

Sol Aureus College Preparatory
BOARD OF DIRECTORS
REGULAR MEETING MINUTES

October 26, 2016
8:13 a.m. to 9:44 a.m.

6620 Gloria Drive
Sacramento, CA

PRESENT: Pam Saltenberger, David Mack, Justin De La Cruz, Deborah Lott,
Deepak Aswani, Nancy Lawrence, Robert Ferriman

ABSENT: Sarah Ellis, Virginia Hargrave, Lisa Limcaco and Jeffery Javinar

PUBLIC ATTENDANCE:

DIRECTORS: Norman G. Hernandez and Judy Yang

Pam Saltenberger called the meeting to order at 8:13 a.m.

I. ACTION ITEMS:

Nancy Lawrence motioned to accept the September 28th 2016 Board Minutes.
Deepak Aswani seconded the motion
Board Minutes were unanimously approved

II. PUBLIC COMMENT:

Nothing to report

III. DIRECTOR'S REPORT:

Judy Yang reported current enrollment of 326 students, she stated some students were lost due to siblings moving to a different school at the same time.

Pam Saltenberger stated the board meeting will be focusing on the portables update and a discussion on teachers' salary schedule.

Sol Aureus College Preparatory
BOARD OF DIRECTORS
REGULAR MEETING MINUTES

IV. BOARD COMMITTEES

Finance

Robert Ferriman discussed the financial status of S.A.C. Prep and stated the school is overall in good shape.

Board Development

Nothing to report

Parent Committee

David Mack announced the events coming up and invited Board Members to attend the costume parade, the book fair and fall festival.

Norman Hernandez stated the Art Ark is scheduled to come to S.A.C. Prep in February 2017.

Pam Saltenberger encouraged Board Members to visit the book fair and buy books for the teachers from their wish basket.

Fund Development

Nothing to report

Personnel

Nothing to Report

Other Business

Pam Saltenberger gave a portable update, she said the cost for infrastructure is between \$168,000 and \$290,000. She stated all structure needs to be completed, there is no need to install sewer lines due to existing lines. This cost includes the infrastructure for a full bathroom and three portables. The

Sol Aureus College Preparatory
BOARD OF DIRECTORS
REGULAR MEETING MINUTES

construction cost is projected to be \$98,000. The total cost for infrastructure and construction is estimated to be \$400,000.

Pam Saltenberger said she needs the Board of Directors' permission to sign a contract to proceed with the portables project. She also stated there will be a meeting with the Sacramento District to move forward with a 15-year Facility Use Agreement. Norman Hernandez stated the DSA (*Division of the State Architect*) approval is done. The bathroom and three portables are scheduled to be completed by summer of 2017. The goal is to install three portables and try to get two more portables from the district in the next couple of years.

David Mack asked what type of portables do teachers prefer to be installed. Norman Hernandez said teachers care more about available work space and not so much if the building is too modernized. Pam Saltenberger wants to make sure teachers do not feel there is favoritism when it comes time to assign classrooms and she wants to ensure the new portables resemble the existing portables. Deborah Lott asked if there is a need to assess current classrooms and make improvements. Norman Hernandez said he applied for a Charter School Funding Grant, this money will be used for classroom improvements.

Pam Saltenberger asked for a motion to approve moving forward with the portables installation. She stated a contract will be signed with American Modular where SKW will be responsible for managing the project. She will continue to provide project updates to the Board of Directors.

ACTION ITEMS

Nancy Lawrence motioned to approve moving forward with the portables installation, assigning SKW to manage project with American Modular up to the total amount of \$400,000.

Robert Ferriman seconded the motion

Motion to approve moving forward with the portables installation was unanimously approved

Sol Aureus College Preparatory
BOARD OF DIRECTORS
REGULAR MEETING MINUTES

V. STAFF SALARY SCHEDULE:

Norman Hernandez presented a staff salary schedule; he said historically S.A.C. Prep has been competitive with the salary paid to teachers. However, the expectations are higher; they are required to work 220 days, tutor two hours per week and attend mandatory professional development. He stated neighborhood districts do not require teachers to work past their scheduled time, teachers must get an approval in order to get paid for tutoring hours or attend professional development.

S.A.C. Prep helps underserved African American students followed by Hispanic students. When comparing S.A.C. Prep's demographics with SCUSD the testing scores are similar but the population the district serves is not the same.

Norman Hernandez explained S.A.C. Prep teachers get paid a flat rate their first year of teaching and an additional \$2,000 if they obtain a master's degree. Pam Saltenberger explained teachers get paid similar rates to the Elk Grove district, however, once the gross pay is divided by hours worked, the hourly rate for S.A.C. Prep teachers is lower. He proceeded to discuss the pay scale and compared it to neighbor districts.

Pam Saltenberger asked Norman Hernandez to add columns to the pay scale to show rate increments based on years of experience and additional units completed. Deborah Lott will work with him to look at rates in the long run to offer a competitive salary to attract teachers and increase retention.

Norman Hernandez stated districts are offering sign up bonuses due to having a shortage in teachers. He explained the school will be better off increasing teacher salaries as an incentive to continue working at S.A.C. Prep. Based on his experience as a principal, he expressed his concern of having to invest a lot of time coaching new teachers and he prefers to consider investing on current teachers, this will avoid a high turnover that will affect the students' academic performance.

Sol Aureus College Preparatory
BOARD OF DIRECTORS
REGULAR MEETING MINUTES

Pam Saltenberger said it is important to look at the overall financial status and see what the impact will be by increasing teachers' salaries, she stated it is a priority to pay teachers what they deserve for all the work they do for school.

Norman Hernandez stated S.A.C. Prep was able to accumulate a high amount in cash due to the implementation of the Local Control Funding Formula where there is more money received per student.

Pam Saltenberger recommended to keep a cash reserve that will cover between 3 and 6 months of operating expenses. After reserves have been put aside, the remaining amount should be spent on students and teachers. She asked the finance committee to look at the salary schedule once it has been updated, update should reflect current teachers' salaries and future salary projections. She asked Norman Hernandez to send the preliminary schedule to Board Members in January so the schedule can be ready to be voted on by February 2017.

Meeting Adjourned at 9:44 a.m.

Nancy Lawrence, Secretary