

**The SABIS International Charter School
160 Joan Street
Springfield, MA 01129
Board of Trustees**

Minutes of SABIS Board of Trustees Meeting – February 4, 2020
Ad hoc contract review committee

In Attendance: Atu White, Luis Aponte, Joyce Gondek, Paula Meara, Daryl Johnson

Guests: Maretta Thomsen

Not Present: N/A

I. **Meeting called to order at 6:04 p.m.**

II. **Contract Review**

Meeting in Regular Session.

Contract Terms and Conditions, and Student Outcomes to be reviewed.

Meeting with SEM confirmed for February 25, 6pm. (Joyce will call in).

Terms & Conditions

1. Oversight of Director in accordance with bylaws. In current agreement there are two sections with questions: 2.1 and 3.7. appears to be in bylaws/was enforced previously? Appears to mirror contract so what was the issue? Read aloud from current contract. More defined, specific accountability with regards to Director position. Annual review language exists consider annual contract for Director? More Board oversight to role. Maretta Thomsen will find out if there is a contract for the Director position.
2. Consider financial benchmarks with penalties? Mid-February, the Board will hear back on the status of conditions. On the holdback/looking at implementing another fee structure tied to benchmarks? Perhaps decrease flat fee by a certain amount. Or consider set contract amount with addition of \$xxx for reaching xxx. (1-increase holdback 2-use penalty with a structure or 3-lower flat fee w/ bonuses or 4-hybrid with penalties and bonuses?). Add mid-year review of benchmarks by BOT.
3. Is five-year contract required? For example, would Board have the right to review all options in year 3 of 5?
4. Consider shorter contract period such as three years with renewal options?
5. Section 10.1 of management agreement/ Paula Meara will follow up with DESE.

Student Outcomes / what achievements are desired? (% passing, for example)

1. State metrics have changed since last contract/need to update
2. Comparisons to State not just City of Springfield

3. In February, should hear from commissioner renewal or non-renewal and conditions or no conditions. If conditions lifted, shows there have been improvements. Maretta Thomsen noted that conditions will in part be based on last year's MCAS scores.
4. Consider if class sizes could reduce to 26? Or offer para if over? Maretta Thomsen noted that special education students do have a para with them in classrooms. Consider for K-6 request full-time paras and consider team teaching?

Graduation – confirming credits needed are complete, not letting students fall through cracks.

Goal of 2/25 meeting/ listen to SEM and present bulletpoints, Amy Wesley and Maretta Thomsen will attend. Joyce Gondek will reach out to IT and figure out phones. Review general goals and ideas such as class sizes. Bring ideas / not specific numbers. Bring list of topics/questions by 2/23 email list to Atu White for compilation.

Paula Meara and Joyce Gondek are working on bylaws.

Luis Aponte moved to adjourn the meeting. Seconded by Paula Meara. The meeting adjourned at 7:27 p.m.

Respectfully submitted,

Anne-Marie Nicolai, Secretary
SICS Board of Trustees

Attachments

n/a