HCCPS Board of Trustees Meeting Agenda June 9, 2018

The Hilltown Cooperative Charter Public School was founded in 1995 as a Massachusetts Public Charter School. Our mission is:

- To engage students in a school which uses experiential, hands-on activities, the arts, and interdisciplinary studies to foster critical thinking skills and a joy of learning.
- To sustain a cooperative, intimate community of students, staff, families and local community members, which guides and supports the school and its educational program.
- To cultivate children's individual voices and a shared respect for each other, our community, and the world around us.

Facilitator: Scott Remick

- 6:30 Welcoming (read mission statement) (25 min) Announcements, appreciations, acknowledgements Agenda check; Appoint timekeeper, listkeeper Thank You Note check BOT Visibility this month Approve Minutes from previous BOT meeting Welcome new folks
- 6:55 Public Comment period (5 min)
- 7:00 Finalize Board and Committee Roles: Scott Remick (5 min decision)
- 7:05 Equity Team Report: Lara (10 min discussion)
- 7:15 FY2019 Budget: Dan/Chris (15 min decision)
- 7:30 Recap of Annual Meeting: Dan/Deirdre (10 min discussion)
- 7:40 Education Domain Report: Lara (30 min decision)
- 8:10 New Business (5 min identify only)
- 8:15 Committee Reports (5 min questions only)
- 8:20 Meeting Wrap-up/ Evaluation/Minutes Finalization (5 min) Confirm date/facilitator, snack bringer, newsletter blurb, agenda check for next meeting
- 8:25 Review Action Items in this meeting's minutes (5 min)
- 8:30 Adjournment

Board Officers, Chairs & Committee Seats- 2018/2019

Board Chairs

- Penny Leveritt, President
- Tim Reynolds, Vice President
- Matthew Dube Treasurer, Finance Committee Chair
- Amy Reesman Board Clerk

Committees

Finance

• Matthew Dube - Chair

GABS

- Amy Reesman, Chair
- Noelle Stearn

Personnel

• Joe Wyman, Chair

Facilities

• Chris Greenfield, Chair

Other Membership

- Dan Klatz, Ex Officio Member
- Deirde Arthen, Ex Officio Member
- Lara Ramsey, Ex Officio Member
- Paula Ingram, Staff Member
- Liz Preston, Community Member
- Barbara Oegg ,Friends of Hilltown Liaison



Domain Council Proposal to the Board of Trustees

Subject: FY19 Budget

Date: June 5, 2018 Priority level: High Approximate time needed for discussion: 15 minutes Proposal to be presented by: Dan Klatz

Committee members drafting proposal: Scott Remick, Penny Leveritt, Dan Klatz, Deirdre Arthen, Lara Ramsey

Text of proposal:

We recommend approval of the attached budget for FY19

Key features of this budget are as follows:

Per Pupil Tuition increase of 4.2% ---this is based on DESE projections from Jan. 2018 Increased FOH funding by 140%--yes, that's correct! Increase in interest income due to change in accounts/CD rate Total Income increase= 2.9% Previously adopted raises for teachers and teaching assistants Salary increases previously approved for administrative staff 3% raises for others not on salary scales Increased PE staffing Increased Teaching Assistant staffing Increased Teaching Assistant staffing Increased administrative support Health Insurance Total increase of 7.7% (a rate decrease but increased number of people insured) Increased Professional Development with FOH designation FOH designated Artist in Residence FOH designated technology improvements

| FY 19 HCCPS Budget - Working I | Draft CONDENSED | CONDENSED OVERVIEW | | | | |
|--------------------------------------|-----------------|--------------------|--|--|--|--|
| Asssumptions: | | | | | | |
| 5% Health Insurance increase, 2% Inf | lation | | | | | |
| 5 Interns, Admin Increases | | | | | | |
| | FY 18 | FY 19 | | | | |
| | 2.27.18 | Draft | | | | |
| | Approved | 5/29/2018 | | | | |
| INCOME | | | | | | |
| State Per Pupil Tuition | 2,784,707 | 2,903,003 | | | | |
| Federal Grants/Reimbursemen | | 76,657 | | | | |
| Interest/Fees | 112,200 | 116,000 | | | | |
| Fundraising | 86,667 | 55,600 | | | | |
| Total Income | 3,062,421 | 3,151,260 | | | | |
| EXPENSES | | | | | | |
| Personnel | | | | | | |
| Teachers | 1,223,972 | 1,271,318 | | | | |
| TAs/Interns | 234,595 | 261,529 | | | | |
| Kids Club Staff | 49,483 | 66,000 | | | | |
| Administration | 456,446 | 472,458 | | | | |
| Educational Support | 126,697 | 130,653 | | | | |
| Stipends/Longevity Pay | 22,939 | 27,800 | | | | |
| Benefits/Taxes | 357,425.23 | 395,077 | | | | |
| Total Personnel | 2,471,557 | 2,624,836 | | | | |
| Consultants and Outside Ser | | | | | | |
| Special Education | 63,669 | 67,520 | | | | |
| Administration | 29,000 | 26,560 | | | | |
| Professional Development/Cur | | | | | | |
| Consultants | 15,500 | 32,000 | | | | |
| Total Consultants | 108,169 | 126,080 | | | | |
| Occupancy | | | | | | |
| Maintenance/Custodial | 105,156 | 110,593 | | | | |
| Utilities | 38,783 | 37,139 | | | | |
| Loan Interest | 95,973 | 94,564 | | | | |
| Insurance | 22,890 | 26.000 | | | | |
| Total Occupancy | 262,801 | 268,296 | | | | |
| Supplies and Equipment | | | | | | |
| Program Supplies | 25,546 | 28,354 | | | | |
| Office Supplies | 11,322 | 11,548 | | | | |
| Minor Equipment | 11,000 | 10,560 | | | | |
| Tech Repair/Replace | 10,000 | 12,000 | | | | |
| Total Supplies | 57,868 | 62,463 | | | | |
| Miscellaneous | | | | | | |
| Field Trips | 59,059 | 16,600 | | | | |
| Other | 53,418 | 52,986 | | | | |
| Total Misc | 112,477 | 69,586 | | | | |
| Total operating expenses | 3,012,872 | 3,151,261 | | | | |

| FY 19 | 9 HCCPS | Budget - W | orking Dra | ft | | | |
|--------|-----------------------------------------------------------------------------|--------------|---------------|--------|---------|-----------|-----------|
| Asssu | imptions: | | | | | | |
| 5 Inte | rns, Admin | Increases | | | | | |
| | | | | | | FY 18 | FY 19 |
| | | | | | | 2.27.18 | Draft |
| | INCOME | | | | | Approved | 5/29/2018 |
| | | | | | | | |
| 1 | State Per P | upil Tuition | | | | 2,784,707 | 2,903,003 |
| 2 | Grants- Ma | ss DOE SPE | D 240 | | | 35,175 | 35,175 |
| 3 | Grants- Ma | ss DOE Title | e Iva | | | 335 | 335 |
| 4 | Grants- Ma | ss DOE 140 |), Title II,A | | | 4,269 | 4,269 |
| 5 | Grants- Ma | ss DOE Title | e I 305 | | | 16,068 | 16,068 |
| 6 | Grants- MA | SS DOE 274 | 1 | | | 3,000 | 810 |
| 7 | Community | / Foundatio | n Grants | | | 2,121 | C |
| 8 | Webster Fo | oundation G | irants | | | 20,000 | C |
| 9 | Friends of I | HCCPS Rollin | ng Arts Grar | nts | | 2,163 | 1,500 |
| | Field Trip F | | 0 | | | 7,059 | 7,600 |
| | Fundraising | | ignated Fur | ds | | 12,500 | 30,000 |
| | Kids Club I | | 0 | | | 85,000 | 85,000 |
| | Student Ac | | snorts mus | ic | | 15,000 | 15,000 |
| | Medicaid/S | | • | | | 20,000 | 20,000 |
| | Misc Incom | | | | | 1,000 | 1,000 |
| | Interest inc | | | | | 1,000 | 5,000 |
| | School Lun | | | | | 10,000 | 10,000 |
| | | • | raising | | | | |
| | Special Fiel | | raising | | | 35,000 | 9,000 |
| 19 | Winter Fair Total Incor | | | | | 7,824 | 7,500 |
| | | ne | | | | 3,062,421 | 3,151,260 |
| | | | | | | | |
| | EXPENSES | | | | | | |
| | Personnel | c/i = 55 | | | | 4 222 272 | |
| | Teachers - | | | | | 1,223,972 | 1,271,318 |
| | Teaching A | • | | | | 204,595 | 211,529 |
| | Graduate II | • | | | | 30,000 | 50,000 |
| | Kids Club (| | /Admin Sup | port | | 15,000 | 31,000 |
| | Kids Club s | | | | | 34,483 | 35,000 |
| | Substitutes | | | | | 14,000 | 14,000 |
| | Director of Administration- 1fte Director of Teaching and Learning-1 fte | | | 91,904 | 94,661 | | |
| | | - | | | nt Cft- | 91,904 | 94,661 |
| | Director of Family and Community Engagement6 fte | | 41,357 | 42,598 | | | |
| | Student Services Coordinator- 1 fte | | 69,722 | 70,927 | | | |
| | Administrative Assistant- 1fte Bookkeeper/Purchasing agent8 fte | | | 42,372 | 47,400 | | |
| | | | | te | | 44,579 | 46,800 |
| | 2 Nurse/Health Educator - .9 fte95 3 Counselor- 1 fte | | | 51,728 | 52,531 | | |
| | | | | | | 63,384 | 64,479 |
| | Tech Teach | | | | | 45,761 | 47,521 |
| 35 | CSL / Progr | am Suppor | τ | | | 26,432 | 27,533 |

| 36 Stipends- student activites (dance, mini) | 3,500 | 7,000 |
|----------------------------------------------|-----------|-----------|
| 37 Stipends-program | 10,000 | 10,000 |
| 38 Longevity Pay | 9,439 | 10,800 |
| 39 Payroll subtotal | 2,114,132 | 2,229,759 |
| 40 Medicare- everyone0145 | 30,655 | 32,332 |
| 41 FICA- non MTRS062 | 35,541 | 39,290 |
| 42 SUTA001- everyone | 4,228 | 2,230 |
| 43 UHIC0048 everyone/capped @ 1st 14,000 | 2,285 | 3,226 |
| 44 Health Insurance | 218,000 | 235,000 |
| 45 HRA | 35,000 | 52,000 |
| 46 Health Diversion Benefit | 14,000 | 14,000 |
| 47 Workers Compensation | 16,716 | 17,000 |
| 48 College Credit Reimbursement | 1,000 | 0 |
| Total Personnel Costs | 2,471,557 | 2,624,836 |
| | | |
| Consultants and Outside Services | | |
| 49 FSA/HRA Administrative Cost | 2,200 | 2,200 |
| 50 Accounting Consultant | 1,000 | 1,000 |
| 51 Auditor | 10,500 | 8,000 |
| 52 SPED Contractors - OT/PT, psychologist | 60,000 | 62,520 |
| 53 SPED Advisor | 1,000 | 1,000 |
| 54 Summer SPED services | 2,669 | 4,000 |
| 55 Administrative Data Managemnt System | 8,000 | 8,000 |
| 56 Payroll Service | 3,000 | 3,060 |
| 57 Professional Development - FOH Designated | 8,500 | 20,000 |
| 58 Curriculum Consultants | 7,000 | 7,000 |
| 59 FOH Designated Artist in Residence | | 5,000 |
| 60 Child Care Services | 300 | 300 |
| 61 Legal Fees | 4,000 | 4,000 |
| subtotal | 108,169 | 126,080 |
| | | |
| Occupancy | | |
| 62 Insurance | 22,890 | 26,000 |
| 63 Cleaning Services | 50,000 | 50,000 |
| 64 Trash Removal | 4,200 | 4,500 |
| 65 Furnishings | | 2,200 |
| 66 Minor Repair/Maintenance | 18,000 | 19,398 |
| 67 Fire/Sprinkler Alarm Services | 2,200 | 2,244 |
| 68 Copier Service Contract | 3,000 | 3,060 |
| 69 Copier Rental | 3,788 | 3,864 |
| 70 Telephone | 1,200 | 1,224 |
| 71 Electric | 25,883 | 24,000 |
| 72 Internet | 1,700 | 1,715 |
| 73 Heat | 6,000 | 6,120 |
| 74 HVAC Maint | 7,247 | 7,392 |
| 75 Elevator Maint | 3,220 | 3,284 |
| 76 Water Sewer Fees | 4,000 | 4,080 |

| 77 Landscaping | 6,000 | 7,000 |
|-----------------------------------------------------------|-----------|-----------|
| 78 Plowing | 7,500 | 7,650 |
| 79 Interest Expense USDA * see below | 95,973 | 94,564 |
| subtotal | 262,801 | 268,296 |
| | | <u>.</u> |
| Supplies | | |
| 80 Household Supplies | 5,610 | 5,722 |
| 81 Educational Supplies | 20,012 | 22,000 |
| 82 PE/Playround supplies | 1,020 | 1,750 |
| 83 Office Supplies | 3,570 | 3,641 |
| 84 Testing/Evaluation Supplies | 3,800 | 3,876 |
| 85 Postage | 1,530 | 1,561 |
| 86 Printing | 612 | 624 |
| 87 Food | 714 | 728 |
| sub total | 36,868 | 39,903 |
| | | |
| Equipment | | |
| 88 Minor Equipment<\$500 , | 3,000 | 3,060 |
| 89 SPED Equipment | 8,000 | 5,000 |
| 90 Vehicle Expenses | | 2,500 |
| 91 Tech Repair/Replacement | 10,000 | 7,000 |
| 92 FOH Designated Chromebook Replacement | | 5,000 |
| subtotal | 21,000 | 22,560 |
| | | |
| Miscellaneous | | |
| 93 Kids CLub Program Expenses | 3,500 | 5,000 |
| 94 Student Activity Expenses (dances, sports, sleepover) | 5,000 | 5,000 |
| 95 Special 6-8th grade Trip Expenses | 52,000 | 9,000 |
| 96 Advertising | 1,500 | 1,530 |
| 97 Travel | 500 | 510 |
| 98 Graduation Expenses | 1,000 | 1,020 |
| 99 Miscellaneous | 1,000 | 1,020 |
| 100 Community Domain Expenses | 3,000 | 3,000 |
| 101 SPED Contingency | | 10,000 |
| 102 MCPSA Dues (.2% of state tuition dollars) | 5,483 | 5,806 |
| 103 School lunch expense | 12,000 | 12,000 |
| 104 Friends of HCCPS Class Grants | 2,163 | 1,500 |
| 105 Community Service Projects | 1,000 | 1,500 |
| 106 Field Trips | 7,059 | 7,600 |
| 107 Community Foundation | 2,121 | 0 |
| 108 Webster Foundation | 10,000 | 0 |
| 109 BOT Discretionary Fund | 500 | 500 |
| 110 Coordinator's Discretionary Fund | 2,500 | 2,500 |
| 111 Winter Fair Expenses | 2,151 | 2,100 |
| subtotal | 112,477 | 69,586 |
| | | |
| 112 Total operating expenses | 3,012,872 | 3,151,261 |

| 113 | 113 Over/Under | | | | | 49,549 | 0 |
|-----|--------------------------------------|--|------|--|------------|------------|---|
| | | | | | | | |
| 114 | 114 Non-cash liability-depreciation | | | | 97,144 | 100,943 | |
| 115 | 115 Principal payment from Fund Bala | | ance | | 50,571 | 51,980 | |
| | | | | | | | |
| 116 | 116 Annual Principal Plus Interest | | | | 146,544.00 | 146,544.00 | |

DOMAIN COUNCIL MEETING MINUTES 2 May 2018

<u>Attending</u>: Penny Leveritt, Dan Klatz, Deirdre Arthen, Scott Remick, Lara Ramsey <u>Meeting Start</u>: 5:15 pm <u>Location</u>: HCCPS School, Mt. Holyoke Room

Domain Council Meeting Agenda:

Teacher query about re-thinking the K/1, 2/3, format

While this could certainly be considered, it is really big change and the process for getting to the structure we have now took years of research and thinking. Any change would need a lot of time, and would need to factor in all the ripple effects. This would likely be something to break-down into components of research, discussion, and analysis within a new Long Range Plan.

BoT FY19 planning calendar DC looked at the draft calendar and changes recommended, such as: Making the LRP report 3 times a year Adding the Equity team visit Adding reports on MCAS, Parent Survey, Education Domain, and IOWA test

It was recommended that the school community be made aware of the planning calendar – perhaps via the newsletter?

Database budget line increase

In a prior Domain Council meeting, there was a request to increase the Database line by \$2500 to factor in future costs associated with adding a Development component to Rediker (or for another database.) Dan will make sure that is factored in to the latest version of the FY19 budget (along with other small modifications and subsequent adjusting towards a balance budget) before it goes to the Finance Committee and then to the Board for final approval at the June meeting.

Clerk role and front-office support?

Amy Reesman and Penny had a conversation about the possibility of Amy filling both the clerk and GABS chair roles for FY19 only, especially considering the idea of getting support for the Board clerk from front-office staff (this idea was first brought up at the May Board meeting.)

With some of the staffing changes planned for the FY19 budget (i.e.: the Kids Club Coordinator also assisting with Administrative tasks), this could be a good opportunity to put some of the clerk tasks to a staff person. This would lighten the load of the volunteer Board clerk and also provide consistency in the duties of the clerk if staff assists.

Penny with talk with Amy about the above. Also, Dan suggested that the GABS committee might benefit from a teacher being a member.

Next Meeting:, June 5, 2018, at 5:15pm. 6:15 pm – Meeting ended

Respectfully Submitted Penny Leveritt

Domain Council Meeting Minutes, 05/15/2018

DOMAIN COUNCIL MEETING MINUTES 5 June 2018

<u>Attending</u>: Penny Leveritt, Dan Klatz, Deirdre Arthen, Scott Remick, Lara Ramsey <u>Meeting Start</u>: 7:30 am <u>Location</u>: HCCPS School, Lara's office

Domain Council Meeting Agenda:

BOT Meeting Agenda: Finalizing board roles Expanded appreciations section FY19 budget Recap of Annual Meeting Equity Team Report Education Domain Report

Parent Interview Process:

Perhaps we need to establish ground rules for participation in the parent interview portion of the hiring process. The Directors may work on a draft of some ground rules and get input from a parent or two that have been involved with the parent interview process in the past.

FY19 budget:

Not too many changes between last draft and this one. Put back 10K in PPE that had taken out earlier. The Fundraising line is up as the FOH had more funds in their account then we anticipated. The funds will be slated for specific items like another Artist in Residence, Chrome book replacement and professional development. Also there is a higher number for TAs as there will be more dedicated TAs for the Prisms. The graduate interns line also went up. Health insurance number and HRA (Health Reimbursement Account) line went up. (Health insurance costs actually decreased, but there will likely be more staff signing up for health insurance.) The SPED contingency line was reintroduced. We currently have a zero-balanced budget.

Clarification of front office help for clerk:

Amy Reesman worked out that it might be an average of 4-6 hours per month of front-office support for the clerk. In the summer, we may need to work out some extra staff hours or get different assistance as there are a few more time intensive tasks in the summer – board books, financial disclosures, new board member orientation.

Dan thinks we could make this work. But one question is how we might do minutes at the board meetings. Would that continue to be Meghan? Or perhaps Nicole could do it. This is TBD. (PL talk to Amy.)

Next Meeting:, June 20, 2018, at 5:15pm. 8:30am – Meeting ended

Respectfully Submitted Penny Leveritt

Domain Council Meeting Minutes, 06/05/2018



Domain Directors Report to the Board of Trustees June, 2017

- 1. We have made progress with three search processes. We hired a reading specialist for one year, as our current reading specialist is taking a one-year leave of absence. We have identified two finalists for both the PE and Special Education teaching positions. The finalists completed staff and parent interviews. Decisions will be made later this week.
- 2. We completed two areas of self-study as part of Federal compliance monitoring—now referred to as "Tiered Focused Monitoring." We conducted self-studies in areas of Special Education and Civil Rights as requested by DESE. There were several dozen specific areas where we examined our policies and practices. Next year, a team from DESE will review the self-studies, provide feedback, and have a scheduled visit to the school.
- 3. The Parent Satisfaction Survey was help in May. 132 parents responded, which, though of course we wish everyone would participate, is a good turnout for this kind of thing. The overarching message we received is that parents are happy with how the school is doing. Only 2 question, those around volunteering, received less that an 4.0 overall rating in a system where statements are proposed like, "I generally understand the governance structure of the school", and answers are ranked from 1-5 with 5 being the highest agreement, 3 being neutral 1 being the strongest disagreement. The volunteer hour questions still rated over 3.5 and most of the concerns expressed will be addressed by the by law recently passed by the Board. There were lots of comments and those are not being examined and analyzed. Not very surprisingly, in such a varied community as ours, opposite viewpoints are expressed on many issues. A more detailed report will come soon.
- 4. Eighth graders presented their Eighth Grade Projects to the community. The projects are capstones to a Hilltown education, a graduation requirement, and a measure of fidelity to our charter that we document and submit to the state. A list of all 32 research questions is attached.
- 5. We hosted a Basic Rights in Special Education workshop. Our presenter came from the American Federation for Children with Special Needs.

1 Industrial Parkway Easthampton, MA 01027 Phone: 413-529-7178 Fax: 413-527-1530 website: www.hilltowncharter.org e-mail: info@hilltowncharter.org



6. The Science Fair was organized by 2 parents, Kate Ewall and Tala Elia, this year and was a great success. 20 students from all age groups participated and even more joined in with their families just for the Egg Drop Challenge. Displays ranged from collections of natural objects to electronics, to biology, physics and chemistry. The students loved receiving feedback on their comment sheets which were filled by fellow students during the day and adults in the evening.

Hilltown Cooperative Charter Public School

Finance Committee Minutes Wednesday, May 30, 2018

Present: Carla Clark, Lisa Plaza, Dan Klatz, Kate Saccento, Maureen Mahar, Deb

Jacobson Regrets: Matthew Dube, Chris Greenfield

| Торіс | Discussion | Action(if necessary) |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| FY 19 Budget | The committee reviews the current version. PPE is still calculated using a conservative projection. Expenses are typical with some staffing increases, some salary increases, and increased fundraising money. | The committee reccomends this budget to the BOT. |
| Review Capital Replacement Assessment | Lisa presented revised Capital Replacement Assessment. Looking for feedback: The new format breaks out total costs and then calculates annual resources necessary. Discussion regarding systems replacement fund versus the contingency fund. What exactly is the role of the contingencywhat does insurance cover and what do we need to keep on hand. | Committee will revisit in the fall and draft some propoasal for BOT |

GABS Meeting Minutes: May 30th, 2018

5:00 PM - HCCPS

<u>Attendees</u>: Amy, Susannah, Deirdre <u>Attendees Remote</u>: none <u>Regrets:</u> Terra, Tim

Planned April Meeting Agenda

- How to celebrate/recognize outgoing board members
- How to celebrate/recognize outgoing president
- New member orientation

How to Celebrate/Recognize Outgoing Trustees

- Set aside time on the agenda
- Create a celebratory atmosphere at June BoT meeting
- VP can determine how to celebrate each outgoing Trustee and can enlist support if needed
- Should we do end of year celebration outside of the BoT meeting
- Do we set up a ½ meeting agenda for June, then move to an offsite area (maybe even start meeting at 6 pm)
- Ensure a newsletter blurb about outgoing Trustees

How to Celebrate Outgoing Board of Trustees President

- GABS agrees that we should have a special celebration for outgoing BoT Presidents
- GABS ensures/assigns a point person to coordinate the celebration
- Use Board line item in budget to purchase item for school to commemorate outgoing president
- Ensure newsletter blurb about outgoing president
- Secure BoT approval to establish this process moving forward

New Trustee Orientation

- Length of orientation (1 hour- 5:30 pm 6:30 pm night of July BoT meeting)
- Communication to new board members
- Topics
 - Meeting days/times
 - Terms
 - 3-years (parents)
 - 2-years for community and staff members (and 1 year or 2 year subsequent terms)

- Total number of sequential years is 6 (staff can do a max of 3 years)
- Total number of years a member may serve is 12 years (staff can do a max of 3 years)
- Board and Committee Structure
 - President, Vice President, Treasurer, Clerk
 - Domain Council (President, VP, and 3 school Directors)
 - GABS Committee
 - Finance Committee
 - Personnel Committee
 - On-Site Committee
 - Directors
 - FOH Liaison
 - Staff
- Missing meetings
- Open Meeting Law
- Consensus
- Board book orientation
- Meeting minutes (on website)
- Monthly board packets and expectations
- BOT Meeting flow (although they have attended a meeting- just a discussion of how the agenda is laid out)
- List keeping
- Other
 - No more than one partner or household member of any immediate family may serve on the BoT or same BoT committee at the same time
 - BOT members are considered special public employees by the state
 - Trustees may not participate in any decision which may result in their financial gain
 - Any Trustee who gains financially from the school must disclose this to the Board and in accordance with state law
- Legal Requirements set forth by Commonwealth of Massachusetts
 - Financial Disclosure Form- required annually (comes via email request)
 - Open Meeting Law Certification Statement- board members must review information on Open Meeting Law provided by the state and sign an electronic certification statement
 - Acknowledgement of Completion of Conflict of Interest Law Online Training Program- because we are considered special public employees by the state, we must all complete an online training course which covers conflict of interest law in Massachusetts

Possible Agenda Items for Next/Upcoming GABS Meeting:

- Board book content tied to orientation agenda
- Discuss roles and responsibilities for orientation

- Do we add committee chair responsibilities to July BoT agenda?
- Discuss possible ideas for BoT president commemoration
- Create Board proposal for outgoing Trustee celebrations
- How Does Proposal get to BoT

Upcoming Meeting Dates:

• 5/30/18 5:00 pm at HCCPS

Hilltown Cooperative Charter Public School

Personnel Committee Minutes – June 12, 2018

Present: Joe Wyman, Gaby Blaustein, Lara Ramsey Regrets: Steve Hoyt

| Торіс | Discussion | Action (if necessary) |
|--------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Organization of Personnel Committee next year | Joe will be the chair. He will accept agenda submissions and send out agendas and reminders for the meetings. We will rotate the role of note taker. | Follow through with plan. |
| Collecting data on staff satisfaction | Joe expressed interest in collecting and using data to answer the questions, "How satisfied are employees at Hilltown", and, "How desirable is Hilltown as a place to work?" Lara and Gaby like the idea of a staff satisfaction survey. Lara wants to think more about the most important questions to put time into answering at this time and understanding where those questions come from. | More discussion. |
| TAs | We named a tension between wanting TAs to experience respect for the work they do as educators while accepting that their positions/roles are moveable and determined by the needs of the teachers. | More discussion. |
| Personal Time | Lara wondered about the impact on students and staff in two different scenarios that have played out this year; taking a little personal time often or taking chunks of personal time at once. Her anecdotal impression is that frequent short leaves cause a strain on staff and predictability to provide coverage as subs aren't reasonable to get for 1-2 hours. Joe mentioned that some institutions have a minimum ½ day personal leave. | Look into ½ minimums for personal days. |
| Next Meeting Dates for 2018 | TBA September, 2018 | |



Dear School Leaders,

Please note this email will replace the school leader weekly this week.

I am writing to follow-up on last week's email (in case you missed it, I have included it below). We have been working internally (and with external partners) to identify the best path forward to ensure that this amendment does not advance and hamper our collective effort to provide high quality public school options to students and families across the Commonwealth.

We believe that the way to do this is to spend the next few weeks speaking with key members of the Legislature to express our concern with the Jehlen amendment. Our ask to you and your school board members is:

- Review <u>this list</u> of legislators and identify if you and/or your Board members have a relationship with the members on Tab 1 (these are our high priority members).
 - If you do, reach out to/call these members between now and June 12th using these talking points.
 - Fill out <u>this short survey</u> after your call so that we can keep track of the number of touchpoints.
 - If you do not, review Tab 2 and find your school's respective legislator and reach out to/call them between now and June 12th using these <u>talking points</u>.
 - Fill out <u>this short survey</u> after your call so that we can keep track of the number of touchpoints.

We are still waiting to receive the list of final members of the budget conference committee who will be tasked with resolving the two different versions of the budget that have passed, including this anticharter amendment. As soon as we do, we will add them to this spreadsheet and we will email you to kindly ask that you review that list as well and follow the same steps.

In the meantime, Lori from the M&R team will also be identifying individuals in our network and reaching out to them directly. She will make sure to copy you/keep you in the loop.

Given the importance of this effort, we will be sending email updates to you all more frequently over the next few weeks.

Lastly, a number of you reached out after last week's email to let us know that you and your school community were willing/able to participate in whichever path we identified. Thank you in advance for doing that; Erica will follow-up with you shortly.

The next few weeks are critical in getting our message out; I hope everyone will take some time to identify the best way to support this collective effort.

Thank you, Tim

Dear School Leaders,

I want to share an update on an emerging issue.

What happened?

Last night, the Senate adopted a budget amendment sponsored by State Senator Pat Jehlen (D-Somerville) that would place a moratorium on charter growth unless the legislature fully funds charter school reimbursement to districts.

This amendment would effectively give the legislature veto power over any future charter expansions/new schools if it simply decided to not fully fund the charter reimbursement -- even if

underfunded by \$1. Tellingly, today the Senate also rejected an amendment to significantly increase funding for the charter school reimbursement line item.

If we had any questions about the level of external challenge/risk the charter sector faces, we received confirmation of that risk last night and today. This is concerning, and we will work with our legislative team and elected officials as the Senate and House budgets go to conference to ensure that this amendment does not emerge from conference committee. We are in the process of learning more about the composition of the conference committee. Lastly, this situation also underscores the urgent need for us to continue to build out and invest in our advocacy and communications capabilities.

What is our position?

We are opposed to this amendment.

As a sector, we are strong supporters of fully funding charter reimbursement. We have advocated for full funding of the charter reimbursement in the past and will continue to advocate this position moving forward.

While Massachusetts leads the nation in K-12 education in many respects, we also have the third largest achievement gap in the nation. Over the last decade, Massachusetts charter public schools have been empirically proven to eliminate that gap and play an essential part in continuing to improve education outcomes for all students across the Commonwealth. Our children can't wait, and neither should we.

We've been contacted by the State House News service and we've provided the following statement. If contacted by additional outlets, we will share similar thoughts.

We understand that legislators are concerned about under-funding the charter reimbursement. We are strong supporters of fully funding the reimbursement, have advocated for fully funding it, and will continue to do so. This is something that only the Legislature and the Governor - not charter schools, operators, or families - can do.

We oppose this amendment, which would effectively prevent any future charter public school expansions and new schools if charter reimbursement is not fully funded -- even if it was underfunded by one dollar. In doing so, this measure would prevent the expansion of schools that research has proven are eliminating the achievement gap, and would ignore the tens of thousands of families who have signed up to attend charter public schools but been unable to get a seat.

The legislative process has a long way to go, and we will continue to share our perspective as the Senate and House budgets go to conference committee.

What do we need from you and/or your Board at this time?

As noted above, we are working to understand conference dynamics, but in the meantime, **it would be incredibly helpful if you could email** <u>Erica Brown</u> by EOD Thursday to let us know if you and/or your school would be willing/able to help out if we identify a need to activate our collective community over the coming days/weeks (e.g., action alert to send a letter/email or make phone calls to state legislators).

Thank you and we will continue to keep you updated.

Sincerely,

Tim



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Massachusetts Charter Public School Association 43 Broad Street, Suite C401 Hudson, MA 01749

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