

MINUTES OF THE PUBLIC MEETING

OF

NOAH WEBSTER SCHOOLS-PIMA

April 26, 2022

Held Virtually

DIRECTORS PRESENT: John Tomasson, Ronrico Miller, BJ Pennington

DIRECTORS ABSENT: Teresa Wales, Sharon Miller

PRESENT BY INVITATION: Vicki Dry, Secretary, Jessica Friedermann, Robert Rodenbaugh, Tara Bittinger

A public meeting of the Board of Directors (the “Board”) of Noah Webster Schools-Mesa, an Arizona non-profit corporation (the “Corporation”), was held virtually at 4:30 P.M. A quorum being present, and the meeting having been duly noticed and called, the meeting was called to order.

- Approval of the Minutes of the March 16, 2022 Board Meeting

The Board reviewed the minutes of the March 16, 2022 Board meeting. Director Tomasson made a motion to approve the minutes as presented. Director Pennington seconded the motion.

The motion passed unanimously with Director Tomasson, Director Pennington and Director R. Miller voting to approve.

- Specific Matters to be Considered

- Updates on ADE’s Single Audit Review

The Board was provided with the following:

- Arizona Department of Education’s Management Decision Letter indicating the Grants Management Unit had reviewed the Single Audit Reporting Package for FY21 and that it meets compliance with applicable Federal regulations. No further action required

- Fy22 A-f Letter Grade Accountability Business Rules

Principal Friedermann presented the Board with a copy of the 2022 A-F Letter Grade Accountability System: Traditional Schools Business Rules, K-8 Model. She reviewed many aspects of the rules including the Weights that the letter grade would be based on including bonus points and science proficiency points. She gave the

Board and approximate time line to expect results and explained that there are measurements areas that are still to be determined.

- Public Records Request Update

Principal Friedermann explained to the Board that earlier this year , the Arizona Center for Investigative Reporting's Maria Polletta submitted records requests in January to school districts across Arizona, both traditional and charters, seeking public data about student absenteeism and disciplinary actions such as expulsions, transfers and suspensions, among other information. Ms. Friedermann further explained that the school, after legal review, sent the information in the format it was available to us, keeping in mind the request was for records from FY2017 to current. We have received additional questions on the material sent and are providing answers as needed, with each response being reviewed by school attorney prior to release. Our attorneys have advised that although we must provide the records we have available to us, we are not required to create records for the ease of viewer review.

- Title II FY23 Retention Stipend Policy

CFO Dry gave a summary of the Title II Federal Formula Funding Grant explaining its purpose and the various approved uses of the Federal Funds. With the teacher shortage as bad as it is and the school also working to maintain a fiscally responsible budget she explained that utilizing Title II funding to provide retention stipends would be a possibility.

Principal Rodenbaugh presented the Board with the Retaining Effective Teachers/Principals plan and criteria. He explained that the retention stipend would be available for teachers that are continuing their employment with Noah Webster Schools from one school year to the next. The retention stipend would be divided over 3 periods throughout the year:

- After benchmark 1 approximately October 30th
- After benchmark 2 approximately December 30th
- After benchmark 3 approximately Mid-March

Each retention stipend would stand alone from the other two payout opportunities and have multiple measures of criteria including value added to the school and academic growth components, such as:

- Academic Criteria
  - Lesson Plan – Effectiveness and Implementation
    - Teachers must have effective lesson plans that meet the schools lesson plan criteria and are effectively implemented in the classroom. This is measured by site principals.
  - Academic Growth Maintained in ELA and Math

- Teachers must have a student academic growth rating in ELA and Math of “maintained growth” or higher on student benchmarks assessments(Galileo). The criteria is monitored and reported by site principals.
  - Value Added Areas
    - Promoting School Culture and Community
      - Teachers must have outwardly shown evidence of Promoting School Culture and Community. A list of possible evidence will be used to measure this area that adds value to the students and school. The criteria is monitored and reported by site principals and Human Resources.

Principal stipends would be available for principals that are continuing their employment with Noah Webster Schools from one school year to the next. The retention stipend would be divided over 3 periods throughout the year:

- After benchmark 1 approximately October 30<sup>th</sup>
- After benchmark 2 approximately December 30<sup>th</sup>
- After benchmark 3 approximately Mid-March

Each retention stipend would stand alone from the other two payout opportunities and have multiple measures of criteria including value added to the school and academic growth components, such as:

- Academic Criteria
  - Instructional Observations – Effectiveness and Implementation of Instruction
    - Principals must have effective quarterly reporting that meet the schools oversight of classroom instruction and student learning; ensuring curriculum, effective teaching strategies, standards and best practices are implemented in the classroom.
  - Academic Growth Maintained in ELA and Math
    - 80% of the Principal’s site teachers must have a student academic growth rating in ELA and Math of “maintained growth” or higher on student benchmarks assessments(Galileo).
- Value Added Areas
  - Promoting School Culture and Community
    - Principals must have outwardly shown evidence of Promoting School Culture and Community. A list of possible evidence will be used to measure this area that adds value to the students and school.

The Board was presented with the Retention Stipend criteria in its entirety for review. After discussion on the benefits of tying pay to performance, and the need for add on incentives to keep teachers and reduce turnover, Director Tomassosn made a motion to approve the Retention Stipend Criteria as presented.

Director R. Miller seconded the motion.

The motion passed unanimously with Director Tomasson, Director Pennington and Director R. Miller voting to approve.

- AOI 2022-2023 Discussion

Principal Rodenbaugh summarized what had been done to date with the AOI that had previously been approved. After the last update to the Board, it was decided to move forward with a parent survey to gauge the amount of interest our current families had in an on-line educational format. He presented the Board with the results of that survey indicating that approximately 1000 surveys were sent out to both Noah Webster Schools-Mesa and Noah Webster Schools-Pima and of that 1000, we received 94 responses and 10 people (4-Mesa, 6-Pima) indicated that they would be interested in an on-line program for FY22-23.

After discussing the details of the Edgenuity quote that the schools would be working with and considering the option of the Instructional Time Model, with interest levels this low, it would not be fiscally responsible to move forward with the AOI.

Director Pennington made a motion that due to low interest, the school not move forward with implementing the AOI for FY22-23.

Director Tomasson seconded the motion.

The motion passed unanimously with Director Tomasson, Director Pennington and Director R. Miller voting to approve.

- Announcements

There were no announcements. The next Board meeting date is set for 4:30 pm on May 10, 2022.

- Adjournment

There being no further business, the meeting was adjourned at 6:00 p.m.

Dated this 10<sup>th</sup> day of May, 2022



Vicki Dry, Secretary