



**COMPASS PUBLIC CHARTER SCHOOL
SPECIAL BOARD MEETING MINUTES
March 15, 2010**

Executive Session

Following a roll call vote in public session, the board held an executive session pursuant to Idaho Code Section 67-2345 (l) (b) To consider the evaluation, dismissal or disciplining of or to hear complaints or charges brought against, a public officer, employee, staff member, individual agent, or public school student; (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency and (f) To consider and advise its legal representatives in pending litigation or where there is a general public awareness of probable litigation.

At 4:10 p.m., Chairman Barrus called the executive session to order. Members present were Chairman Barrus, Director Simmons, Director Adolf, and Director Fairbanks.

The board gathered information and discussed details relating to the acquisition of the property and possible litigation.

At 5:11 p.m., Director Fairbanks *moved for adjournment, by unanimous consent.* Chairman Barrus declared the executive session adjourned, without objection.

Public Session –The board met at Compass Public Charter School, 2511 W. Cherry Lane, Meridian, Idaho.

1. Opening of Meeting
 - a. Call Meeting to Order: At 4:09 p.m., Chairman Barrus called the meeting to order.
 - b. Roll Call: The clerk took the roll. Members present were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks.
 - c. Call for Executive Session: Chairman Barrus asked if there was a *motion to enter executive session pursuant to Idaho Code Section 67-2345 (l) (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, individual agent or public school student; (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency and (f) To consider and advise its legal representatives in pending litigation or where there is a general public awareness of probable litigation.* Director Fairbanks *so moved.* Director Adolf seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks. There were no dissenting votes.
 - d. Reconvene Public Session: At 5:17 p.m., Chairman Barrus reconvened the public session.
 - e. Pledge of Allegiance: Mr. Jacob led the pledge.
 - f. Approval of Agenda: Chairman Barrus stated that there were no changes to be made to the agenda. Director Fairbanks moved that the agenda be approved, by unanimous consent. Chairman Barrus declared the agenda approved, without objection.
 - g. Persons wishing to speak to a Non-Agenda Item: Chairman Barrus reported that there were no persons signed in to speak to a non-agenda item.
2. New Business
 - a. Action from Executive Session: Chairman Barrus reported that there were no action items resulting from the executive session.
 - b. Budgeting Options: Chairman Barrus asked if there were any models the board wished to focus on. She went on to state that models I, J, L, and K were not viable options, so they would be eliminated from the discussion. Chairman Barrus said that, of the remaining options, model H allowed for the largest contingency reserve, so the discussion should start with that model. She asked if the board had any questions or comments about the middle school model. Director Simmons said that parent comments have shown some concern about losing the

homeroom feel and asked who a parent would go to if any issue arose. Administrator Trudeau stated that it would be similar to the current situation, but the 7th or 8th grade teachers would have the entire grade, instead of just one class. Chairman Barrus reported that the survey results showed 77.4% of those surveyed supported the change to the middle school model. Director Fairbanks *moved that the board direct the administration to make the change to a middle school model with 2 homeroom teachers, one for 7th grade and one for 8th grade, thus eliminating 2 middle school teaching positions.* Director Simmons seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks. There were no dissenting votes.

Chairman Barrus directed the discussion toward the topic of kindergarten. She reported that 103 people had responded to the survey. Fifty-two percent said they would not send their student to a full-day kindergarten, and 48% said they would send their student. Chairman Barrus recognized that there were people signed in to speak to this agenda item. Beth Rasmussen stated that she had a kindergarten student coming into Compass for the 2010-11 school year and she would rather see kindergarten cut completely than see it go to full-day. Lauri McMullen said that she also had a kindergarten student coming in and she thought that ½ day was enough school for a child that age. Mrs. McMullen asked if a paid pre-school was a possibility instead. Chairman Barrus reported that the board had received at least one email suggesting a ½ day kindergarten with the option to stay and pay for the afternoon. Kelly Krommenhoek said she supported an option to stay and pay. Administrator Trudeau stated that of the 2 options, paid pre-school and a stay-and-pay hybrid, she preferred the hybrid. Director Adolf asked if the school could maintain a contingency reserve of \$34,000 by maintaining status quo, 2 half-day kindergarten classes of 15 students. Administrator Trudeau answered in the affirmative. Director Adolf said that he understood the need for having a contingency reserve, but felt that the burden placed on 5 and 6 year olds and their parents would be unfair. Director Simmons stated that she opposed full-time kindergarten and raised the concern that if the tuition was mandatory, it would make CPCS appear to be an elitist school. Mrs. Simmons felt that parents who had signed their children up for the lottery should have been given clear information about the tuition expectations and it was too late to get that word out. Director Fairbanks asked if kindergarten was an actual money loser. He asked how many students paying tuition would it take to break even on the program. Administrator Trudeau reported that the program needs about \$11,000 to break even, so it would take 11.3 students. Paula Connelly asked why kindergarten would be the only class charged tuition. Chairman Barrus stated that the thought behind this was to model the program after other school districts because full-day kindergarten is not mandatory, so tuition can be charged by a public school for the half of the day the state does not reimburse. All other grades are mandatory, so tuition cannot be charged by a public school. Chairman Barrus stated that she would rather implement a hybrid model. She shared Director Adolf's concern about placing a burden on some families. She felt that the survey results indicated that the hybrid model would work at Compass. She asked if the hybrid model was possible with one teacher and one aide. Administrator Trudeau said it was. Director Simmons *moved that the 30 student kindergarten with the 2 half-day class structure be maintained.* Director Adolf seconded the motion and a roll call vote was taken. Members voting in favor were Director Simmons and Director Adolf. Members opposing the motion were Chairman Barrus and Director Fairbanks. Chairman Barrus stated that the *motion failed* for lack of a majority vote. Chairman Barrus suggested that \$30,000 in the contingency reserve was not enough and the hybrid model allowed the opportunity to maximize revenue. Director Simmons suggested that donations might be used to increase the size of the reserve and that she preferred having CPCS prepare 30 students to go on to first grade. Chairman Barrus asked if it was possible to enroll 28 kindergarten students. Administrator Trudeau said that the harbor curriculum is designed to help assimilate new first grade students well. Director Simmons raised a concern about finding enough space for 28 kindergarten students, especially if most of them stayed for school lunch. Administrator Trudeau said that they would eat in the cafeteria and space could be made. Director Adolf asked what the backup plan would be if the hybrid model fails. Chairman Barrus answered that by the time registration is complete, there should be a good indication of how many families would be taking advantage of the extended day and willing to pay tuition. If the numbers were not high enough, the board would have time to revisit the kindergarten piece. Director Adolf *moved that the board approve the hybrid model, enrolling 24 kindergarten students, making morning the basic instructional time and afternoon attendance optional, with a \$150 per month tuition for those who choose the afternoon option.* Director Fairbanks seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks. There were no dissenting votes.

Chairman Barrus directed the discussion toward the topic of adding a 4th grade class. Director Adolf asked if there would be space for a second fourth grade class. Administrator Trudeau stated that she had identified an option that involved reconfiguring the middle school to allow space for the 4th grade. Director Fairbanks *moved that the board direct the administration to double fourth grade and reassign the space, as necessary.* Director Simmons seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks. There were no dissenting votes.

Chairman Barrus directed the discussion toward the topic of a 5% pay cut for Compass employees. Director Fairbanks said that feedback had been received from the teachers indicating that they would support the cut, if it was necessary. Director Fairbanks stated that he struggled with the idea of a pay cut because he felt that teachers are underpaid. He stated that he also struggled with the alternatives. Chairman Barrus reported that a 5% cut equals an annual savings of about \$60,000. This is figured on a monthly savings of \$5886 for ten months. Director Fairbanks asked if donations could be used to make up for a portion of the cut. Renee Jones reported that she had gone over some of the figures and that \$200 per family would cover the reduction. Steven Pratt agreed that donations could be suggested and it would break down to about \$5 per week. Wendy Long pointed out that approximately 25% of the families qualified for free or reduced lunches, indicating that budgets were already very tight. She agreed that most of the other 75% might possibly be able to donate. Tony Zanders suggested that if the need was presented, many families would donate. Chairman Barrus asked how many families were represented at CPCS. Jodi Schultz estimated that it was about 215. Mrs. Jones estimated that it was as many as 246. Jessica Hill asked if it would be possible to take a bigger cut in order to be able to keep all the teachers. She said she would be willing to take a larger cut than 5%, if that would work. Christy Haddock asked the board to consider the overwhelming response of the 4th grade parents to a recent request for field trip funds. Chairman Barrus stated that if parents were asked to donate for teacher compensation, the requests for other funds needs to be balanced so as to not overwhelm parents. Administrator Trudeau reminded the board that a decision on a pay cut could wait until the state legislature voted on the final budget. Troy Schultz suggested that if a pay cut was put in place, the time frame for the reduction should be defined. Mr. Schultz asked if the board or school would keep control of all donated funds so that they would be sure to be used for the purpose for which they were donated. Chairman Barrus answered that the board/school would retain control of donated funds. Clerk Stover suggested that if a cut was put in place, donated funds could be split equitably and paid to staff at the end of each semester. Director Adolf asked who would manage the donations. Chairman Barrus said the donations would be managed by Mrs. Stover. Director Adolf raised the concern that donations be kept confidential. Mrs. Stover said that she would research how to accept donations confidentially as well as pay the extra compensation in a way that did not cause excessive tax withholding at the time of payment. Susan Luke reminded the board that they would be reporting to the Idaho Charter School Commission and potential donations would not be accepted as a revenue source. Director Adolf *moved that the board reduce employee pay by 5% for the 2010-11 fiscal year.* Director Simmons seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks. There were no dissenting votes. Director Fairbanks *moved that the board explore the creation of an account for setting aside fundraising proceeds to supply end of semester employee bonuses and that families be presented with a suggested donation amount of \$33 per month.* Director Simmons seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks. There were no dissenting votes.

Chairman Barrus directed the discussion toward the topic of eliminating 1.5 teaching positions in the area of special classes. Administrator Trudeau reported that the elementary Spanish teacher would not be returning. Mrs. Trudeau stated that several staff members speak Spanish, and while it is not expected that the current level of instruction could be maintained, Compass may still be able to offer some Spanish instruction to elementary students. She also suggested that the high school Spanish teacher might be persuaded to offer a Spanish elective for 7th and 8th grade students. Chairman Barrus stated that there was still a half-time special class position to cut. Director Simmons said that it was difficult to make the cut right now because students have not registered for electives. A discussion of the areas where cuts could be made took place.

At 6:55 p.m., Chairman Barrus asked if there was a *motion to take a short recess.* Director Adolf *so moved,* by unanimous consent. Chairman Barrus stated that the board would take a 15 minute recess.

At 7:10p.m., the board returned from the recess and Chairman Barrus reconvened the session.

Chairman Barrus reported on an interest survey done with high school students in February. After looking at the survey results, she stated that art was the only area that could be cut while responding to both the need to eliminate a position and results of the interest survey. Administrator Trudeau reported that not all of the art classes were being taught by the person whose position would be eliminated. She also reported that there were art moms available in some of the classes and she could pursue the expansion of that option. Director Fairbanks asked if the ½-time position could be cut, now, and the decision about which employee be made at a later time. Chairman Barrus stated that that would be a possibility, but contracts are involved, so time is of the essence. Director Fairbanks *moved that the board direct the administrator to eliminate the ½ time teaching position in the area of art.* Director Adolf seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks. There were no dissenting votes. Chairman Barrus directed the discussion to the topic of classified staff. She asked Administrator Trudeau for her recommendation. Administrator Trudeau reported that there would be one E.A. moving out of the area at the end

of the school year and if that position remained unfilled, it would allow CPCS to retain the other classified staff at the current level.

Chairman Barrus directed the discussion to the topic of possible changes for the remainder of the 2009-10 fiscal year. She stated that several reductions had already been made. She asked Administrator Trudeau if she had any recommendations. Administrator Trudeau identified 2 possible changes. She reported that the stipends paid to the Athletic Directors had been coming out of the general fund and she felt that it would be possible for the Athletics fund to reimburse that \$5000. She also reported that the general fund had covered some Child Nutrition Program expenses incurred during the 2008-09 fiscal year and that the Child Nutrition Program fund was at a place where it could reimburse the general funds for all or part of those expenses. Director Fairbanks *moved that the board ask both the Child Nutrition Program and the Athletics Program to reimburse a fair amount, as determined by the administrator and program directors, to the General Maintenance and Operations Fund.* Director Adolf seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks.

3. Call for Executive Session: Chairman Barrus asked if there was a *motion to enter executive session pursuant to Idaho Code Section 67-2345 (l) (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency and (f) To consider and advise its legal representatives in pending litigation or where there is a general public awareness of probable litigation.* Director Simmons so moved. Director Adolf seconded the motion and a roll call vote was taken. Members voting in favor were Chairman Barrus, Director Simmons, Director Adolf and Director Fairbanks.
4. Reconvene Public Session: At 8:52 p.m., Chairman Barrus reconvened the public session
5. Adjournment: At 8:52 p.m., Director Fairbanks *moved for adjournment, by unanimous consent.* Chairman Barrus declared the meeting adjourned, without objection.

Executive Session

Following a roll call vote in public session, the board held an executive session pursuant to Idaho Code Section 67-2345 (l) (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency and (f) To consider and advise its legal representatives in pending litigation or where there is a general public awareness of probable litigation.

At 7:46 p.m., Chairman Barrus called the executive session to order. Members present were Chairman Barrus, Director Simmons, Director Adolf, and Director Fairbanks.

The board gathered information and discussed details relating to the acquisition of the property and possible litigation.

At 8:52 p.m., Director Adolf *moved for adjournment, by unanimous consent.* Chairman Barrus declared the executive session adjourned, without objection.

Chairperson

Secretary

Date Approved