

University Prep Board Meeting – 3/21/22

Minutes

7:06 – 8:35 AM

Call to Order: Kimberlee Sia called Meeting to order

Board Attendance: Cuneyt Akay, Bev Sloan, Emily Eikelberner, Kimberlee Sia, Renae Bellew, Nicholas Martinez, Brenna Copeland, Juan Pena, and Recardo Brooks

Board Absence: Tracey Lovett

Staff Attendance: David Singer (Executive Director), Alastair Dawe (COO), and Liz Suarez (CAO)

External Attendance: Jake Schmitz, a representative from SchoolWorks, attended a portion of the meeting to share key takeaways from the organizations' site visit at each campus

The meeting launched with an Introductory whip around where those in person and those engaging remotely all had a chance to share what's going on in their lives and re-connect with one another.

Minutes Review & Approval

Minutes from the February 28th meeting were reviewed and approved unanimously as the first point of business in the meeting.

Review/Discussion of SchoolWorks Visits

Jake Schmitz from SchoolWorks walked the board through a series of glows and challenge areas in connection with site visits completed by the organization in early March at each campus. The board had an opportunity to discuss key learnings from the visit and what the expected next steps look like for each campus. Liz Suarez, the network's COO walked through where there was alignment in the site visit review and what was anticipated vs. what came out of the observations. Overall, the needs at each campus were slightly unique and Ms. Suarez explained the rationale behind those differences as well as next steps for moving each campus forward in its quality of both classroom culture and instruction.

Revamped Teacher Compensation

Alastair Dawe, COO, walked the full board through a proposed restructuring of teacher compensation systems for all teachers within U Prep. This included a new table for starting salaries with no individual entering below \$50,000 as well as a deep dive into an A-B-A pattern of salary increases where salary growth is maximized during the "B window," which represents an individual's 2nd through 6th year with University Prep. In reviewing what makes the updated compensation structure not only highly competitive, but fair and transparent for all team members, the board had questions around what communication would look like to ensure high digestibility by all, and what implications look like multiple years out once existing staff are moved to the new structure and new, incoming team members enter the updated system. The board agreed that a further investment in teachers was the right thing to do and was fully committed to making that investment so long as it didn't create a situation involving fiscal solvency issues. U Prep senior leaders agreed to further unpack the longer-term impact of the updated system and share that information with the board during a special meeting (prior to 4/20/22). At that time, given the need to share directly with staff in relation to their potential range in compensation for the year(s) ahead, the board agreed to vote on the approach.

Updates:

- Executive Director, David Singer, shared a few updates before the meeting adjourned, including a brief review of the charter contracting process with A14 and an update on efforts tied to fundraising.

The meeting was adjourned at 8:35 AM at which time the board shifted into Executive Session per C.R.S. §24-6-402(4)(f) to review compensation for the ED and the ED's evaluation process.