

SunRidge School
Charter Council Meeting
Minutes for 3/10/20

Call to order: 6:00pm

Present: Kalen, Theresa, Inna, Curt, Brian, Deidra, Sasha, Johann, Rebecca

Absent: Jamie

Guest: Metha Singleton, Barbara Bickford

Note taker: Rebecca

Quorum: yes

Approval of agenda: ?/?/?/0

Correspondence: none

Approval of minutes for February meeting: ?/0

Open Session & Announcements: *several parents and teachers attended open session to speak about their concerns regarding a teacher resignation.*

A) Review Action Items/Old Business

Some Charter Council potential members were contacted. Other action items were addressed. The Live Oak union rep will attend our next meeting.

B) Admin Report

Enrollment – Holding steady at this point in the year. We received lots of applications for K, and the enrollment lottery will happen in about two weeks. Attendance has been good at 94%.

Pledge – Theresa has pledge survey results (from 28 respondents) to share next time. Her takeaway is that people are well informed and she will bring back suggestions that were shared. Johann drafted a letter to thank people who consistently pledge as well as to appeal to parents to improve pledge income and avoid budget cuts.

Action: *Johann will continue to revise the letter based on feedback and Theresa's survey results.*

Hiring – We are still looking for a 3rd - 5th grade aide.

Corona Virus – Messaging will go out this week regarding parents preparing for potential school closure. We would receive direct communication from the Sonoma County Dept. of Public Health if a student or a direct relative of a student were to be diagnosed with the virus. According to Sup. Bickford, we would close one

school rather than the whole district if someone in our community were to test positive. Per advice from SCOE, overnight field trips and large gatherings (>100) are being cancelled/postponed.

C) 2020-21 Budget Planning Discussion

We were looking at ending the year with an 18% reserve, and if pledge doesn't improve, the reserve could go down to 9% by the end of 2021-22. Options: Look at class size, which programs/staff could be cut, lobbying government to spend more on public education. Kalen called for a budget committee to look more closely at our options and report back to the council. Sup. Bickford spoke about plans to help distribute some funds toward the ending balance to help offset raises that were budgeted. Curt, Theresa, and Deidra volunteered to form a committee.

Action: The Budget Committee will report to Charter Council in April.

D) 2020-21 Calendar Planning Discussion

The calendar has been discussed in faculty meeting and the proposed calendar has school starting on 8/24 and ending on 6/11. Question: Could SunRidge provide a 'camp'-like program for children of working parents during February and April vacations (also open to SICS students)?

E) School Survey Review

We received the results of the surveys completed by staff, 5th-grade students, 7th-grade students, and parents. The students know that the surveys are anonymous.

Action: Since we were running short on time, all members to review the results and bring their thoughts to April meeting.

F) Policy Changes Distributed

There were no updated policies this month.

G) Director Evaluation Procedure Review

Sup. Bickford brought reflections on our process and form. She would like us to consider eliminating the "Other Comments" invitation, because it may be unnecessary or irrelevant, and create more work. All of the summarized feedback goes back to Kalen, is reviewed by the superintendent, and goes in her file. A question arose about how concerned parties will know that their concerns are being addressed. Sup. Bickford responded that she works with Kalen to address what came up in the last review and follows up to ensure changes are made.

H) 8th Grade Trip Evaluation Procedure Review

It has been difficult for Ms. Hale to plan ahead with the corona virus affecting travel companies, but she will try to have information for us in April.

I) Personnel discussion

After two years' probation, Dayla Greenfield was not offered a tenured position for next year, and she chose to resign. Many members of faculty are expressing concerns about this situation, fears for other teachers, and

discontent around how personnel issues are being managed. There is an employee review process that was followed per the union contract. The board of trustees for the district has final oversight in personnel matters. Personnel matters are confidential, so neither Kalen nor Barbara are able to provide more details. Kalen says that mentoring is in place for new teachers.

J) Charter Council Long-Term Goal and Planning discussion

Noted from Sup. Bickford's comments: SunRidge employees are all Twin Hills District employees. The seniority list of tenured faculty is not organized by school. As long as we are a dependent charter and the teachers are employees of the district, teachers from the other schools could bump our teachers, in a case of declining enrollment.

Independent vs. Dependent conversation:

Independent Pros

Flexibility in job definitions, roles, salaries
More independence in policies
Could still create MOUs with a district (a la carte services)
Enables us to fully participate in CMO
Shorter decision turnaround
If Seb Union became our chartering district, it could save money on the rent for one year when we were new

Independent Cons

Have a true school board w/o faculty
Lose legal and financial protection
Lose traditional public school oversight
Need more personnel

Next month's discussion will include possible unionization scenarios.

Questions about unionization:

- Can we be dependent and join a different union from the THTA?*
- How does their union work?*
- Are there any disadvantages?*
- How long have you been part of this union?*
- Have you been through any difficult situations?*

K) Snack for April meeting — BYO *ha ha* (Thank you for the March snacks, Kalen!)

Meeting adjourned at 9:00pm

Respectfully submitted,

Rebecca Davenport