

MINUTES

Third Future Schools (TFS) Board Meeting
September 22, 2018
Castle Pines Library, 360 Village Square Lane, Castle Rock, CO

Meeting called to order: 9.43am

Board Members Present:

Aljean Tucker
Rachel Ngola
Pati Montgomery

Board Members Absent: None

TFS Staff Present: Mike Miles, CEO

Welcome

Aljean Tucker opened the meeting.

Motion to approve agenda as presented, Ngola

Second: Tucker

Vote: Unanimous approval

Motion to approve minutes from the August 10th board meeting, Tucker

Second: Ngola

Vote: Unanimous approval

Goals for CEO

Tucker signed the approved CEO contract. Contract is the same as last year except for salary amount. Contract is effective August 10th, 2018, when approved, even though it was signed on September 22, 2018.

Miles presented performance goals and metrics for year-end incentive:

- K-3 Reading Growth goals and metrics were adjusted to break out each grade separately and use DIBELS for K-2 and NWEA reading growth for 3-8
- Miles will redistribute adjusted matrix to the Board.

Motion to approve CEO's performance goals for 2018-2019 as amended, Ngola

- **Second:** Montgomery
- **Vote:** Unanimous approval

Discussed rationale/justification of future salary increase for the CEO role using CEO responsibilities as stated in the bylaws as guidance. Focus increase on value the CEO brings to/creates for the network through, but not limited to, brand, achievement of performance goals, expansion of vision and mission and financial health.

Tucker presented some statistics on administrator salary in charter schools in CO and nationally

The role and operation of the board

Board review bylaws presented by Miles. Some outcomes:

- Selection of parent board members: select 1 member from AAL in May or June 2019 and wait 1 year to select 1 member from D-11
- Board meetings:
 - o Board members will meet quarterly in person. Meeting place will rotate amongst existing schools. 1st in-person meeting is November 15th, 2018 at 1:00pm at AAL.
 - o Board members will also meet 2nd Thursday of every month (excluding the month of the in-person meeting) via electronic meeting (zoom). 1st electronic meeting will be October 11th at 6:00pm; 2nd electronic meeting will be December 6th at 6:00pm. At this meeting, the board will decide on when and where the next in-person meeting will occur.
 - o Board members will be required to attend 60% of all board meeting in a year and 2 of them must be in-person meetings.
- Need to discuss timeline issues around performance achievement goals and CEO payout

Due to time constraints, the review of bylaws will continue at the next in-person meeting with a focus on Section 6B, #3 – ways to establish trust among the Board, CEO, Council, staff, parents and community. Board will also discuss Section 6B, #8 – evaluate board's performance and establish criteria

Motion to approve correction of misprint in the bylaws on page 16| 20 under Article X, Section 1. Contracts from \$2,500, to \$25,000, Montgomery

Second: Tucker

Vote: Unanimous approval

This correction will go to the Council as it must also approve the change.

Other Items

Discussed potential new board member resume. Existing board members will present potential candidates who will then be invited for a 15-minute discussion at the next in-person meeting.

As covered under the bylaw's discussion, board will select parent elected board members from each charter school to ensure appropriate representation from each network school.

CCSP renewal proposal was signed prior to this meeting.

Aljean Tucker resigned as president of the board and will stay on as member. Rachel Ngola to take over as president of the board. Pati Montgomery will remain in Vice President position.

Motion to approve nomination of Rachel Ngola as board president, Tucker

Second: Montgomery

Vote: Unanimous approval

Update on school and projects

Miles presented 2017-2018 achievement results including a preliminary 2018 SPF, NWEA assessment in math and reading, DIBELS for kindergarten and PARCC.

Enrollment is around 702/703 and is expected to be above projections

Projecting a positive fund balance over and above TABOR for 2018/2019. Financial statements will be presented at the next board meeting.

AAL is currently hiring staff – learning coach and 1st grade teacher

Playground will be done and ready for use next week.

Motion to adjourn meeting at 12:31pm, Tucker

Second: Ngola

Vote: Unanimous approval