy Yang reported current enrollment and said the empty spots are currently being filled up. She stated S.A.C. Prep traditionally does not enroll 7<sup>th</sup> and 8<sup>th</sup> grade students due to the risk of crushing the classroom culture.

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Norman Hernandez gave an update on the portables, he said the plans will be submitted to the DSA on December 15<sup>th</sup> for approval. He requested to upgrade the bathroom and install electric hand dryers, the expected start day for the project is mid-April and the completion date is projected for mid-July.

Norman Hernandez has been working in collaboration with Deborah Lott to revamp the salary schedule, he is looking at other districts' salary schedules and should have it finalized for review by January 2017. Deborah Lott stated she wants to ensure the salary changes help with teacher retention but also keeps teachers engaged and active within the school. Norman Hernandez wants to meet in the middle and offer a competitive salary, he will have it ready for discussion during the January Board Meeting.

Nancy Lawrence inquired the date when teachers' contracts are renewed, Norman Hernandez stated S.A.C. Prep gives out memorandums only. Deborah Lott wants to make sure the salary schedule is finalized by March 15, 2017 to make sure teachers get a chance to look at the full package they will be offered before considering other options outside of S.A.C. Prep.

Sarah Ellis asked if the amounts of compensation packages are being included on the salary schedule and Norman Hernandez confirmed those amounts are being calculated already. He will have a detailed breakdown between salary and medical benefits, and a retirement option will also be considered as part of the full package.

Deepak Aswani asked if there is a forecast available on how many graduate students are getting teaching credentials. Norman Hernandez said is forecasted to have a teachers' shortage for the next five years. Judy Yang said the State of California is considering allowing schools to offer a credential program.

Sarah Ellis suggested Norman Hernandez to look at what the cost would be if S.A.C. Prep joins CalPERS and CALSTRS, she stated as of 2014 employers match 8% of the employees' salaries and is projected to go up to 19% in the

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next 7 years. CalPERS would be offered to classified staff and CalSTRS to certificated staff.

Norman Hernandez stated S.A.C. Prep currently covers 60% of the family medical expenses, there is an additional \$4,000 reimbursable amount available for staff without dependents and a \$6,000 reimbursable amount for staff with family. He stated with the Obama Care, the insurance cost has gone up, everything has been standardized and the school has absorbed the cost.

Sarah Ellis said it is important to include on the salary schedule the benefits paid on behalf of employees to show them all the benefits they are receiving. Based on her experience, she stated the millennial generation is less interested in pension plans and employees would rather get a higher salary.

Robert Ferriman asked Norman Hernandez how he feels about offering CalPERS/CalSTRS to S.A.C. Prep staff and Norman Hernandez stated teachers don't show much interest in having retirement accounts, he would lean more towards offering a higher percentage match on the 403b plan because there is no guarantee the funds from CalPERS/CalSTRS will be available when teachers reach retirement age.

Norman Hernandez said younger teachers tend to look at dollars earned and older teachers with families would rather have a retirement plan and benefit options available to them.

**IV. BOARD COMMITTEES**

**Finance**

Nothing to report

**Board Development**

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Nothing to report

**Parent Committee**

David Mack announced the winter performance, kindergarten and 1<sup>st</sup> grade is scheduled for December 20<sup>th</sup>. And 2<sup>nd</sup> - 3<sup>rd</sup> grade is on December 22<sup>nd</sup>, both performances will be held at 6pm. He encouraged Board Members to attend this event.

**Fund Development**

Nothing to report

**Personnel**

Nothing to report

**Other Business**

Nothing to report

**Meeting Adjourned at 9:04 a.m.**

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Nancy Lawrence, Secretary