

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

Minutes of SABIS Board of Trustees Meeting – March 30, 2020
Contract Committee
via conference call

In Attendance: Atu White, Luis Aponte, Sonja Shaw, Daryl Johnson, Joyce Gondek

Guests: Maretta Thomsen, Vanessa Pileggi

Not Present: Paula Meara, Freddy Lopez

I. **Meeting called to order at 6:02 p.m.**

II. **Review Contract Benchmarks**

Atu White noted that the Education committee met with this committee last week. There seems to be conversation around two positions reporting to the Board, the Director and Business Manager. SEM would assist in hiring but that these positions would report the Board first. Briefly discussed. Currently director answers to management company, with Board second. Seems to be some support for Board to be first. Joyce Gondek asked, would SEM still conduct search and board would approve the hire? Sonja Shaw noted current bylaws have conflict of director reporting structure. Committee members agreed reminding Board is still in governance role. Business Manager role as well, reporting to Board and working with SEM as well.

Atu White spoke with Board attorney, need to decide on educational and reporting standards and remedy if standards are not met. Education committee has given some recommendations around percentages on what target should be.

If AMS wouldn't be included per Amy Wesley's email item #2, Atu White can ask for the alternative to that language?

Sonja Shaw noted that previously SEM has indicated AMS is an indication of how well students do on State tests. Perhaps that is reason for the committee wanting to keep it in? Keep in, if that is the case.

Item (3) perhaps keeping current style of language would be simplest but determine actual figure in order to move forward. Consideration of holdback and turnaround vs potential additional penalties. If holdback wasn't enough previously, what is answer moving forward? Need more discussion on what the benchmarks are exactly. Settle

around the 15-point increase yearly for a benchmark? Base off whatever the 15-point growth comes from?

How was original contract value of \$2,197,000 determined as well as the holdback number? What rubric was used to get at that number? Would the number be more now, as an assumption? Noted that the amount received per students (per-pupil funding) perhaps has increased since five years ago.

Atu White will get clarification on 15 “percentage” or points. Consensus seems to indicate discussion at last meeting was based on points and also referenced in Ellen McDonald’s notes.

Item 4 regarding “objective data”, yes agreed, any evaluation would be based on objective data.

Consideration to remove automatic renewal in a five year contract? Or add language on amount of notice if not renewing. Or can consider term contract which would just end. Consider adding verbiage not automatic but option to renew again? Review with attorney for option to renew which would have notice requirement.

Atu White noted that per conversation with attorney, the Board can easily begin talks for another contract in year four, for example. Remove automatic renewal in contract.

Evaluation clarification – would Board complete evaluation for the Director? Yes, since accountable to Board, Board is responsible for evaluation. Currently SEM completes it and Board reviews. Payroll would not change. Education committee, perhaps to do two throughout the year?

Atu White said he is meeting with Amy Wesley tomorrow to review further; anticipating their response in writing. This committee will meet again at 6:00 pm 4/6/2020.

Daryl Johnson moved to adjourn the meeting. Seconded by Luis Aponte. The meeting adjourned at 6:57 p.m.

Respectfully submitted,

Anne-Marie Nicolai, Secretary
SICS Board of Trustees

Attachments