



FGCS Board of Directors
Nov. 27, 2023 Meeting
Minutes

Board Members Present

Robbie Pock, Chair
Mackenzie Carey, Secretary
Maria Aguilar, Member
Keri Johnson, Member
Marissa Salgado, Member
Morgan Knapp, Member

Staff Members Present

Vanessa Gray, Principal
Karen Torry, Director of Operations

The meeting was called to order at 6:33 p.m.

Discussion Items

- Updated Board Member Terms: Robbie reviewed current Board members' terms and when terms expire.
- December Board Meeting: Vanessa proposed canceling the December meeting because there is no business requiring discussion or vote. Board members agreed to make this change.

Voting Items

- October 2023 Board Minutes: Approved by acclamation.

Updated Budget: Vanessa pointed out two changes to the budget since the October meeting, both related to the salary line. Vanessa increased teacher pay by 2 percent to compensate for additional student contact time because of the longer school day. She also added a proposed bonus for staff of \$1,000. Vanessa noted that the overall budget has a proposed deficit of about \$120,000 but \$70,000 is a one-time expense for strategic facilities planning with Mahlum Architects. Vanessa noted that there have been numerous unanticipated facilities expenses this year. She assured the Board that there are adequate dollars in contingency and unassigned funds to cover these expenses. Robbie noted that the previously approved budget actually had a larger deficit than the current version. Morgan noted that the 2 percent teacher increase and staff bonuses

total about \$8,000 of the deficit. She noted that the 2 percent increase is ongoing while the bonus is a one-time expense. Vanessa reported that she is not concerned about being able to cover the salary increase on an ongoing basis. She noted that FGCS salaries are significantly lower than other public schools and are not keeping pace with inflation, so salaries need to be improved to retain staff.

- Keri moved to approve the adjusted budget. Mackenzie seconded the motion. Robbie noted that the updated budget presents a stronger financial picture than the earlier version. Mackenzie strongly supported improving teacher pay and staff bonuses. All board members voted to approve the updated budget.
- Board Officers
 - Vice Chair: Morgan moved to elect Mackenzie. Unanimously approved.
 - Secretary: Mackenzie moved to elect Morgan as secretary. Keri seconded the motion. Unanimously approved. Subsequently, the vote was retracted in order for Morgan to stand as the nominee for treasurer. Keri moved to elect Maria as secretary; Mackenzie seconded the motion. Maria was unanimously elected secretary.
 - Treasurer: Maria moved to elect Morgan as treasurer. Mackenzie seconded the motion. Mackenzie was unanimously elected.
- Board Governance Policies: Morgan moved to adopt the policies as written; Mackenzie seconded the motion. All voted to adopt the policies.

Reports

- Budget: The Board reviewed the budgeted vs. actual budget numbers for July-October 2023. Morgan clarified with Robbie what her reporting duties to the Board will be as Treasurer.
- Administrators Report: There was a brief discussion of the strategic facilities planning process. Karen shared that she hopes the systems assessment piece of the process will be complete by February and, meanwhile, there will be work on forming a committee to be part of the process.

The next Board meeting will be Mon., Jan. 22, 2024.

The meeting was adjourned at 7:32 p.m.