

Minutes of Board of Directors Meeting

EDUPRIZE SCHOOLS

Virtual Meeting: <https://meet.google.com/tnk-rkrq-qdf>

January 30, 2025

Members in attendance:

Seth Klempner
Carrie Larson
Monika Calamita

Non-Members present:

Todd Noel
Michael Gordon-Smith
Dixie Marshall

The meeting was held per posted agenda as posted in the foyer at 4567 W. Roberts Road, Queen Creek, AZ and 580 W. Melody Lane, Gilbert, AZ.

1. **Call to Order**

The meeting was called to order by Board President Seth Klempner at 10:04 am.

2. **Full-Time PreK**

Michael Gordon-Smith proposed offering a full-time PreK next year, in addition to the existing am and pm programs. There is a definite demand for a full-time option, and it is a good revenue stream. The Board was favorable to the idea, and asked about pricing and capacity. MGS will put a detailed proposal together for the Board with comparative and competitive pricing to nearby schools. The goal is to start full-day PreK in the fall.

3. **Salaries**

MGS proposed a 2% increase in salaries for teachers. Things taken into account when deciding this percentage: enrollment, number of teachers, salaries, and budget.

Several families are interested in enrolling from the local charter school that is closing . 110 people attended an evening tour last week. We have hired their principal as a long-term sub for next year, as well as three of their teachers, to replace teachers leaving our school. The belief is that the families will follow the teachers. MGS is also reaching out to another local charter school, which is closing this year.

The High School is overstaffed, there will need to be cuts in that space, largely in electives. IB is not well attended/utilized, and the plan is to discontinue it after next year. Instead, Dual Enrollment and AP will be offered. These changes will help to bring costs down.

The State increases ADM 2-4% every year. If they only increase 2% we will be breaking even. A 3% raise year after year is very expensive for long time teachers. Teachers will have a chance to make more money through the new addenda. Geoffrey Cherry, the fractional CFO, also recommends the 2% raise.

A motion was made by Monika Calamita to approve a 2% increase in teacher salaries for the 2025/2026 school year, and Seth Klempner seconded the motion. The Board unanimously approved with Seth Klempner, Carrie Larson and Monika Calamita in favor. None opposed.

4. Approval of updated SPED Policies and Procedures

Two big changes were made to the Special Education Department: Regulations & Standard Operating Procedures Manual to be compliant with ADE:

- Page 6 - added Arizona Early Intervention program and our obligations to refer
- Page 31 - updated 3 parts about Transition Services in the IEPs (that they are added by the end of 9th grade year or 16, anticipated graduation rate stated in the IEP, and written notification to parents a year before the anticipated grad date). That came out from ADE in October of this year due to a change to the Arizona Administrative Code rules.

These are all things that were already being done, it just wasn't updated in the manual. Other changes were minor tweaks to the formatting and some content to ensure citations were correct.

5. Approval of Handbooks and Addenda

Course Catalog

It has been updated to more correctly reflect the classes currently offered, fix order of operations, identify on-level and honors tracks, and add fees to electives. MGS would like to offer an honors diploma, as well as clearly stipulate requirements for valedictorian, salutatorian, and summa cum laude. He would also like to open up Dual Enrollment courses.

Faculty & Staff Handbook

No big changes were made, it was reformatted to make it easier to read, and corrections were made to mistakes, etc. There is a big emphasis on teachers being on campus 30 min before and after school, and remaining on campus, working, during their prep time.

Parent & Student Handbook

MGS tightened up some policies and language in the handbook. Other changes include:

- LIFE Fund: The current \$75 fee is not covering the costs of field trips, it needs to be increased to \$100. Page 45 outlines what field trip costs actually are. The increase will allow us to keep 2 field trips a year. All fees are ECA eligible.
- Athletic Fees: There is currently a \$200 athletic fee per sport. It is recommended that this is reduced to \$100 per sport, with a sibling reduction. This should increase participation.
- Chromebook Fee: MGS recommended adding a \$100 Chromebook fee to the secondary school. This will include a \$50 refund at the end of the year if the chromebook is returned in good working order. Chromebooks are currently being funded through fundraisers, which is not sustainable. This will build a fund to repair and replace chromebooks. Calamita suggested increasing the LIFE Fund to \$150 to include the Chromebook fee, with no refund. Klempner asked how many families don't pay the LIFE Fund. MGS reported that about half pay at the beginning of the year, and most of the remainder pay right before a field trip. Klempnersaid we would be effectively doubling the LIFE Fund, and asked if we could add any other benefits to it. MGS will take the proposal to the principals for their feedback.

- Dress Code: MGS updated the language in the dress code section, focusing on stating what is allowed, rather than what is not allowed. Calamita related concerns about some of the wording. Klempner suggested that we codify the current norms, and not to make big changes. Calamita suggested keeping things as similar as possible this first year, and work on enforcement of the dress code. MGS will rewrite the dress code and run it past Lynne Adams before submitting to the board.

Addenda

The previous addendum, which was used for every teacher at EDUPRIZE, consisted of two parts: *Instructional Practices*; and *Academic Performance Bonus*.

MGS proposed three different addenda (PreK-6, 7-12, Exceptional Student), each consisting of four parts: *Part A- Mid-Year Winter Break Bonus*; *Part B-Instructional and Professional Practices*; *Part C- Academic Proficiency Bonus*; *Part D- Student Performance Bonus*,.

- Part A: Every teacher who is returning for the second semester receives the bonus.
- Part B: Very similar to the old *Instructional Practices* section, but there are a few more requirements, including teacher professionalism and PLCs.
- Part C: This is an opportunity for teachers to earn a big increase in their addendum money if they achieve key academic metrics performance. Metrics will need to be 15-20% higher than current data. Metrics are based on state test scores.
- Part D: This is another section where teachers can earn money based on student performance on state tests.

The money for the addenda comes from Class Site Fund moneys.

Call to Public: None

A motion was made by Monika Calamita to adjourn the meeting, and Seth Klempner seconded the motion. The Board unanimously approved with Seth Klempner and Monika Calamita in favor. None opposed. The meeting was adjourned at 11:53 am by Seth Klempner.