

**Inspire School of Arts & Sciences Board of Directors**

**Regular Session – 6:30 pm  
Monday, September 12, 2022  
Room IC-6**

**Board Meeting Minutes**

**1. Call to Order** **6:30 pm**

**2. Roll call of members**

Brian Boyer, Kam Bull, Chris Fosen, Eric Nilsson, Pat Macias and Ron Pope. Staff: Jen Josephson, Becky Brown, Peggy Hawks, Becca Pratt, Jarrah Myles, Martha Mendoza. Student: Zoe Mathis  
Public: Erin

**3. Public Comment**

Board Co-Chair Pope asked if there were any public comments. There were none.

**4. Consent Calendar** **6:35 pm**

- 4.1 Consider Approval of August 8, 2021 Minutes
- 4.2 Consider Approval of Monetary/In-Kind Donations
- 4.3 Consider Approval of Pending Expenditures over \$5,000
- 4.4 Consider Approval of Consulting Agreements
- 4.5 Consider Approval of Contracts
- 4.6 Consider Approval of Field Trips
- 4.7 Consider Approval of Fundraising Requests
- 4.8 Consider Approval of Monthly Check Register
- 4.9 Consider Approval of Personnel Changes
- 4.10 Consider Approval of PE Exemption

**Brian Boyer moved to approve the Consent Calendar. It was seconded by Pat Macias. Ayes: Brian Boyer, Kam Bull, Chris Fosen, Pat Macias, Eric Nilsson and Ron Pope. The vote passed unanimously 6-0.**

**5. Student Report** **6:40 pm**

Zoe Mathis shared that there have been six ASB events so far. Most have been directed towards new students. There are more upcoming events such as senior t-shirts, CADA Conference, DOP and Skate Night. They are focusing on welcoming and inclusion for new students. They are reading the Perch over the loudspeaker in the mornings on Mon. She feels the students relate to it being read by a peer.

**6. Teacher Report** **6:45 pm**

Jarrah Myles shared that Back to School Night went great last week! It was fun to get to have one. It was the first one in three years, due to Covid. The rally was very successful as well. Advisories competed against each other, and she saw all of her students participate, which was a first for her!

**7. Foundation Report** **6:50 pm**

No one was available to report.

---

## 8. Principal Report

6:55 pm

Becky Brown shared Back to School Night was great! She thought the teachers were very engaging and enthused! Enrollment and recruitment are our top two priorities. We are planning to launch into recruitment in October for outreach with Durham, Oroville, Orland. We will be boosting the GALA earlier this year to promote incoming students. We are bringing sports to Inspire! They are skiing, golf and cross country! Hopefully by Nov. we can bring it to the Board. There will possibly be a Mountain Biking Club added as well The Facilities committee will be meeting with Kelly Staley to talk about a Plan B for our facilities. Preliminary CASP test scores are up!

## 9. Discussion/Action Items

### 9.1 Discussion Discuss Salary Schedules

7:00 pm

Becky Brown shared when we started Inspire we were CUSD employees. When we separated from CUSD in 2017 we put together a financial sustainability committee made up of Board members, teachers, admin, and fiscal staff to determine bonuses. They would look at last year's budget to see if there was a surplus, and see if it was fiscally sustainable to be able to give a bonus. We talked about this as a Board last year, and looked at the bonus schedule. She feels we can't compare to the district, but do need to make strides to move closer to them.

Peggy Hawks met with the Classified Staff and shared that the meeting went well. Their main concern was that their wages have not been keeping up with the cost of living and minimum wage increases. Martha Mendoza shared that while she appreciates a bonus, she would rather have a wage increase than a bonus. She suggested that maybe a raise spread out over six to twelve months might help the school. She also said all of us wear more than one hat. We all take on things when we are asked to, and even when not asked to do.

Jen Josephson shared that they had adjusted the Classified Salary schedule and staff moved up every year to be the same as the certificated salary schedule.

Marysol De La Torre shared input from the Certificated meeting with teachers. It was extremely positive and there were approximately twenty teachers in attendance. She brought up how happy employees are with our Health & Wellness package. Teachers want to know how salary increases will affect the new campus. Then there is the reality of the cost of living that everyone feels. Data projections: what if salaries increase, how does it work? New employees start high (recently increased to \$52,000) but plateau for seven years. They didn't feel good about that. How is the bonus distribution calculated? There were several questions: enrollment and recruitment, a new Dev. Dir., a new campus? It is acknowledged we cannot match to CUSD.

Ron Pope said he doesn't feel we are that far off from what he can see.

Martha Mendoza remembered that Jessica Gabb had asked if years of experience for Classified staff could help raise steps? Jen Josephson said it would need to be voted on and approved by the Board.

Ron Pope asked how hard is it to get items or supplies that teachers need? Jen Josephson said teachers are very rarely told no when they ask for things.

Jarrah Myles said when we compare to other local schools we do have to consider those that are in our neighborhood. They see what we are doing and it would be easy for teachers to jump ship.

Jen Josephson said minimum wage is going up again. The reason we started FT teachers out so high (\$52,000) was so they wouldn't have to be hourly and fill out time sheets. Charter schools do not have to contribute to PERS.

Chris Fosen said he feels this may be more of a long-term five-year plan. There is a lot to consider. It involves moving the school, increasing the salary schedule and our reserve.

---

Eric Nilsson said clarity is in the numbers for both Certificated and Classified employees. We have a \$3.5 M reserve. The fact that we lost two teachers' to CUSD is important to consider in our decision. Overall vision is important. We don't have clarity on the move, but we do on the numbers. He does feel we need to protect our staff. They are most important along with all other things.

He feels a committee to meet and discuss further is what the next steps should be.

Ron Pope asked what percent of our students are not from our district? Becky Brown said approximately 20%.

Erin, a former teacher from Chico State asked if induction is paid for? Jen Josephson said extra units do get additional steps.

Eric Nilsson thanked staff for the data and said a committee can look at numbers, budget, reserve and big picture. Ron Pope said he doesn't want to step on toes. Becky Brown said a committee is needed to decide. We have hopes and can look at what it would take to pay off a loan, increase enrollment, and to boost salaries. It would be helpful. The committee's primary duty is to bring recommendations to the Board. The primary focus is the salary schedule, but we need to consider all the other factors.

Eric Nilsson suggested a committee will be made up of admin., staff and a couple of Board members.

**Ron Pope moved to form a committee to be made up of admin, staff and a couple of Board members. It was seconded by Chris Fosen. Ayes: Brian Boyer, Kam Bull, Chris Fosen, Pat Macias, Eric Nilsson and Ron Pope. The vote passed unanimously 6-0.**

9.2 Discussion/Action Consider Approval of 2021/22 Unaudited Actuals **7:20 pm**

Jen Josephson shared that in Aug., she gave an update and now we are able to add \$21.75 ADA! \$153,000 funds were spent on Foundation personnel, mostly for the Director position. We have a lot of CTE funding to spend. We are on round 7. We do have to match it. We did spend \$365,000 in Covid funds. We still have aprx \$250k left to spend. We ended the 21/22 school year with a \$130k surplus of which \$90k is restricted funds. We like to keep our reserve healthy years with decreased enrollment or for Fremont St.

**Eric Nilsson moved to approve the 9.2. It was seconded by Chris Fosen. Ayes: Brian Boyer, Kam Bull, Chris Fosen, Pat Macias, Eric Nilsson and Ron Pope. The vote passed unanimously 6-0.**

9.3 Discussion/Action Consider Approval of 2022/23 Revised Independent Study Policy **7:40 pm**

Becky Brown shared that this is just an updated document and needed to be brought back to the board for approval. The document has been drafted and approved by the lawyers.

It is noted that the cover is incorrect in the Board Docs. The box checked is Information Only, but the box checked should be Discussion/Action.

**Pat Macias moved to approve 9.3. It was seconded by Brian Boyer. Ayes: Brian Boyer, Kam Bull, Chris Fosen, Pat Macias, Eric Nilsson and Ron Pope. The vote passed unanimously 6-0.**

9.4 Discussion Discuss Board Succession 2022/23 **7:50 pm**

---

Becky Brown shared the Board has several members leaving soon, as their term is up. They are Kam Bull, Joannie Dunlap, and Eric Nilsson. We have asked them to recruit a successor. Eric Nilsson has contacted three potential candidates. He thinks they would all be a great addition to the Board.

Kam Bull is looking for a Butte college Rep. Jarrah Myles suggested someone from a trade school, such as cosmetology or Fire Science also.

9.5 Discussion Discuss Principal Evaluation Timeline and Procedures 2022/23 **8:05 pm**

Becky Brown shared that this is to make sure we are on track to evaluate her. Reviewed the timelines.

**The Board moved into a Closed session at 7:56 p.m.**

9.6 Discussion/Action Closed Session: Personnel **8:20 pm**

10. **Announcements**

11. **Adjournment**

---