



Social Justice Public Charter School Inc.

Board of Trustees Meeting Minutes

May 17, 2023

**Board Members Present:** Pat Brantley (PB), Tammy Tuck (TT) Neils Ribeiro-Yemofio (NRY), Meenakshi Nankani (MN), Derrick Johnson (DJ), Dionne McDonald (DM), Jhae Thompson (JT)

**Board Members Absent:** , Eric Goldstein (EG), Maia Shanklin Roberts (MSR), Aaron Stallworth (AS)

**Staff Members Present:** Myron Long (ML) Executive Director

### **A. Meeting Opening**

#### **Roll Call; Establishment of Quorum; Call to Order**

Derrick Johnson called the meeting to order at 6:18 pm and established a quorum with 7 board members and 1 staff member present.

Pat Brantley moved to approve the March board meeting minutes. Niels Ribeiro-Yemofio seconded. The motion was carried with no opposition and no abstentions.

Mr. Long led the board in a joy and wellness exercise.

Mr. Johnson congratulated Mr. Long on the Pahara Fellowship.

### **B. Committee Reports**

- Executive/Governance Committee
  - Mr. Johnson shared that the priorities for the Executive committee are (1) making sure the board understands and owns the details of the Sy23-24 budget at a high level, (2) supporting board member transitions as several current trustee terms end and we bring on new new trustees with needed skills and competencies, and (3) thinking

through advocacy and preparation over the next 18 months as SJS encounters new policies and prepares for charter review and renewal.

- Mr. Johnson asked the board to be prepared to refer new trustee nominees and plan to engage in recruitment efforts.
- Mr. Johnson added that the board will also need to engage in securing and financing facilities for the school.

- Finance Committee

- Mr. Long referred board members to the previously shared slides for the discussion of two budgets to consider - one more conservative and one more liberal.
- The more conservative for 150 students and noted the local funding increase by 5.05%.
- Ms. Brantley added information relevant for considering impact of the 12% teacher salary increase.
- Mr. Long shared that SJS continued salary increases at 3.7%.
- Lost 43 students moving from 8th grade to high school.
- Mr. Ribeiro-Yemofio clarified that these projections do not include the WTU settlement.. Ms. Brantley mentioned that the teacher salary increase is one-time for charter LEAs but may roll into per pupil funding in the future.
- Mr. Long shared that net income in the conservative budget scenario is \$51K, gross margin is 1.04%, which is lower due to less revenue. He noted that net income is still positive and cash on hand would be 127 days, which is six days less than the end of this school year. He also noted strong cash position with \$42K gain
- Mr. Long shared that the FY24 budget includes 32 FTE positions and assumes that SJS will not hire for the following positions: 5th grade Math teacher, Science and a Student Aide in the event of an enrollment shortfall.
- Staff Salaries are budgeted at 3.7% across the board COLA increase. However, it does not include any monies that we might receive from the WTU settlement. This means it will add onto net income but not count as revenue.
- Ms. Brantley shared that LEA funding for the 12.5% salary increase and 7.6% one-time retention amount will be based on 22-23 staff

roster and salaries. The 7.2% is the bare minimum that LEAs will be expected to pay back recognizing there were not substantial raises in last few years. If a teacher doesn't return can use that money to support other educators.

- Mr. Long shared that this information has been communicated with SJS staff as they discuss and negotiate salaries for SY23-24
- Mr. Johnson shared that at his organization they have begun including in offer letters all rewards including benefits and perks and encouraged communicating similarly with SJS employees.
- ..
- Mr. Long noted that Meena is supporting Mr. Long with strategies to ensure held cash yields interest.
- ...
- Mr. Johnson asked if board members had information needed to vote on the budget.
- Ms. Tuck asked if any new positions or other shifts are happening with
- The 5th grade is so small that one inclusion will be able to support 5th and 6th graders. SJS is adding social studies and at 170-student budget SJS would hire for science and Social studies and leave the student support aid in case SJS enrolls a new student who needs one. In conservative would not hire or fill these positions.
  
- Mr. Long also shared that
  - Provide an additional \$15 million for charter school teacher salary increases, bringing the total amount budgeted for charter educator salary increases to \$73.6 million.
  - Provide a 7.6% retroactive pay increase over the LEAs SY22-23 pay scale to teachers
  - Approve Mayor Bowser's generous proposed increase of the UPSFF by 5.05 percent;
  - Increase the UPSFF At-Risk Concentration weight by .02
- WTU updates
  - OSSE will make payments to charter LEAs for the purpose of providing 7.6% retroactive payments to 2022-23 school year teachers and increasing teacher compensation by 12.5% for SY23-24.

- Starting in FY25, these pay increases will be covered by UPSFF.
    - Funds will be provided to charter LEAs through two payments, pending submission of specific documentation. September 2023: LEAs will receive payments for 7.6% retroactive teacher compensation for SY22-23 and 12.5% go-forward salary increases for SY23-24 based on SY22-23 teacher positions.
    - June 2024: LEAs will receive second payments containing all remaining funds for salary increases based on OSSE analysis of additional documentation and the LEA's timely completion of OSSE's Faculty and Staff Data Collection.
  - Mr. Long also shared updates on facilities and that the top choice location is on hold. SJS is also considering a building in Ivy City that would need significant renovation. He shared that SJS is expanding to look beyond Ward 5.
  - Mr. Ribeiro-Yemofio asked for more information about the Ivy City building and if there was anything the board could do to support progress on the top choice property.
  - Mr. Johnson mentioned that long-term rental with the option to purchase might be a strategy to try. Mr. Long shared that the idea came up in discussion but the current occupants may expand programming and need more space.
  - Ms. Brantley asked if the current owners would rent back space from SJS if SJS purchased the property. She suggested considering suggesting the owner wait to until SJS could more easily secure financing after five years.
  - Mr. Long asked if any trustees had contacts at the Menkiti Group or other helpful organizations.
  
  - Mr. Johnson requested a motion to approve the 150-student budget pending any additional questions by trustees not present by May 29.
  - Mr. Ribeiro-Yemofio moved, Meena seconded and the motion was carried unanimously.
- School Performance Committee

- Ms. Tuck shared that the committee has been focused on
- Mr. Long shared end-of-year walkthrough data and that SJS grew in 9 of the 11 indicators of focus, and that 4 of the 7 indicators were focused on recent PLCs.
- SJS will complete first portfolio passage which is when students make a case for moving to the next grade level.
- Mr. Long provided updates on the PCSB proposed policy for LEAs to demonstrate goal attainment and the new performance management framework. She shared that there are two easy for SY22-23, which include either:
  - For each applicable transitional goals data measure (excluding nationally normed growth assessments): Meet or exceed the sector average (state average when available) (excluding outliers). Note: list of transitional goals measures appears at the end of this document; or
  - For school selected nationally normed growth assessment: Meet or exceed publisher growth criteria on both English Language Arts (ELA)/reading and math subject tests compared to publisher national performance rates OR demonstrate improvement from the prior school year. If the overall targets are not met, DC PCSB may consider performance on student group performance.
- Mr. Long noted the following key changes:
  - DC PCSB has dropped earning a 3-star rating on OSSE's accountability framework as a third way of demonstrating goal attainment. OSSE will produce accountability scores in 2023, and while the new OSSE framework will not have star ratings, it will produce a score that could be converted to the equivalent performance level.
- Mr. Long also shared...
- Ms. Brantley shared that if an LEA hits level 3 for SY23-24 that would be considered as having met goals.
- Mr. Long shared that PCSB seems firm on PARCC 4+ instead of 3+.
- Ms. Brantley mentioned that LEAs will still have the option to change charter goals, within 9 months of the first year the goals would be effective.

- Mr. Long will seek clarity on the timeline for SJS to propose alternate goals, which was understood to be at the 5-year renewal.
- Mr. Johnson requested that the committee prepare information for the board to review on these issues.

#### **D. Closing**

- Mr. Long reminded the board that our next board meeting is May 31 in person at SJS and that trustees must attend 2 in-person events per year per our by-laws.
- Mr. Long also shared that trustee financial contributions are due by June 30th.
- Mr. Long encouraged board members to attend 8th grade promotion on Tuesday, June 13, and 9am at SJS.

**The meeting was adjourned at 7:44 pm.**