



Forest Grove Community School  
Board of Directors Meeting  
March 8, 2016

Board Members Present

Anita Zijdemans Boudreau, Chair  
Jon Stagnitti, Vice Chair  
Bob Hatt, treasurer  
Rochelle Auran, member

Board Members Absent

Roger Neyman, member

Staff Members Present

Vanessa Gray, Principal  
Karen Torry, Director of School Operations

The meeting was called to order at 6:34 p.m.

Discussion Items

**Compensation Committee Update:** Vanessa reviewed goals of the committee: evaluate FGCS compensation relative to other schools, provide clarity regarding how salaries are determined and what staff can expect in terms of future salary increases. The committee is looking at comparable charter schools, 'comparable' being defined as having similar size and educational approach with the assumption that FGCS would compete with those schools for the most desirable job applicants. Data from a couple of schools is not usable because of significant differences (one school pays all teachers the same regardless of experience or education level; another did not have consistent formula). Of the 4 remaining schools with useable data, FGCS is second in salary level. Sauvie Island is #1 but has a significantly different financial picture (SI's district covers facilities costs and its PTO raises all the funds for field trips).

Vanessa described the different ways public charter schools pay for employee benefits. We currently pay 76% of premium for employee and dependents. Vanessa has reviewed ways that FGCS could pay 100% of premiums for employees while maintaining the level of coverage offered (annual cost at current levels would be \$53,205/year, which FGCS cannot pay without additional state funding). Vanessa proposed the idea of increasing the percentage of premium costs covered by FGCS for employees and dependents. Vanessa also reviewed the ways salaries are set by public school districts in Oregon, noting that salaries are the result of collective bargaining and that public districts are operating from a very different financial starting point than FGCS, have other funding sources (federal Title programs, rural schools grants, bond measures) and other public charters. There may be validity in comparing our salary scales with those of small districts with fewer than 500 students because those districts are more comparably funded. Vanessa noted that the goal of her gathering and analyzing all this data was to determine whether our teachers' salaries are fair; she feels that they are, even as she would like to increase teacher salaries. The Board discussed various options for when and how to consider increases, and how to communicate with staff about salaries. Bob recommended establishing salary ranges (minimum/maximum) based on education and years of experience with the explicit understanding that the Board retains discretion to review and update ranges annually.

**Recruiting Board Members:** Vanessa reported that a current FGCS parent has expressed interest in joining the Board. Anita asked Vanessa to invite the individual to the next Board meeting. Vanessa will meet with her informally, then recommend that she meet with Anita.

## **Administrative Reports**

### Voting Items

**Board Minutes:** Jon moved to approve the minutes of the January 2016 Board meeting. Rochelle seconded. Bob, Anita, Rochelle and Jon all voted to approve the motion.

**Budget reallocation:** Vanessa asked the Board to reallocate \$3,844 to cover costs of work with consultant Guadalupe Guajardo. Jon made a motion to move the budget reallocation from a discussion item to voting item. Rochelle seconded. All approved. Jon then moved to approve the reallocation, Rochelle seconded and all approved.

The meeting was adjourned at 8:30 p.m.