

## **La Academia Board of Directors**

### **Board Meeting Minutes**

April 29, 2019

**Board Members Present:** Aida Ceara, Ted Darcus, Victor Ramos, Colleen Wagner, Ellen Svrcek, Ommie Rivera, Radames Melendez Susana Cortina, Chris Boyd, Joe Morales

**Board Member Absent:** Carlos Graupera.

**Non Voting Members Absent:** Salina Almanzar, SDOL Representative, Pam McCartney, IU13 Representative

**Administrative Staff Present:** Amy Ferg, Maria Provencher

**Consultant Present:** Sandy Strunk

**Teacher Representatives:** Christie Helm, Brandon Nye

#### **I. Welcome**

Dr. Ceara welcomed everyone and called the meeting to order.

#### **II. Approval of March 27, 2019 Board Meeting Minutes.**

The review and approval of the March 27 minutes was postponed to next board meeting.

#### **III. President Report**

Dr. Ceara thanked the Search Committee for the diligent, thorough, and timely search process they conducted in securing La Academia next principal. Colleen Wagner, Chair, Joe Morales, Carlos Graupera, Susana Cortina, Sandy Strunk, and Maria Provencher constituted the search committee.

#### **IV. Chief Academic Officer/Chief Operating Officer Report**

Enrollment is currently at 203. Students are moving to other districts outside of the county and leaving due to issues with other students. There are currently no vacancies. There were no employee hires. Students are currently taking PSSAs and will take Keystones in May.

## **V. Committee Reports**

### **Finance/Facilities**

Mr. Darcus presented and distributed a hard copy of the Committee Report. The Committee met on April 16, 2019. The staff roster for FY19-20 was reviewed in detail. The committee approved it. Administrative Staff will present final roster to the Board.

The committee approved \$2,075.00 sick pay out for 18-19 FYE to be presented to the Personnel Committee.

Year end estimates needs to be updated for the operational part of the report. Administrative staff will meet Business Office to finalize all estimated year and operational costs.

Motion Darcus/ The Financial Report was approved

### **Personnel**

Mr. Melendez and Mrs. Provencher presented the Committee report and distributed a hard copy of the Personnel Compensation and Benefit Schedule for 19-20 academic year. The new compensation focused on eliminating the existing salary disparity among teaching staff. The benefit schedule identified staff categories, faculty contract days (195 days), number of sick days to be carried, (5 days), payment of unused sick days (\$50.00/day that exceeded the five days), vacation days for 260 days employees, personal days (3 days/year), and tuition reimbursement (6 credits, up to \$3500/year).

After a thorough discussion, the Board approved The Personnel Compensation and Benefit Schedule for 19-20 academic year.

### **Development/Public Relations & Communication**

#### **Public Relation & Communication**

Mr Rivera presented and distributed a hard copy of the Committee report. The Block party is scheduled for May 23 rain or shine. Mr. Rivera encouraged Board Members to attend the event. The school website is being finalized and will go live June 1. A student recruitment coordinator has been hired. The Board needs to determine the Recruitment Policy Focus. The options are to recruit for all grades, or to target 6th graders.

## Development

Kristi baker is no longer with LAPCS. Lancaster County Foundation Grant for building improvement, Safety and Security Grant, and 21 Century Program Grant have been submitted and waiting for results. EITC continues until 6/30/19

## Governance

No report

## VI. New Business

The Board went into executive session to select the new Head of School