

**NOCCS Board Meeting Minutes**  
**May 21 2014, 6:00 pm**  
**1000 42nd Street, Oakland**

Present: Carolyn Gramstorff, Mia Birdsong, Erica Mackie, Pam Rich, Steve Fox, Coriander Melious , Adam Howell, Jenny Bond, Wendy Barry-Owen, Kate Hayes, Rachel Venning, Victoria Folks, Mike Markman, Miles Armstead

**Called to order: 6:06**

**Public comment: None**

**Approval of Minutes:** Erica shared typo in first paragraph Erica's instead of Erica. Change Carolyn asked for people to recruit tenants instead of talents.

Pam moved to approve the minutes with the above revisions.

Carolyn seconded

9 passed

2 abstentions

Passed

**FTO: Vote on bylaws-** Erica provided history of FTO bylaw revisions from the last meeting. Wendy shared that the FTO worked with Mia and Coriander to change /add some things to bylaws. She shared that elections were kicked off and they recruited 5 people for the 5 positions. The FTO planning council will help shepherd them in and serve as a temporary advisory council. Erica asked for questions/comments on the bylaws. Carolyn appreciated the work that the FTO planning council did to get the FTO off the ground

Mia motioned to approve the FTO bylaws as presented

12 approved

Approved

**LCAP presentation:** Carolyn shared a powerpoint about the LCAP and reviewed this requirement. She discussed the eight priorities that must be addressed in the LCAP. She presented the NOCCS LCAP draft and highlighted important elements of this document. Carolyn states that they are trying to have multiple measures for every goal within examining student achievement (SBAC, Local school-wide assessment, progress reports) Within these goals NOCCS continues the practice/principal of emphasizing growth and acceleration for students who score below proficient. The document also states the need to identify and pilot new assessment systems that are both based on common core state standards and to better allow us to disaggregate data to set goals for subgroups as needed. NOCCS has set a goal of retaining high quality teachers in the LCAP. Carolyn shared that they need to add language about goals for the physical space. A goal was stated to identify how we involve a diversity of parents that reflect our student population in FTO meetings, surveys, other meetings and events.

*Process for developing the NOCCS LCAP:* Carolyn shared the variety of methods that NOCCS has been using to share these goals with the community. This document will be posted on the NOCCS website after the final revision. Carolyn asked for Board input on the plan. Kate shared an idea that came up at the staff retreat of creating a scholarly environment. She wondered if this should be included in the goals. Carolyn responded that she put this in the student achievement section. Coriander commented that we need to look at how we define proficient and the RTI (response to intervention). Mia shared

that she was glad to see the section about families and representation and would like to see a goal of having more teachers of color. Wendy asked the timeline of the plan. Carolyn responded that the LCAP must get updated every year. It's supposed to be a 3-year plan. Mike asked if we are signing on for more assessments than are required as the baseline for public schools. Kate responded that NOCCS has a variety of school assessments to track progress and that these are being revised to align with the common core standards. Additional assessments are not being added. Erica states that she was trying to match this to existing strategic plan- pieces that are missing are diversity of student population goal and facilities goal. Carolyn responded that facilities can be addressed by basic services in the LCAP and that our Charter and admissions policies are addressing the diversity issues and serving the kids in the neighborhood.

**Development Update:** Steve fox asked Carolyn to share about the house party. She shared that it was lightly attended but there were surprise attendees. People were inspired. The pressure to raise funds was not alleviated by this party. Mia asked what happens if this money does not come in. Carolyn responded that we will have to adjust our operational budget drawing on PEC. There are some strategic decisions that finance and exec. Comm. And development will have to decide on. If we don't get our loan down to \$40k by June our donors may not forgive the loan. Steve shared Capital Campaign update and asked board members to share status of their asks. Mia reported that she is challenged because many of her friends are parents of children who go to other schools.

**Personnel committee update:** Victoria presented an update on teacher compensation. She shared the committee's process and the results of each step.

*Lead teacher survey*—60% of teachers said benefits were very important and they would leave or stay because of benefits. Salary was listed as most challenging part of working at NOCCS. The committee decided to look at benefits first.

*Data from other districts and schools*

BUSD, Albany, SFUSD were higher than NOCCS

NOCCS higher than OUSD

CCSA average salary=\$51K

Using Lighthouse model – early career teachers at NOCCS paid less than at Lighthouse, more experienced paid more at NOCCS

The board discussed and asked questions. Kate stated that she has heard that after benefits were factored in, NOCCS is not higher than OUSD.

*Benefits*

Previous: \$330/person. Lots of people were not completely covered with that.

After several different scenarios, now up to \$475/person. Big difference in percentage covered (almost everyone but won't know until September).

*Salary*

2% raise with plans for revising salary schedule in the next year.

The board further discussed and presented questions.

Carolyn shared that if employees are covering their children they receive an additional \$100/month

**Finance update- 2014-1015 Budget Presentation:** Rachel presented finance overview. Rachel states that next year's finance looks different because our revenue will be lower but our expenses will not be going down.

*Income:*

State LCFF 68%

Other state 9%

Federal 1%

Fees 6%

Fundraising 7% This is the area that we can influence

PEC Grant 9%

(Restricted Grants)

Rachel discussed PEC- PEC owns the building. NOCCS pays rent to the LLC. After paying mortgage, charter loan and bookkeeping fees, any surplus of PEC is available to grant. PEC exists for the benefit of NOCCS. PEC has cash reserves, NOCCS will not need \$100k of our current year PEC grant, and PEC will operate with a net surplus of \$124k a year when charter loans are paid off.

*Expenses:*

Personnel 61%

Rent 16%

Operations 11%

Instruction 4%

Special Ed 8%

We are in a unique position this year because we have a surplus and can access the PEC grant next year. Mia shares that PEC is our only reserve.

There are two budgets being considered: Low and Moderate:

*Low*

No teacher raises beyond step

Increase in health benefit to \$475/month

No additional family bonus

Cuts in professional development and materials

*Moderate*

2% over normal step raises

Increase health benefit to \$475 +100 for family

\$10k for technology

\$34,691 variance

Bryce presented a Budget Overview

Operating income of \$113k this year

It is recommended that \$94k be moved from PEC funds for 2014-2015 budget. This would create a break even budget. There was a lot of one-time money in 2013-2014 that NOCCS will not necessarily see in subsequent years.

*Potential budget solutions*

Join a charter SELPA

Increase fundraising or look for additional grant opportunities for future years.

Bryce discussed the Governor's May Revise (state budget update) and its effects on NOCCS

Rachel shared that the board needs to approve a budget next month and asked members what else they need to know to be able to vote. The board discussed thoroughly and asked questions about the budget and the SELPA options.

Erica suggests that Rachel share a 2-3 years out budget projection and a breakdown of the PEC funds.

Rachel responded that she will email this information out to the board.

**Replication:** Carolyn asked what questions board members need answered to start thinking about the process of replication. Carolyn shared that we did receive grant from the Roger's family foundation to start working on replication. She met with representative from New Ventures who was excited that NOCCS is considering replication. Mia asked if there was an amount of money needed to add capacity to do the work. Carolyn stated that it would be enough to pay a full time person. Coriander asked if this would be something that NOCCS parents would have a chance to weigh in on. Carolyn shared that she is considering at what point families should be brought into the discussion. Kate asked if she is looking into getting feedback from staff. Carolyn answered yes but it is, again, a question of when. The board discussed these questions.

**School Calendar:** Carolyn reviewed the proposed calendar for 2014-2015 that was sent to members as a pre-read. Erica asked Carolyn to clarify how the NOCCS calendar lines up with OUSD. Carolyn responded that vacations lined up with OUSD. NOCCS has a few more PD days. Mia asked why EDP doesn't start the first day of school. Carolyn shared that they're usually taking registration at that time.

Erica moves to approve the calendar

Mia seconded

Unanimous approval

**Board Nominations:** Erica shared that Kristen McClusky won the parent election and the board needs to certify the election

Unanimous

Certified

Wendy Barry Owen and Kate Hayes left the meeting early

**Community committee update:** Tabled

**Meeting Adjourned:** 8:15