

2020 05 12 Tuesday - final version reviewed and approved 6/9/20

HLA board meeting – by Zoom.

Reviewed in 5/12/20 meeting.

Present: Bernd Liesenfeld, Sharon Sperling, Jacqueline Swank, Bettianne Ford and Sheila Crapo. Also present Mike Collins, Principal Borganelli, Amber Matts, Rebecca Carr, K David, K Janisch and B Karcinski, D Lowenstein (some non BOD member attendees were on and off).

Started / Ended: 4:01pm called to order. Adjourned 6:20 pm.

Old Business and continuing

- Reviewed May 05 meeting minutes. Added clarification on Kattel use as auditors and.
 - Sharon moved to accept May 05 Minutes, Sheila seconded. All approved.
- Loan refinance:
 - Sharon and Suzanne worked with Sun State. All documents are submitted at this stage and they will combine our two loans into one. Previous concept of withdrawing capital may be amended to taking a line of credit on equity since we do not currently have good insight into what will be the most important demands for the school of post COVID-19.
- PPP. HLA received notice that \$141k were granted for PPP loan, and have been disbursed. Principal Borganelli worked with treasurer and accountant Sharon(s) to correctly follow guidelines to be compliant with all PPP requirements.
- Salaries: reviewed HB 641 that mandates a certain amount of funding be used in salary increases. However, certain funding has been removed, including school recognition and best & brightest, so that the overall funding being received is actually down by a small amount. Much of that is also due to losing 2 students in the 3rd FTE count, so current funding is based on 106 students rather than anticipated 108 student enrollment for 20-21.
- Budget overall. Above noted.
 - Discussion on capacity of school. Section 3 of charter: up to maximum enrollment capacity of 112. Follow up will be to identify source of 108 number that was originally established. It is not desirable to increase capacity over 108, but it is desirable to understand if we have some room to accommodate commitments to students if there are un-anticipated retentions.
 - Summer camp and afterschool program rates set to near ACSB levels. Cost is quite low, but we do not offer school board discounts for free / reduced lunch programs. Noted that program does extend to 6pm as opposed to 5:30pm. Discussion was made in continuing to closely follow cost of ACSB programs.
 - After school program salary: it was found appropriate to elevate director salary for after-school to as noted on budget, amended from salary worksheet (that did not adjust for position) to 27.5k annual.
- HB 641. Much discussion around HB 641. In summary, there is insufficient clarity about the obligation of schools to raise ALL full time teacher salaries to 47.5k, particularly in the absence of fully funding that increase. Instructions are to use ALL of the funding provided to try to reach that goal, but documents also acknowledge that this will create compression of salaries with more experienced teachers, and that steps should be taken to minimize stresses caused. Amber Matts noted in public comment that the compression of salaries to the disadvantage of experienced teachers triggers a lot of anxieties and distress for the affected teachers. Board notes that it is important to recognize ALL school personnel's importance for the successful operation of the school. Lack of legal clarity requires a continuation of discussion, together with research to explore the specific obligations created by HB 641. To that end staff will model several scenarios for the budget, and explore what school districts are doing to meet those obligations.

- scenarios to review: both for costs and for adherence to aims of HB 641

- 3% for everyone
- 5% for everyone
- 3% for most, best HB 641 approach possible
- Most equitable increase – teachers / other staff

- Other items:

- Board meetings planning. For the foreseeable future all meetings will be conducted remotely by Zoom or alternate platform.
- Reviewing use of Kattel as auditors: asking for proposal as possible from them, including a formal agreement that HLA will have ability to review findings in more detail to ensure appropriate context. Also, concern was expressed that Kattel personnel 'demanded' telephone replies – request that HLA staff receive and be able to respond to queries by email to better assure instructional availability and be able to provide coherent answers in a timely manner appropriate to instructional obligations.
- Supplemental board meeting planned for **May 19, 4pm**. Public announcement to be provided on HLA website. This is needed to continue to develop salary planning, finalize budget plan and better understand HB641.