



FGCS Board of Directors  
Minutes  
November 8, 2021

**Board Members Present**

Bob Hatt, Vice Chair  
Amanda Tietze, member  
Keri Johnson, member  
Anita Zijdemans-Boudreau, Treasurer  
Mackenzie Carey, Secretary

**Board Members Absent**

Robbie Pock, Chair

**Staff Members Present**

Vanessa Gray, Principal  
Karen Torry, Director of School Operations

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

**Discussion Items**

- Welcome, Keri: Board members and staff introduced themselves and welcomed Keri Johnson as a new Board member.

**Voting Items**

- September Minutes (carried over from October meeting): Mackenzie moved and Anita seconded the motion to approve the minutes as written. Amanda and Keri abstained because they were not yet Board members at that time; Anita, Mackenzie and Bob voted to approve the minutes, so the motion carried.
- October Minutes: 2 members voted to approve the minutes as written, 3 voted to abstain.
- **Updated 2021-22 Budget:** Vanessa reviewed proposed adjustments to the budget. Budget revisions proposed fall into 3 categories: Incorporating the Elementary and Secondary School Emergency Relief (ESSER) funds and expenses; incorporating the Student Investment Account (SIA) funds and expenses; and incorporating updated estimates for 2021-2022 revenue and expenses

- Vanessa detailed the revenue and expenses associated with Elementary and Secondary Emergency Relief funds (federal) and Student Investment Act funds (state) and explained proposed new revenue and expenses based on updated data and projections.
- One area of proposed increase is instructional and support salaries: Vanessa explained the history of salary studies at FGCS and explained why FGCS does not have a concrete salary schedule comparable to the District's. Vanessa is working to bring FGCS staff salaries to 80 percent of comparable District salaries, recognizing that public charter schools receives 58% percent of the funding available to District-operated schools and public charters are not eligible for many funding streams available to District schools, including bond measure funding for new facilities.
  - Pay increases (discussion item) Vanessa is proposing increasing two teacher salaries which are significantly out of alignment with other salaries. She is also proposing increasing the principal's salary to \$85,000 and the Director of School Operations' salary to \$75,000 These figures are based on market data from comparable charter schools. Anita expressed support for the increased salaries not only as a way to make it easier to hire new people into those positions in the future but in recognition of the work currently being done.
  - Bonuses (discussion item): Bob previously suggested providing a staff bonus in recognition of and thanks for the additional work load of this school year. Vanessa presented two proposals: one for a bonus of \$750 and one for a bonus of \$1,000. Bob advocated for the higher amount. Amanda noted that bonuses can be positive for morale and retention; Anita agreed.
  - The updated budget proposal was moved to the December agenda for voting.
  - Vanessa shared that Sherie Pitt is retiring at the end of the 21-22 school year, so she is searching for a new bookkeeper.