

Community Leaders Advocating Students Success (C.L.A.S.S.) ---d.b.a. Fannie C. Williams

Minutes of the meeting held on April 22, 2021

Directors Present: Emily Roubion, Shannon London, Donnyette Love, Al Edwards, II, and Anthony LaPierre.

Other parties: Kelly Batiste, CEO, Gretchen Johnson, Brenda Watson, Abbie Whitaker (Tulane Graduate student), and Lela Scully (Tulane Graduate student).

Roll call was taken and with the Presiding Officer not present and due to other circumstances, that prevented the Vice President from assuming the Chair, a motion was made by Mrs. Roubion to appoint Mr. LaPierre as President Pro temp; motion seconded by Mr. Edwards. A vote was called for and the motion then carried unanimously. Mr. LaPierre (The Chair) then assumed the chair and called the meeting to order at 6:49p.m. He then asked for any public comments, amendments, etc. to the agenda. Hearing none, he asked for a motion to adopt the agenda as written. Mrs. Roubion made the motion; seconded again by Mr. Edwards. A vote was called for and the motion carried unanimously.

The Chair then asked for any public comments regarding the adoption of the prior month's meeting; hearing none, Mrs. Batiste pointed out that the minutes should be revised to reflect Mrs. Gretchen Johnson and Mrs. Brenda Watson to be shown as other parties and not directors and that Paychex be changed to Paylocity. Mr. Edwards made the motion to adopt the revised minutes; seconded by Mrs. Love. A vote was called for. The motion carried unanimously.

Mrs. Batiste then presented her CEO's report. The following was noted:

Fannie C. Williams (The School or FCW) is in compliance with NOLA Public Schools recommended calendar of dates.

Mrs. Roubion then asked what was the required number of minutes of instruction that The School is supposed to meet. Mrs. Batiste replied 420 minutes.

The School is a member of Louisiana Association of Public Charter Schools (LAPCS) and that she met with them and that they offered board training; tentatively, during the summer.

The LEAP test is upcoming for 6th-8th grade and that it would be administered over 5 days. She then stated that the test for the 5th graders would be next week.

The School will have to go through charter renewal by NOLA Public Schools. This is to occur likely early in the fall.

With there being no additional questions and/or concerns, Mrs. Batiste concluded her report.

The Business Manager's report was then given by Mrs. Watson. The following was noted:

Financial Position

Mrs. Watson informed the board of the status of the payroll deduction credit. A brief discussion then took place. Additionally, Mrs. Watson informed the board that The School had also applied

for the employment retention credit. And that she was looking at the proper GAAP recordation for it. She also went on to let the board know that we are due a refund on FICA taxes and Medicare. Lastly, she pointed out that the above-mentioned credits are the result of The CARES Act.

Employee compensation

Mrs. Watson stated that FCW has historically given a 2% cost of living raise and that she is currently looking at the same thing with Mrs. Batiste. Mrs. Batiste then commented that The School has been using the old 2011/2012 RSD pay scale. Mrs. Batiste then asked the board how could we increase salaries without busting the budget. She further went on to state that FCW hires non-certified teachers. Mrs. Batiste lastly stated that there might need to be a special board meeting to address this matter. Mrs. Watson followed up with a recommendation to possibly looking into establishing an incentive-based pay scale.

Mr. LaPierre recommended finding comparables and then taking the median. Another comment was then made pointing out that currently Jefferson Parish is higher than Orleans Parish and that it might be best to set up a pay scale somewhere in the middle of the two parishes.

Mr. Edwards then asked about establishing an incentive-based performance pay scale i.e., tie in pay increases to teacher's being certified. And then if we could do that; build on the benchmarks.

Discussion then continued regarding this matter. Ms. Watson made comments regarding the outdated salary tables that FCW have been using vs. how Jefferson Parish's salary structure; she stated that we needed to be competitive.

Mrs. Batiste made additional comments regarding the board having to decide the new salary structure for certified vs. non-certified teachers because The School has never done that.

Mrs. Love made comments regarding the concept of FCW differentiating between certified vs. non-certified teachers and how NOLA only has a salary scale reflecting salaries for certified teachers only.

Discussion then ended with no vote being called for.

Mrs. Batiste then moved on to discussing the scheduling of the next board meeting, which would be in June. Mrs. Johnson commented that a special meeting or executive session might be needed to resolve the salary matter. Mrs. Batiste stated that whether a special meeting or executive session is decided upon that she would send out the salary options for the board prior to the meeting.

Discussion then took place regarding this matter (how FCW should move forward regarding voting on the new salary structure). After the discussion, Mrs. Watson stated that she would prepare a couple of options and forward them to the board prior to the next board meeting; whether a special meeting or regular board meeting.

With no further discussion, The Chair called for public comments; hearing none Mrs. Batiste stated that the next board meeting will be set for June 15 and that the budget meeting will be set for July 15.

With no further comments, The Chair called for a motion to adjourn. Mrs. Love made requested motion, which was seconded by Mrs. London. Motion passed unanimously and meeting was adjourned at 7:47p.m.