

**APPROVED
MONUMENT ACADEMY
BOARD OF DIRECTORS ANNUAL MEETING MINUTES**

Jane B. Lundeen Library
August 11, 2016 – 1150 Village Ridge Point

Mission Statement: The mission of Monument Academy is to provide a challenging, content – rich, academic program offered within an engaging, caring, and positive learning environment. Established on a solid foundation of knowledge, Monument Academy emphasizes academic excellence, respect, responsibility, character and exemplary citizenship.

A. CALL TO ORDER/ROLL CALL/QUORUM/PLEDGE OF ALLEGIANCE

Meeting called to order at 6:02 p.m. by Sonya Camarco.

Members present:

Sonya Camarco
Matt Dunston
Julie Galusky
Andy Gifford
Patrick Hall
Scott Saunders

Others present:

Don Griffin, Executive Director
Lis Richard, Principal
Nancy Tive, Director of Finance
Eric Hutto, Elementary Teacher Rep.
Steve Kindermann, Board Recording Secretary

Excused:

Tiffany Alexander, MS Teacher Rep.

Quorum declared.

B. ANNOUNCEMENT OF LOCATION OF CITIZENS' COMMENTS SIGN-UP SHEET

C. ADDITIONS TO/APPROVAL OF AGENDA

Mrs. Galusky made a motion to approve the agenda. Mr. Gifford seconded and the motion passed unanimously.

D. ITEMS REQUIRING BOARD DISCUSSION/APPROVAL

1. Election of Board Officers for 2016-2017

Mrs. Camarco reported that the Nominating Committee, chaired by herself along with members Andy Gifford and Julie Galusky recommends the following individuals for the selected offices and for a one-year term (2016-2017):

Sonya Camarco - President
Scott Saunders - Vice President
Julie Galusky - Secretary
Patrick Hall - Treasurer

Mr. Gifford made a motion to approve the slate of officers as presented. Mrs. Galusky seconded the motion. Mrs. Camarco called for a vote and the motion passed unanimously.

2. Committee Assignments for 2016-2017

Mrs. Camarco presented the Nominating Committee's recommendation of following individuals for the selected committee assignments (school year 2016-2017):

Matt Dunston - Buildings/Facilities
Scott Saunders - SAC
Julie Galusky - RDC/Grants
Patrick Hall/Sonya Camarco - Finance Committee
Andy Gifford - Curriculum

Scott Saunders - Governance

Mr. Saunders made a motion to approve the committee assignments as presented. Mr. Hall seconded the motion. Mrs. Camarco called for a vote and the motion passed unanimously.

3. New Hire Salary Ranges for Posting

Dr. Griffin presented the following: based on previous instruction by the Board, Administration has reformatted the new hire information for the school's website. The proposed format includes the three categories that will be considered by Administration when negotiating new hire salaries. Dr. Griffin noted that the all ranges for new hires now begin at \$30,000 per year or higher. The format will replace the current salary ranges on the website and does meet the CDE Financial Transparency requirements.

Mr. Hall made a motion to approve the new hire salary ranges as presented. Mr. Dunston seconded the motion. Mrs. Camarco called for a vote and the motion passed unanimously.

The new hire salary ranges are attached as **Appendix A**.

4. Longevity Bonus Amounts

Dr. Griffin presented the following: Board Policy 1524 fixes the amount of bonus to be paid to employees according to their years of service. Dr. Griffin asked if the Board wished to approve a higher amount based on our new contract reduction in fees.

Discussion:

Mr. Saunders liked the idea of increasing the bonus for this fall as a token of appreciation to teachers. Members were in agreement.

Mrs. Camarco

Mr. Hall made a motion to approve Longevity Bonus payments 3 times the stated amount in Policy 1524. Mr. Gifford seconded the motion. Mrs. Camarco called for a vote and the motion passed unanimously.

E. CITIZEN'S COMMENTS: Limit 3 minutes per person

None

F. BUSINESS

1. Code of Conduct Annual Declaration - Policy 1514

Each member of the Board was provided a copy of the Annual Declaration of Code of Conduct for their signature as called for under Policy 1514. The signed copies were collected, recorded and submitted to the Board Secretary.

2. Treasurer's Report – Patrick Hall

Revenue through July 31, 2016 for the 2016/2017 School Year

Revenue for the month of July 31, 2016 was \$551,929, 8.13% of budgeted revenue compared to a monthly budgeted amount of \$548,853 and a run rate of 8.33%. Preschool tuition revenue is reported in a separate fund, Fund 26, beginning in the 16/17 fiscal year. The July 2016 wire from D38 was the same amount as the June 2016 wire, therefore Per Pupil Revenue was lower than budgeted Per Pupil Revenue. There is no capital construction revenue for July 2016, as the amount received in July 2016 was in accounts receivable at June 30, 2016. There was a \$20,220 increase of revenue over the prior year's revenue.

Expenses through July 31, 2016 for the 2016/2017 School Year

For the month of July 31, 2016, MA expended \$328,902, which equates to 4.58% of budgeted expenses, compared to a monthly budgeted amount of \$330,980 and a run rate of 8.33%. Preschool expenditures are reported in a separate fund, Fund 26, beginning in the 16/17 fiscal year. Expenditures for the same period last year were \$283,117, or 3.96% of budget.

Net Income (Loss)

Net income for the month of July 2016 was \$223,027 compared to budgeted net income of \$217,873, and compared to \$248,592 for the same period last year. The large net incomes for July 2016 and July 2015 reflect the fact that instructional salaries, PERA and Medicare were accrued at June 30, 2016. The contract period for instructional personnel runs September 1 through August 31.

Reserves

On July 31, 2016, MA maintained a fund balance of \$1,886,960 in the General Fund, as well as \$2,191,362 in its General Fund bank accounts and certificates of deposits. The general fund balance is up \$43,506, or 2.4% from the same period last year.

3. Principal's Report – Lis Richard

Mrs. Richard's written report to the Board included:

Teacher's are back! The energy in the building is over the top. Everyone is in a flurry to finish their classrooms and the admin is equally busy finishing the building projects and enrollment. We did take some time out on Friday night to enjoy a social gathering. We had a great turnout and a wonderful time was had by all.

The pre-service training this year promises to be one of the best we have ever had. Our theme this year is: "Passion Changes Everything." Dr. Griffin kicked off the theme on Friday speaking to the entire staff of over 120 and did a remarkable job. We continue on this theme with speakers training on all aspects of teaching including classroom management, math instruction, brain development, and character development.

This summer we have had a curriculum team working very hard to develop our own framework and updated scope and sequence. Their work has been astounding. Part of the process has been clarifying our philosophy and enabling teachers and parents to have a document that is paired down from the lengthy form of our philosophy found on the website (under the "Our History" tab). I am including the final version of our Seven Tenets. This is from the Curriculum Committee and is an abbreviated version of our philosophy and will be the guide for the framework as we establish the scope and sequence.

What we are all about:

It is the philosophy of Monument Academy that all students benefit from a challenging, content-rich, educational program that builds academic potential and personal character. The school provides an environment that fosters academic excellence through the habits of thoroughness, the willingness to work, and the perseverance to complete difficult tasks. Through a defined traditional, culturally literate and classically based curriculum students are prepared to become active, responsible citizens.

Seven Tenets of Success:

Traditional - We stand by the traditional approach of educating students. We resist the constant pendulum that swings in the halls of universities and education laboratories unless over the test of time it has made effective research-based gains that is best for our students. We honor mastery in pure form, reading, writing, mathematics, science, and history.

Classical - We practice a classical approach integrated in every angle of our instruction. This is a genuine appreciation for the rich past, forefathers of the past and their understanding of principle, lessons of the past, literature of the past, and the culture of the past. This includes all subject content. Guiding students to draw from the past to build greater understanding and to believe their ideas are equally valuable.

Character is Valued - We hold our teachers and parents in special esteem. Teachers are professionals and they are valued to help lay the foundational knowledge that pushes students beyond. Our teachers are passionate and committed lifelong learners. Parents are the ultimate authority of their children and educators are the extension of aid to assist in the process of character training. Character training is an essential element in partnering together to develop our young people into our future citizens and leaders.

Caretakers of the Language - We honor the English language and the origins from which it came. Students must gain an appreciation of one's own language and that of others. Language study is opening doors to new worlds of knowledge and culture. Caring for the language integrally involves great books. Classic literature read thoroughly and with purpose guides students in appreciation of culture and language of others.

American and Patriotic - We are unapologetically grateful citizens of this great nation. Our students will understand from where we came and the responsibility of citizens and exactly what the founding fathers intended for our Republic. We will honor our veterans and the tremendous price paid for our freedom.

Caretakers of the Mind - We value the ability for students to think on their own. Socratic dialogue, rich engaging discussion, inquiry learning and much more is primary to students thinking on their own. We desire for MA students to grow into powerful thinkers who do not ever fall into the trap of allowing others to think for them.

School for the Arts - We understand education without the arts is not complete or balanced. The primary means by which human beings cultivate the beautiful is through the arts. At MA, the arts are taught through music and "art": painting and drawing, but also the appreciation of sculpture and, to a lesser extent, architecture. In keeping with the way of liberal education, the school teaches music and art largely through the works of the best masters: Bach, Mozart, Beethoven, Raphael, Michelangelo, and Monet. At the same time, the arts require an intensive study of technique, both to appreciate the great works and to try to make or perform art on one's own.

Assessment:

Mrs. Richard's annual assessment presentation highlighted:

- The growth by MA students from fall to spring for school year 2015-2016.
- The 49-page report detailed that MA out scores the national norm in every area and every grade.
- Summaries of projected proficiencies showed MA students are advancing.

4. Executive Director's Report –Don Griffin

Construction/Renovation Projects - A partial list of completed projects includes the turf field, kindergarten playground fencing, middle school lockers and carpet, front sidewalk, several office remodels as well as repainting almost 90% of the building.

Telephone & Server Networks – Over the summer we had a failure of both telephone switches. Our network consultants have replaced the switches. In addition, our server network was reconfigured to increase capacity and capabilities.

D38 Annual Report – All documentation required by our new contract for MA's Annual report has been submitted. In addition, as required by our new contract, a list of fields and venues has been requested for use in the 2016-2017 school year.

Discussion:

Mrs. Camarco suggested that the Curriculum Committee investigate the possibility of developing an academic metric for iPad effectiveness. Mr. Gifford agreed that the Curriculum Committee is the correct committee and that they will look into the suggestion.

5. Introduction of Teacher Representatives – Don Griffin

Eric Hutto will again serve as the K-5 teacher representative. Tiffany Alexander has been elected by her peers to serve as the Middle School teacher representative.

6. Next Meeting – Thursday September 8, 2016 at 6:00p.m.

F. CONSENT AGENDA:

1. Approve minutes from June 9, 2016 and June 23, 2016 meetings.
2. Committee and other reports (Building/Facilities, Curriculum, RDC, SAAC, Finance, PTO, Teacher Reps.).

G. ADJOURNMENT

The meeting adjourned at 6:37 p.m.

Appendix A: New Hire Salary Ranges (next page)



Monument Academy

The following information is an overview of the Monument Academy new hire teacher base salary pay system effective beginning 2016-2017 school year.

Starting salary for newly hired teachers will be determined based upon one of the three starting category groups listed below.*

Beginning Teacher (0-3 years) – typically directly out of college or new to the teaching profession.

- Range: \$30,000 – \$34,000 Range:

Intermediate Teacher (3-6 years) – typically 3-6 years teaching experience in an educational setting.

- Range: \$34,000 - \$38,000

Advanced Teacher (6+ years) – typically 6 or more years teaching experience in an educational setting.

- Range: \$38,000 - \$42,000

Administration reserves the right to negotiate new hire salaries depending upon market factors for high demand positions, hard to fill positions, and leadership or task-specific positions.

*Range does NOT include additional benefits of approximately \$10,000 paid by Monument Academy on behalf of the employee.

MANewHirePayScaleProposal.6.22.2016/skb