

# Charter Day School



## Charter Day School, Inc., Board of Trustees

### Minutes of the Board Meeting

2 PM; Wednesday, March 4, 2015, Douglass Academy, Wilmington, NC

Attendance	Trustees:  Jeremy Dickinson John Ferrante Melissa Gott Bob Spencer  Others: Mark Dudeck, Treasurer, CDS, Inc. Baker Mitchell, Secretary, CDS, Inc.,
Call to Order	John called the meeting to order at 2:06 PM with a quorum of 4 present.
Agenda Modification	none
Approval of Minutes	The minutes of the February 19, 2015 meeting were unanimously approved as written.
Teacher Compensation and Budgeting	<p>Extensive discussion of past compensation policies and state compensation levels was held. Merit-based pay was discussed at length and the difficulties experienced with shifting test strategies on the part of the state were discussed. Baker explained the MMGG graphs that were a means of visualizing a teacher's success. The MMGG gave very graphic evidence of a teacher's success with catching up low-performers.</p> <p>The problem with the state underfunding charters for the incremental teachers raises was covered – the source of the underfunding was the higher ratio of beginning teachers (BT's) to experienced teachers in charters than in districts.</p> <p>Baker and Mark stressed the need for competitive teacher salaries and benefits to attract and keep good teachers. Reviewing such factors with current long-term teachers revealed their high priority items: competitive base pay; the quarterly three week breaks on the year-round calendar, the superior retirement plan with owned and controlled 401k accounts and 3% matching; the presence of coaches and support personnel; the classical curriculum; and having trained TA's in the classroom. Teachers urged stressing these factors to new recruits.</p> <p>Mark said that all these factors would be reflected in the budgets to be presented at the April meeting.</p> <p>Mark also discussed the shortfall in the CDS and CCS budgets and the probability for these costs to continue to rise. John said he would get with the attorneys and determine the status.</p>

Closed Session	Board voted unanimously to enter closed session at 3:22 pursuant to N.C. Gen. Stat. §143-318.11: (a)(3) to preserve attorney-client privilege (a)(5) to discuss the current lawsuit with Brunswick County.
Open Session	The Board returned to Open Session at 3:30 PM without objection.
New Business	The Board changed the date of the next meeting to be on April 22 at 2:00 PM at Douglass in Wilmington, not on April 16 as previously set.
Ratification of Actions	The Board unanimously ratified all other prior corporate actions without objection.
Adjournment	The Meeting was adjourned at 3:35 PM.