



**MEETING MINUTES
CAPITAL CITY PUBLIC CHARTER SCHOOL BOARD
RETREAT/REGULAR SESSION**

January 19, 2018

Attendance:

Trustees: Allison Arnold, Maggie Boland, Sarah Dillard, Vanessa Gonzalez, Alix Guerrier, Anne Herr, Rochanda Hiligh-Thomas, Jennifer Jackson, Daudeline Meme, Galo Pazmino, Nick Rodriguez, Nitika Tolani

Staff: Karen Dresden, Jonathan Weinstein, Pam Daley, Belicia Reaves, Jacob Fishbein, Samantha Witkes, Emily Rodegast (for committee work session)

Meeting called to order at 1:05pm.

Mission Moment

Four Capital City seniors shared their experiences at Capital City with the college admissions process and Senior Expedition. Board members were encouraged to be part of senior expedition panels in the spring. Belicia Reaves agreed to share a list of senior expedition topics in case trustees have suggestions for experts or resources that might help our seniors.

Welcome

Nick Rodriguez, Board Chair, welcomed everyone to the third meeting of the year coupled with our retreat and reviewed the agenda for the day.

Consent Agenda

The Board voted unanimously to accept the Consent Agenda that includes the November Meeting Minutes, Development Cover and Dashboard, School Performance Cover, and School Performance Dashboard

Activity: Microlab Protocol

Karen Dresden, Head of School, engaged the board in a Microlab Protocol. This protocol is one that is used in the school's equity work. Trustees experienced this constructivist listening protocol to learn more about the equity work at Capital City and to get to know each other better.

Strategic Plan: Presentation and Discussion

Nick Rodriguez, Board Chair, provided an overview of the Strategic Plan and the delivery routines that the school is using. Goal leads; Jake Fishbein, Belicia Reaves, Karen Dresden,

and Jonathan Weinstein; each provided an update on the progress for their goal and explained how we have been identifying and addressing challenges. Trustees asked questions to better understand the work the ongoing work.

When debriefing the presentation and discussion, the use of data was discussed. Metrics have been identified for each goal, but many data points are only available annually. The school uses interim data to gauge progress, but the measures are different from those identified in the metrics. Anecdotal data is also important for gauging mid-year progress. It was recommended that the metrics be shared for each measure when providing updates so that everyone is reminded of the targets we are working towards and that the data that supports our claims be shared as well.

Committee Work

Committees were given an opportunity to meet to consider and work on a critical issue or topic. Topics for committees were:

Finance and School Performance: Evaluation of proposal for teacher salary increase

Governance: Succession Planning

Development: Consider the question: How do we turn visitors into donors?

Teacher Salary Proposal: Sharing/Discussion

Karen Dresden presented a proposal for teacher raises. She began by sharing background information on how our salaries compare to other districts including DCPS. DCPS recently provided a large raise for teachers and Capital City salaries lag. The gap is the largest for teachers with Master's degrees and many years of experience.

The proposal is to revise the teacher salary scale to provide more for each experience year (\$1500 to \$2000). This will result in teachers with the most experience getting the largest raises. The plan is also to increase the Master's degree compensation from \$4,000 to \$5,000. This is not because we value a Masters more, but because we have been valuing it less over the years as salaries have increased, but the compensation for a Masters degree has not. Raises for returning teachers would range from \$2,000-\$12,500 based on credentials. This will not match DCPS, but will reduce gap and will be much closer to or better than other districts. This will be the largest overall increase we have ever given and should alleviate need to revisit scale for several years. The raises could be made without program cuts, which is important since the program is the main reason teachers select and stay at Capital City.

It is anticipated that the cost of raises for FY19 would be \$528,000. This is the cost beyond the regular step increases (\$1,500) that we would have provided with no change to schedule. Additional per pupil funding related to teacher salaries will mostly cover increase; regular budget should absorb the rest.

The decision on this is pressing because we want to share with teachers before they need to decide if they are returning and need info for recruitment. We ask teachers to indicate their intent to return by 2/7 and this is when our recruitment/hiring for new teachers begins. The plan is to share information with teachers at 1/31 meeting. Other things will be considered with the budget process including Increasing stipends for our teacher leaders (ILT) and increases for

other staff positions (market analysis is being done).

Trustees asked questions and provided suggestions. Most of the suggestions related to additional things the school could do to attract/retain high performing staff. The proposal was not subject to a vote, but the Board expressed their comfort in moving forward with the salary plan as proposed.

Governance Committee -Update from Committee Work:

The Governance Committee discussed how to move forward with succession planning. They looked at models and determined next steps. The plan is to complete a draft to share with the Board later this year.

Development Committee-Update from Committee Work :

The Development Committee considered the question of how to turn visitors into donors. Some good ideas and next steps were generated with a focus on how to keep people connected.

Feedback Survey

Karen shared a link to a meeting feedback form. Trustees were asked to complete the survey.

The meeting adjourned to Executive Session at 4:50pm