

Sol Aureus College Preparatory
BOARD OF DIRECTORS
REGULAR MEETING MINUTES

August 24, 2016
8:09 a.m. to 9:58 a.m.

6620 Gloria Drive
Sacramento, CA

PRESENT: Pam Saltenberger, David Mack, Sarah Ellis, Nancy Lawrence, Virginia Hargrave, Lisa Limcaco, Deepak Aswani, Robert Ferriman,

ABSENT: Jeffery Javinar, Deborah Lott, Justin De La Cruz

PUBLIC ATTENDANCE:

DIRECTORS: Norman G. Hernandez and Judy Yang

Pam Saltenberger called the meeting to order at 8:09 a.m.

I. ACTION ITEMS:

Nancy Lawrence motioned to accept the June 22nd 2016 Board Minutes.
Virginia Hargrave seconded the motion
Board Minutes were unanimously approved

II. PUBLIC COMMENT:

Nothing to report

III. DIRECTOR'S REPORT:

Judy Yang reported current enrollment of 330 students. Norman Hernandez stated the 7th and 8th grade classes are not full, however, there are middle school students on the waiting list, these students are required to complete a shadow day to make sure S.A.C. Prep is a good fit for them and to prevent crashing the classroom culture.

Norman Hernandez said he is conducting interviews to hire a new Para-educator, he will be scheduling second interviews for the top pick candidates.

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Norman Hernandez said the afterschool program Jumpstart, will be under the supervision of former PS7 Principal Herinder Pegany. He is an independent contractor for St. Hope. Norman Hernandez stated he will hold off on hiring an afterschool program coordinator and will be working closely with jumpstart staff. He also said he will apply for ASES grant in an effort to take over the after school program next school year.

Judy Yang presented the SBAC (*Smart Balance Assessment Consortium*) test results. She explained this assessment is a tool to check students' academic level and it also holds the school accountable for the students' performance. Norman Hernandez said a new API score method has not been determined by the State, and the State is currently using results from the past three years.

Judy Yang shared the assessment results with teachers so they can see how much their teaching performance has improved.

David Mack asked how much of the test results are attributed to the 3rd graders taking a standardized test for the first time on a computer. Judy Yang stated some students rush through the test answering the questions incorrectly. To prevent students from rushing during the test, teachers are taking the students to the computer lab to practice their typing skills. She also said that once a test is submitted no corrections can be made.

Norman Hernandez said students are being pushed to learn advanced math at a younger age and they are being introduced to algebra as early as first grade. Judy Yang said current Para-educator will help kindergarten through 2nd grade teachers and the new Para-educator will focus on 3rd through 4th grade.

Norman Hernandez stated tutoring is offered after school to students who need additional help but some parents don't allow their students to stay preventing them from improving their performance in class and testing.

Judy Yang said the 4th grade class scored lower results during 2016 testing due to hiring a teacher who had experience with 2nd grade only, therefore it reflected on the results. She stated the lead teacher has been instructed to give additional support to both 4th grade teachers to make sure students are ready to transition to middle school in 5th grade. She explained S.A.C. Prep kept the KIPP model for middle school and therefore 5th and 6th grade teachers are stricter, making a transition smoother to 7th and 8th grade.

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Norman Hernandez said this year the students from kindergarten through 4th grade was mixed up among each grade level. This is the first year this method is approached to expose students to different colleges and to give them a different perspective as well.

Judy Yang is trying to send teachers to Professional Development to learn more about teaching and grading Common Core Math. She proceeded to present the test scores for 4th grade through 8th grade, and said there was an increase in the overall scores.

Judy Yang presented the 2016 – 2017 School Plan, S.A.C. Prep’s curriculum is based on California Standards and not on Common Core Standards. She provided a mapping guide to teachers to compare benchmarks and develop their lesson plans to meet Common Core Standards. Teachers are also using online resources that are posted by other teachers.

Norman Hernandez is coaching the teachers about the process of obtaining an IEP for students.

David Mack said it is time to redefine what teacher retention means, Pam Saltenberger agreed and stated School Districts have more money to offer higher salaries and therefore teachers are leaving. Norman Hernandez said there is a shortage in teachers and teacher retention should be reevaluated. Pam Saltenberger wants to reconsider teachers’ salaries and asked for a breakdown of current salaries.

Judy Yang said S.A.C. Prep’s start salary for teachers with credentials are at a competitive rate, however, teachers should get an increase if a Master Degree is completed.

Pam Saltenberger asked Norman Hernandez to put together a chart comparing salaries and benefits for the districts of Elk Grove, Twin Rivers and Sacramento. Sarah Ellis suggested to switch from TIAA reimbursements to a salary increase. Different options will be put on table and discuss during the next Board Meeting.

Judy Yang asked Board Members to review and approve 2016 – 2017 School Plan.

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ACTION ITEMS:

Robert Ferriman motioned to approve 2016 - 2017 School Plan
Deepak Aswani seconded the motion.
The 2016 – 2017 School Plan was approved unanimously

IV. BOARD COMMITTEES

Finance

Norman Hernandez discussed the medical benefits offered by S.A.C. Prep said Gallegher offered a substantial discount during enrollment, however, with the Obama Care changes the cost of benefits have spiked and S.A.C. Prep is paying higher rates. Employees currently have two options, Kaiser and Western Health Advantage. He met with health benefits broker Owen Dunn and received a full proposal where employees will have more options for medical coverage. Employees currently pay \$5 per pay-period and S.A.C. Prep covers 60% of the cost for families. There is a \$4,000 reimbursable amount available and the option was set up due to employees having a high deductible.

Sarah Ellis stated she wants to meet as a finance committee and discuss the benefits proposed before making a final decision on changing the benefits package.

ACTION ITEMS:

Sarah Ellis motioned to approve Owen Dunn as new insurance broker
Robert Ferriman seconded the motion
Owen Dunn was approved unanimously as a new insurance broker, deferring any changes on the benefits package until further discussion and approval

Board Development

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Deepak Aswani stated Jeffery Javinar will not be able to serve the remaining of his term as Vice President and the decision was made to nominate David Mack to take his position for the remaining of the term.

ACTION ITEMS:

Deepak Aswani motioned to approve David Mack as Vice President to complete the 2015 – 2017 term effective immediately

Robert Ferriman seconded the motion

David Mack was approved unanimously as Vice President to complete the 2015 – 2017 term effective immediately

Parent Committee

Nothing to report

Fund Development

Nothing to report

Personnel

Nothing to Report

Other Business

Judy Yang announced back to school night, scheduled at 5:30 pm on Thursday, August 25.

Meeting Adjourned at 9:58 a.m.

Nancy Lawrence, Secretary