

**Rockford Charter School Organization
Board Meeting Minutes
February 28, 2019
11:30 a.m. – 1:00 p.m.**

1. Call to Order: 11:41 a.m.
 - a. Board Members Present –Kenneth Cunningham, Nathan Bryant, Carla Redd and Scott Anderson
 - b. Also Present –Executive Director Michael Williams, Principal Shavina Pierre, Rick Aylward, and Roxanne Sosnowski
 - c. Not Present – Jennifer Hall
2. Public Comment – (5 Minutes if needed) - None
3. Approve of Consent Items – Motion by Board (1Minute)
(Members may request individual Consent Items to be pulled for discussion)
 - a. Minutes of Prior Board Meeting – 1/24/2019
 - b. Financial Reports

Motion to Approve the Consent Agenda made by Kenneth Cunningham and seconded by Carla Redd. All aye. Motion approved.

4. Committee Reports
 - a. Finance Committee – Need to Appoint Members (5 Minutes)
 - i. Executive Director Williams stated that there is a need to appoint Board Members to the Finance Committee to help with budgeting next year.
 - ii. Attorney Sosnowski suggested to keep it to two Board Members to avoid quorum issues.
 - iii. It was agreed, Scott Anderson and Jennifer Hall to be the two Board Members on the Finance Committee.
 - iv. Executive Director stated that RCSO needs to start the budget process in March so that the school has time to bring it back to the board for any changes and/or approval.
 - b. Teacher Contract Changes – Information Item (5 Minutes)
 - i. Attorney Sosnowski explained that a 2019 Teacher Contract is undergoing revisions. It is currently being discussed whether or not to give an option for a 10-month or a 12-month pay period at the election of the individual employee.
 - ii. New language was added that if a teacher does not fulfill their term of service, there will be a proration at the time when the salary is due to them.

- iii. If staff does not pay in advance for their health insurance premiums when they are gone for an extended period of time and the school has agreed to keep them on the insurance, then their insurance will be cancelled for nonpayment.
- iv. New language was added that included to outline the value of all of the benefits provided to teachers that the school will pay on their behalf.
- v. New language was added regarding teacher's responsibility for any professional development that is assigned over the summer, teachers must be present for that.
- vi. New language was added regarding consenting to their background check and written verification of qualifications provided to the school.
- vii. Attorney Sosnowski suggested changing the contract term because currently the school pays teachers prior to the teachers beginning the school year and teachers were leaving before the start of the year and still getting paid. Attorney Sosnowski suggested changing the date to August 1, which will eliminate the 30 days of advance payment (i.e July). The existing practice was a carryover from Distinctive Schools.
- viii. Attorney Sosnowski mentioned that staff needs direction from the Board on what kind of offers to give returning staff during the month of July 2019, since the new contract states they will not receive their pay until August 1. This is a one time change and after this year it will not have to be discussed.
- ix. Nathan Bryant suggested to start with the same as RPS 205 of September 1 to avoid having teachers start with Jackson and then get a better offer from RPS 205 and then leave for that position.
- x. Principal Pierre added that it is not always RPS that these teachers go to.
- xi. The Board agreed on finding a bridge for the returning employees compensation during the months that they would have normally been paid.
- xii. Principal Pierre explained that she needs the least impactful decisions for her current employees in order to keep the employees that the school currently employs. Principal Pierre suggested contract begin August 1 and find a way to bridge for the staff that would usually have income over July.
- xiii. All Board members indicated they were in agreement with beginning the new contract August 1 and find a way to bridge for the staff that would usually have income over July as well as giving an option for a 10-month or a 12-month pay period at the election of the individual employee with an amortization rather than a lump sum at the end of the 12-month period.

Motion to approve the teacher contract changes made by Kenneth Cunningham and seconded by Scott Anderson. All aye. Motion approved.

5. Action Items

- a. **RESOLUTION OF THE BOAD OF ROCKFORD CHARTER SCHOOL ORGANIZATION AUTHORIZING JACKSON CHARTER SCHOOL TO SUSPEND MIDDLE SCHOOL CURRICULUM PROGRAM SERVICES – (10 Minutes)**

- i. Scott Anderson stated that he does not feel comfortable with this change before the parents and students are made aware of this first before RPS knows.
- ii. Principal Pierre explained that communication is going out. There has been a letter drafted. The lottery officially starts on the 14th of March and enrollment has began for K3 which is done in stages. Once those are received, the next grade level will go out.
- iii. Many staff have praised the idea of changing the school to suspend middle school curriculum
- iv. Attorney Sosnowski mentioned that after the passing of the resolution, we will send it to RPS 205.

Motion to approve the Resolution made by Scott Anderson and seconded by Nathan Bryant. All aye. Motion approved.

6. New Business (1 Minute) – None.
7. Next Board Meeting Date (Specify) – April 18, 2019 at 11:30 a.m.
8. Adjournment – Motion by Nathan Bryant, Seconded by Scott Anderson. All aye. Meeting adjourned at 12:30 P.M.