



Spectrum School Board Special Meeting Minutes

Date: April 7, 2015
Scheduled Time: 7:45 a.m.
Attendance:

Position	Committee Member	Arrive	Depart
Chair	Dave Lucas	Absent	
Vice-Chair	Tom Sagstetter	Present	
Secretary	Kerry Jerred	Present – via phone	
Treasurer	Jeff Uecker	Absent	
Member	Jessica Kemnitz	Present	
Member	Robin Schelske	Present – 7:50 a.m.	
Member	Tony Brunt	Present	
Ex-Officio	Vanessta Spark	Present	
Staff Member	Dawn Sorenson	Present	

- Meeting called to order with quorum present at: 7:45 a.m.
- Reading of Mission and Vision Statement
- Conflict of Interest
Vice Chair Tom Sagstetter called for Conflict of Interest. Ms. Kemnitz and Mr. Brunt noted the inherent conflict of interest as it relates to teacher salary/pay increase. They reported that they would participate in the discussion, but it was their desire to abstain from any vote regarding teacher salary/pay increase.
- Consent Agenda
Approval of agenda.

On a motion duly made and seconded, Brunt/Sagstetter, the Spectrum High School Board of Directors unanimously approved the consent agenda as presented.

- New Business
 - March 25, 2015 Special Finance Committee Meeting Minutes and the 2015-2016 teacher salary increase and onetime market value adjustment to pay.

The Board reviewed the March 25, 2015 Special Finance Committee Meeting minutes that were presented. Ms. Kemnitz requested additional information on the verbiage “market value adjustment” as was noted in the minutes. Ms. Spark stated that research was conducted on teacher salaries in comparison to other like-sized charter schools. She reported that the teaching staff pay was divided into increments of 3 years of teaching experience, i.e., 1-3, 4-6, 7-9, 10-12, 13-15, and 16+. The research showed that Spectrum teaching staff who were in the 1-3 years of teaching experience were being paid on par with other like-sized charter schools; however, as the years of experience increased, our staff fell behind in pay. Therefore, it is proposed that the staff in the 1-3 years of experience receive a 3% raise and each range of experience beyond 1-3 years will receive the 3% increase plus an additional percentage(s), based on experience, as a onetime market adjustment (1-3 years of experience will

receive a 3% increase in pay; 4-6 years of experience will receive 3% plus 1% for a total of 4% increase in pay; 7-9 years of experience will receive 3% plus 2% for a total of 5% increase in pay; 10-12 years of experience will receive 3% plus 3% for a total of 6% increase in pay; 13-15 years of experience will receive 3% plus 4% for a total of 7% increase in pay; 16+ years of experience will receive 3% plus 5% for a total of 8% increase in pay).

Mr. Brunt inquired about the affordability of the increase, and Ms. Spark stated that the Finance Committee looked at the costs associated with the onetime market increase and assured the Board that the necessary monies are available. Mr. Sagstetter inquired about how the information would be explained to teaching staff. Ms. Spark stated that the respective increase will be so noted in the 2015-2016 at-will letters, as well as she and Mr. Anderson will explain the onetime market increase at an upcoming staff meeting or email message.

Finally, Ms. Spark stated that there is an additional \$4,000 in the budget to pay the staff teaching college level courses an additional \$500 for each of the courses taught. Mr. Brunt commented that he was grateful to hear that the school was choosing to compensate the CaSH/AP teachers for their work as offering CaSH/AP classes at Spectrum is in keeping with the mission of the school.

Following discussion, *on a motion duly made and seconded, Sagstetter/Jerred, the Spectrum High School Board of Directors accepted the Finance Committee's recommendation, and the March 25, 2015 Finance Committee meeting minutes as presented, to approve a 2015-2016 budget change to allow for a 3% pay increase for all teachers, and a onetime market adjustment percentage, at the discretion of the Executive Director, to coincide with years of teaching experience. Directors Brunt and Kemnitz requested that their vote be recorded as abstained.*

6. Miscellaneous
None

7. Next Meeting Agenda Input
None

8. Adjournment

On a motion duly made and seconded, Schelske/Sagstetter, the Spectrum High School Board of Directors unanimously adjourned the meeting at 7:52 a.m.



Board Secretary Certification, Kerry Jerred