



FGCS Board of Directors
Oct. 23, 2023 Meeting
Minutes

Board Members Present

Robbie Pock, Chair
Mackenzie Carey, Secretary
Amanda Tietze, Member
Keri Johnson, Member
Marissa Salgado, Member
Morgan Knapp, Member

Board Members Absent

Staff Members Present

Vanessa Gray, Principal
Karen Torry, Director of Operations

The meeting was called to order at 6:30 p.m.

Discussion Items

- New Board Member Welcome: Robbie welcomed Morgan and Marissa to their first Board meeting.
- Board Member Terms: Both Amanda's and Keri's terms expire this month. Amanda notified the Board that she is not seeking renewal of her term as a Board member. Keri is interested in renewing her term.
- Officer Vacancies
 - Vice Chair: This position is open with Bob's resignation from the Board. Mackenzie indicated that she's willing to serve as vice chair; she currently serves as board secretary.
 - Treasurer: This position has been vacant since Anita Zijdemans Boudreau's resignation from the Board in April.
- Board Meeting/Holiday Schedule Conflicts
 - The Dec. 25 (Winter Break) Board meeting is rescheduled to Dec. 11.
 - The March 24 (Spring Break) Board meeting will be rescheduled to Mon., March 18.
 - The May 27 (Memorial Day) Board meeting will be rescheduled to May 20.

- November Board Gathering: Robbie proposed that the Board, Karen and Vanessa gather in November for team-building and general education about Board responsibilities as well as celebrate and thank outgoing Board members. Board business will not be discussed or deliberated. The proposal is to meet for an hour at school for the educational part of the gathering, then go somewhere nearby for a social hour.
- Updated Budget: Vanessa explained a proposed budget update to increase teacher pay to compensate for additional student contact time because of the lengthened school day. The update also includes adjustments to various other budget lines, including facilities maintenance and repair. For the benefit of new Board members, Vanessa explained that public charter schools do not have the capacity to issue bonds to raise funds for facilities as the District can do, so facilities expenses are paid by operating dollars.
 - Vanessa shared with Board members her process for trying to determine a fair pay increase for teachers to compensate for the longer school day this year. Her proposal looks at an increase ranging from 1 percent to 2 percent. She will finalize and present her proposal to the Board for a vote at the November meeting.
 - Board members expressed support for increasing teacher pay more than 1 percent based on the longer school day if possible. The longer day gives teachers 10 fewer minutes for prep and 10 more 'student minutes.' Marissa asked whether the increased pay would be retroactive; Vanessa stated that it will be.

Calendar Notes

- Fall Conferences Oct. 26 & 27
- Garden Work Party Oct. 26

Voting Items

- September 2023 Minutes: The minutes were approved by unanimous consent.
- Board Term Renewal (Keri Johnson): Mackenzie moved to renew Keri's position as board member for two years; Marissa seconded the motion. All voted in favor.
- New Board Member: Maria Aguilar applied to serve as a board member. Vanessa and Robbie conducted the mini-interview with Maria to review board responsibilities and answer any questions she had.
 - Amanda moved to elect Maria to the Board. Morgan seconded the motion. All voted in favor.
- Policy Updates:
 - Fiscal Policies
 - Paid Medical Leave Policy
 - Paid Medical Leave Insurance

- Bob moved to approve the policies. Mackenzie seconded the motion. All voted in favor.

Administrators Report

- Robbie noted the significant difference in state test pass rates pre-2020 and since then. Vanessa noted that teachers feel the test scores don't fully reflect student learning and other assessments show stronger results, but it's well understood that the pandemic had a significant impact on student learning.

The next Board meeting will take place at 6:30 p.m. Mon., Nov. 27, 2023.

The meeting was adjourned at 8:03 p.m.