



Board Meeting Minutes

Escuela Éxitos
Regular Meeting of the Board of Directors

Meeting Date: December 18, 2023

Meeting Time: 4:30 p.m.

Meeting Location: 4741 Zealand Ave. N – New Hope

<https://meet.google.com/vbw-ipyi-oww>

Board Members Present: Sam, Ingris, Angie

Board Members Absent: Andrea, Dana

School Officials Present: Luis, David, Gabriela, McKenna, Vanessa

Others Present: Shannon Benalshaikh,

1. Call to Order

The meeting was called to order at 4:45 PM by Sam.

2. Conflict of Interest Statement – Roll Call

Sam, Ingris and Angie are present and have no conflict of interest.

3. Approve Agenda

The motion to approve the agenda was made by Angie and seconded by Ingris. The motion carried.

4. Approve Previous Meeting Minutes

The motion to approve the meeting minutes was made by Ingris and seconded by Angie. The motion carried.

5. Financials Update (Through October)

Luis made a suggestion to amend this agenda item to include financials through November. The motion to amend the agenda item to include the financials through November was made by Angie and seconded by Sam. The motion carried.

Shannon presented the updated financials; October & November registers to be

reviewed after November financials.

Luis drew our attention to the 2% fund balance and we will come back to this. We need to be at 20%. Shannon projects we will be at 10% at the end of this year; perhaps a bit better because enrollment is up.

Questions: No

The motion to approve the financial update was made by Angie and seconded by Ingris. The motion carried.

6. Approve Accounts Payable Ledger

Health Partners payments are for the increased insurance costs.

The motion to approve the accounts payable ledger for October was made by Ingris and seconded by Angie. The motion carried.

The motion to approve the accounts payable ledger for November was made by Ingris and seconded by Angie. The motion carried.

7. Approve Uniform Reimbursement

Some families send money to Luis via Zelle however moving forward this becomes a school function and can be covered by the school credit card or school checks.

The motion to approve the uniform reimbursement was made by Angie and seconded by Ingris. The motion carried.

8. Discussion and Board Action on Benefits for Dependents of International Teacher

Current policy: Domestic school covers 75% of benefits for employees and nothing for dependents and International employees- our school covers 100% for employees and 50% for dependents.

The increase in costs of benefits has prevented us from increasing coverage.

The estimated monthly cost was 150\$/month out of pocket. The increase in the premiums means 700\$ out of pocket. 2 employees are paying more than 150\$/dependent.

For international teachers, those that have 3 or more dependents the max out of pocket cost would be no more than 150\$ per person. This would be prorated with back pay from August.

The motion to approve an increase in benefits for the dependents of the international teachers so no dependent costs the employee more than 150\$ was made by Angie and seconded by Ingris. The motion carried.

9. School Updates: Concert, Staffing, Salaries, Revisit WBWF Annual Plan, Enrollment, Transportation, and Budget Info

—1st holiday concert on Thursday 9:30-11:00 at House of Hope Church

-Staffing: looking for a first grade teacher and a second grade teacher and a middle school teacher for social studies, science or language arts teacher. High demand for 6th and 7th but the 6th and 7th combo is at 32. Luis filled out the MDE request to participate in recruiting international teachers.

-Salaries in February when the budget is created the goal is that all staff will get a 2.75 increase and an additional 5k increase for the third year teachers

-WBWF annual plan, should have reviewed in September, hope is to be at 240 by January and end of the year 250 (we'll lose 25 8th graders)

-Enrollment: 232 students enrolled- one 7th grader on the waitlist

10. New Business

—bill to get heat in the Spanish room and Music room >\$5000... invoice \$6,439

Motion to approve Luis to spend \$6,439 by Ingris seconded by Angie. Motion carries.

11. Public Comments

—**Vanessa:** space heater in staff lunch room, Vanessa is grateful that Juan is in the building- can he vacuum & clean classrooms 1-2x/week Luis: he will address, substitutes: several times when it is very hard especially with cleaning duties, 300\$ budget list wasn't approved, requests a list of what can/ cannot order. Some things that were ordered last year did not get approved for reorder

-**David:** I went to Ecuador and I went I got a reprimand, p24, this seems unjust to me, my contract says I am a PE teacher, it does not say I can be moved to the classroom or , Since I have a double licensure I feel like more is put on my shoulders rather than have benefits. I don't get paid more although more is asked of me. I was told that if I don't accept, I have to resign. I feel threatened and that my rights have been violated. I feel that this is discrimination. I feel deceived because I was told all teachers are

paid the same but we are not. When I was helping as an interventionist a teacher asked me to do some work which I do not feel is part of my contract either. I also ask the board to talk to Luis about being open to suggestions. I presented to Luis a proposed schedule for the custodian and he said it was not considered or is always a negative response. I feel discriminated against because last year when I came I was asked to shovel because I am a man. I don't know, I want the board to be more present with us as staff and how we are being treated and how the workforce climate. I think people are afraid to come into discussion. I want the board to more closely ensure the wellbeing of our staff. I think the people that have resigned to share what was the problem. We ask for this support so we can keep bringing our school forward.

Gaby: I emailed Sr. Vanegas about an issue- we have so much work to do and each day- the plan I come with from home and I can't carry out my lesson plans with so many changes and modifications. Due to teacher absences plans are forced to change frequently and is very stressful- I recognize this is stressful for Mr. Vanegas too. I don't like the way he talked to me last Thursday. I came as a PE teacher and I love my career, I love teaching PE and now I love teaching 5th grade. I am comfortable with that- I feel discriminated against because my subject isn't prioritized. I know how to evaluate PE skills, what about my partners. If we can increase our staff we can do better if we are not so short staffed. I would also like if teacher salaries can be public. I would like to see the salary table or have posted on the website. Then when somebody applies the salaries are more transparent. Please- I don't know how to express my idea but I think we can improve with some small changes. Our school could be more successful and the teachers are an important part. Happy teachers=happy students and happy director. I second the cleaning need- my class has only been cleaned every three weeks. Thank you for giving me this space.

-Sam: our job is governance but not day to day operations, we can support

-Tu: thank you for having me and thank you to board members for your governance and volunteering, thank you to Luis for the leadership during hectic times- NEO wants to underscore the difficulty of recruiting and maintaining teachers. We agree that looking at enrollment and staffing side by side. We see pushing recruitment as a viable strategy. I hope you can all take some much needed rest and relaxation. We are very appreciative.

12. Close of Meeting

The motion to close the meeting was moved by Angie and seconded by Ingris. The motion carried and the meeting was closed by Sam at 6:59pm.

Notes respectfully submitted by Angie Pena

