



Administrative Board Meeting Agenda
December 6, 2023
TSCS Main Office Conference Room

In attendance:

InPerson - Tom Marino, Pat Mitchell Worley, School Personnel

On Zoom - Deanie Parker, Liz Glotzbach, Jenny Tabor

- I. Call to Order**
 - a. called by Tom

- II. Approval of Agenda**
 - a. Pat moves
 - b. Deanie seconds
 - c. All approve

- III. Approval of Minutes of Previous Meeting**
 - a. Pat moves
 - b. Liz seconds
 - c. All approve

- IV. Special Recognition/Presentation**
 - a. Carlton McClelland shares progress towards goals
 - i. Mr. Dylan Hooper, Spanish teacher and Ms. Lexie Naber, HS Math teacher

- V. Reports**
 - a. Updated Financial Presentation
 - i. Jenny presents early September to late November
 - ii. enrollment has dropped to 653 (goal: 660) but still averaging where we projected.
 - iii. fundraising - about 5K has come in since September
 - iv. things are trending similarly to beginning of the year
 - v. forecast changes

1. Net decrease of -12K
 - a. personnel changes (91K benefits) - start dates, changes in employment, shifting positions to contracted services
 - b. no Choir trip, in-kind donations for rental space
 - c. cash balance is projected to increase of the course of the school year as ESSER reimbursements occur
- vi. Next steps
 1. ADM is averaging 653, hoping to increase to 660
 2. continue to submit ESSER reimbursements
 3. continue to see grant opportunities
 4. revisit the 5-year budget for sustainability after ESSER
 5. initial proposed budget by end of January/ beginning of February
- vii. Additional context - McClelland
 1. shifting the contracted services to address two teacher vacancies in the middle school
 2. plan to hit 660 by end of January
- b. School announcements
 - i. HS - Emmanuel McKinney, HS Director
 1. intentional shifts to be more data driven - all teachers know student reading and math levels
- c. Updated School Data presentation - Kelly King, Director of Academics
- d.

VI. Unfinished Board Business

- a. Governing Board Member Training
 - i. Training must be completed by June 30th starting FY '25

VII. New Board Business

- a. Board Expansion
 - i. there is a need to increase our reach (maximum 4):
 1. An attorney is recommended
 - ii. 3 recommendations

1. Two members on Soulsville Foundation Board who have termed out and expressed interest in joining TSCS Board:
 - a. Steve Guinn
 - b. Bruce McMullen
2. Parent recommendation
 - a. Tevita Williams-Dumas - parent of alumni
- iii. Pat motions to accept the three above recommendations as board referrals.
 1. contingently approved by Tom until Liz and Jeff can vote
- b. Conflict of Interest form
 - i. Board members should sign and return
- c. Board Expectations
 - i. Over email, board members should share questions, comments and recommendations
 - ii. Board training

VIII. Next Meeting

- a. Wednesday, 2/28/2024 at 5:00 PM

IX. Public Comments

- a. TSCS Teachers Dylan Hooper (dhooper@tscsmemphis.org) & Lexie Naber (lnaber@tscsmemphis.org)
 - i. Mr. Hooper - Spanish II, III and IV instructor, third year at Soulsville; Ms. Naber teaches Math I and II, fourth year at Soulsville
 - ii. discuss teacher retention efforts: teacher compensation
 - iii. Acknowledgments
 1. current financial circumstances of the organization; acknowledges the awareness of federal funding going away at the end of the school year.
 2. also acknowledges the need for improving school academic scores but our teacher turnover is high.
 - iv. after speaking with staff a major effort to retain high-quality effective instructors is compensation
 - v. Cites documents that document impact of teacher retention
 - vi. Suggestions to the Board...
 1. Adjustment of salary based on inflation

- a. teachers are technically being compensated less than when they begin at the school
 - 2. incentivizing teachers who hold advanced degrees
 - a. either bonuses or through enhance salary scales
 - 3. increased transparency and opportunity for bonuses and stipends
 - a. compensating staff for the things done outside of the classroom that are available at other MSCS schools
 - 4. adjustment to staff leave policy
 - a. roll over or retroactive compensation for unused leave days
 - b. staff are more likely to use days because they go away at the end of every school year.
 - 5. “Revolutionary ideas”: enhanced salary schedules for selectively identified group of teachers in order to...
 - a. retain and recruit staff beyond 1-2 years
 - b. encourage superior teaching staff performance
 - c. fairly compensating those who have had a longterm commitment to the school
 - d. end the “revolving door” of teachers
- vii. Additional thoughts/ wonderings:
 - 1. Liz requests a soft copy of the proposal draft. Will be sent by McClelland.
 - 2. Pat - expectation/ concern for staff retention at the end of this school year? And what our needs will be?
 - 3. Tom requests that the board take time to reflect on and generate a full list of follow up questions and thoughts.
 - 4. Elizabeth - inquires about the end of year survey feedback from current staff on compensation.

X. Adjournment

- a. meeting adjourned by Tom at 1:43pm

XI. Executive Session