

## April 2024 Dynamic Minds Academy Board Minutes

Board – Joel, Mike, Amy, Katie

DMA – Samantha, Aaron

Education1 – Amanda Web

March minutes approved

### Financials

Delayed due to tax season, will be provided next month

### Personnel

1 openings, 1 transition

Approved

### Enrollment

Steady at 130, has had some transitions to public school

6 graduating, 8 withdrawing,

116 returning, 14 on waitlist, THS has a new training class of 4 that are incoming

Look at outgoing interview/form on a yearly basis, looking for trends, etc

Majority, are in for the long term, some re stating that they are in for a set amount of time

Can DMA assist in the social aspect, overtime, bonus

### PTO

Concern about staff using all of their PTO, looking to add some verbiage to incentivize showing up, and rewarding those that are.

Adding in option to cash in PTO, carryover, etc

Adds bonus for instructional assistants

Can split the cash out and carryover

Seemingly in line with surrounding school districts, especially considering the extended school year

Addendum added to specify when the time can be cashed out, and when it would be paid out.

Approved Unanimously

### Teacher Pay Scale

New law requiring first year teacher pay no less than \$50K

Working to compete, moving bands to be competitive, even though the law is not applied for chartered schools

Approved Unanimously

### Instructional Assistants Pay Scale

1 dollar was added to each of the tiers, tops out at \$25/hour

Approved unanimously

### Admin Team Pay Scale

Trying to stay in line with public scales, Katie said that it was in line with her searching, which was recent

Trying to keep the admin team in line with the teacher increase, these numbers are being used in the budget, will use some of the surplus,

Carryover currently looking at around \$600K, next year would be in the \$250K range.

Approved Unanimously

### Sub Committee

Board recruitment

Have posted on charitable advisors,

Expansion

No update, in THS hands, waiting on Julie to respond

### School leader evaluation

Rachel is spearheading, Joel will send out some documents, due June 15<sup>th</sup>

### Education1

Currently meeting standard on all areas except high academic achievement

Showing that there are some areas of deficiency, but not alarming,

Looking for actions to be taken by Q4

Trine Pals still going, students are appreciative

### Public Input

Mini board retreat suggested  
Will send out dates and location ideas