

Gateway Public Schools
Minutes of the Meeting of the Board of Trustees
Wednesday, February 7, 2018 @ 5:00 - 7:00 PM

Board Members Present: Beth Berliner, Allison Bhusri, Sapna Boze, Sara Byrne, Elizabeth Colen, Sharon Gillenwater, Annie Klebahn, Susan Masto, Joyce McMinn, Farley Neuman, Sharon Olken, Molly Orner, Mary Plant-Thomas, Jackie Quella, Adina Safer, Laura Spivy, Dina To, Valerie Toler, Julie Wise

Board Members Excused: Akriti Agarwal, Therese Arsenault, Will Parish, Suzanne Schutte, Aaron White

Also present: Chris Hero, Danielle Ciccarelli, Chanda Guerin

Call to Order, Welcome, Approval of Minutes from January 17, 2018

Sapna called the meeting to order at 5:07. She called for a motion to approve the minutes from January 17, 2017. Jackie moved to approve and Molly seconded the motion. The minutes were approved unanimously, without issue.

Sapna continued with announcements. She reminded members about the Conversation for Impact Events and asked everyone to please invite people who may be interested in learning more about Gateway.

Elizabeth Colen made an announcement about *Teach with Africa* partnering with GMS. If anyone is able to host a teacher from South Africa, please contact her. The teachers are coming sometime toward the end of February/beginning of March. Molly and Adina have hosted in the past, and Adina is hosting again. Sharon asked Elizabeth to explain what she is doing with *Facing History*, a nationwide organization that teaches social justice and creates social justice curriculum for high schools. Gateway Middle School is their first middle school partner. Lucy Hilarides and Elizabeth are helping to recruit other middle schools and help develop middle school curriculum. Sharon praised Elizabeth for her leadership. Sapna thanked Elizabeth for sharing.

Open Forum: Sapna opened the floor for public forum. No further discussions or motions were introduced. Sapna gave the floor to Chanda for the Development Report.

Development Report

Chanda reviewed upcoming development events, including the Conversations for Impact Happy Hour and the Great Gateway Gathering. Next, Chanda asked Trustees to turn to page 9 in the board packet to look at current fundraising data. She presented a Foundations Grant Report and asked Trustees to look at prospective foundations, especially those foundations that still need connections/invitations. Since some foundations require invitations to apply, connections are very helpful. Chanda will send a list of invitation-only foundations in a follow-up email. The Development team is looking to apply to 26 grants by end of fiscal year.

Faculty Affairs Update Sapna gave the floor to Sharon to talk about compensation. Sharon told the board that Annie and Mary will be sharing the presentation that was given to the teachers at a recent meeting, as well as the feedback they received. Gateway is rethinking and revolutionizing the way compensation happens for faculty and staff and small but significant ways to make teaching more

satisfying. Last year Gateway decided it needs to do more and rethink compensation. Gateway made two key commitments, to raise everyone's salary, and re-engineer the way we compensate. There are many groups/stakeholders involved. The Faculty Affairs Committee, the Finance and Development Committee, as well as the Faculty and Board. The model involves thinking about what teachers contribute to classroom and school. Who are the key players in making schools better? This initiative affects not just our budget but how we think and talk about ourselves. We hope to implement the plan next school year. Everyone will get an increase with new model. People need to feel good about the change. A fair and transparent process important. Sharon gave the floor to Annie and Mary.

Annie said that the FAC presented to all faculty 2 weeks ago. Annie reviewed the goals for teachers and goals for Gateway. There will be a shift from being rewarded for time served to being rewarded for expertise and commitment to Gateway. We would like our model to serve as a model for others.

Mary talked about the model. There are 4 career stages, based on expertise, contributions and growth. Each stage will have a specific salary range. She reviewed what the 4 stages look like, and how the school will support teachers at the different stages. The team is still working out logistics of how teachers move from one stage to another. There will be transparency around advancement and clear guidelines.

Sharon reviewed financial objectives, and Annie reviewed the timeline. There was a discussion about feedback from the meeting and from the faculty survey.


The board took part in an activity in which they could give their feedback. There was a discussion about how the model came about. Our model is very specific to Gateway's mission. Sharon discussed the Learning Policy Institute's interest in Gateway and the process of conducting research for the model. There are many other schools trying to do something similar, so they looked at other models. Annie thanked everyone for their feedback. Sapna thanked the FAC, as well as Sharon, Chris and Chad for all the work they have done on this important initiative.

Finance Report

Sapna gave the floor to Chris for the Budget Process Update. He reviewed a condensed look at current and future budget drivers. He discussed what drives our budget, assumptions on which the budget is based, additional expenses and where funding may come from. The budget reflects the assumption that the average teacher increase for FY17 to FY21 would be between 25% and 30%. Our fundraising goals will also be based on that assumption. We are still working out details of the Compensation Model, which will be phased in over time. A positive development is that, according to the Local Control Funding Formula (LCFF), state funding will probably be significantly increased, a part of which will be one-time funding. This is great news and will give us a big boost for next year. Trustees took time to discuss Chris's report.

Executive Director's Report Due to lack of time, Sharon will give her report at the next meeting.

Adjourn Meeting Meeting adjourned at 7:03PM

Signed: _____  _____ Date: 3/13/18 _____
Sharon Gillenwater, Board Secretary