



## **FGCS Board of Directors**

March 11, 2019 Meeting

### **Board Members Present**

Bob Hatt, Chair

Anita Zijdemans-Boudreau, Vice Chair

Jon Stagnitti, Treasurer

Steve Molin, Secretary

Roger Neyman, member

### **Board Members Absent**

Robbie Pock, member

### **Staff Members Present**

Vanessa Gray, Principal

### **Staff Members Absent**

Karen Torry, Director of School Operations

The meeting was called to order at 6:32 p.m.

### **Voting Items**

- January 2019 Minutes: Anita moved to approve the minutes as written. Bob seconded the motion. Approved 3-0, Abstaining 1.
- Leave of Absence Policy. Vanessa recaps intention of policy change. Clarification of language regarding reinstatement. Clarification of term “voluntary” as applies to leave. To be brought up for another reading and a vote next month.

### **Discussion Items**

- Administrator Performance Review. Anita hands out example. Comparison of one score for each item vs one score for each section. Anita to add back “for items rates 1 or 2 please explain”. Key headers accepted. Scale “ineffective to highly effective”. Drop “school improvement” question. Anita to incorporate feedback and present for voting in April. Discussion of how to administer - in person or take-home.

- Compensation Practices: Vanessa recaps ongoing conversation on compensation. Going forward we will use current salaries as baseline for future hires. Our current compensation does not take into account education past master's degree. This is for future administrators and boards to alert them to what we've found. Anita suggests there are two topics: first the information about new hires; second the information for current employees; and they might have different content. Vanessa reports that the school doesn't have an actual salary schedule. Vanessa will write up something for discussion at April meeting.
- Board Member Renewal and Recruiting: Jon is stepping down - April will be his last meeting.

### **Reports**

- Vanessa reports that boys' bathroom suffers a lot of damage. Proposal for security camera outside the bathroom; requires improved wifi.
- Monthly Financials: Vanessa met with Ilean Clute, Budget Manager; we will update expenses spreadsheet. Next board meeting we will look at budget for 2019-2020 year.

The meeting was adjourned at 7:51 p.m.

The board convened an Executive Session to discuss matters pursuant to Personnel ORS 192.660(e).