

NOVA ACADEMY

Board Study Session Minutes – October 26, 2018, 8:00 AM
52780 Frederick St, Coachella, CA 92236

CALL MEETING TO ORDER: 8:18 AM

Board Chairman, Dr. Sanford Otsuji, called the meeting to order.

Members Present:

Dr. Sanford Otsuji, Chairman
Norm Lester, Secretary
Karen Lester, Treasurer
Gloria Grana, Member

Members Not Present

Dr. Susan Garrett, Co-Chair
Brenda Gonzalez, Member

Staff Present

Renee Lancaster, CEO/Founder
Denise Pascoe, Chief Business Officer
Carla Skaggs, Business Consultant
Angie Dillon, Executive Assistant

Members Present via Conference Line:

None

Staff Present via Conference Line:

John Bowen, Director of Human Resources & Operations

PRESENTATION

Carla Skaggs, Business Consultant, delivered a presentation on Long-Term Sustainability with five-year financial projections for NOVA Academy-Santa Ana. The purpose was to determine if the budget for the next five years would allow the school to increase the salary schedule for certificated and non-certificated staff at the Santa Ana campus. Enrollment is expected to increase as well as incremental increases in state and federal funding. Expenditure assumptions were figured into the budget, including increases in CalSTRS/CalPERS, medical, and stipends. The Board reviewed the five-year projections for Santa Ana and agreed that the budget will allow a 7% pay increase for certificated and non-certificated Santa Ana staff.

Carla Skaggs also presented on five-year financial projections for NOVA Academy-Coachella to determine if the budget would allow a salary increase for certificated and non-certificated Coachella staff. Enrollment should remain constant for the next five years while state aid funding will increase.

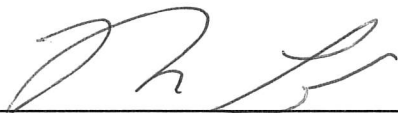
The Board reviewed the five-year projections for Coachella and agreed that the budget will allow a 7% pay increase for certificated and non-certificated Coachella staff.

In further discussion, the Board agreed that the pay increase for administrators should be incentive-based. Board Members suggested that administrators receive a 4% pay increase and up to a 3% performance-incentive for meeting the Chief Executive Officer's objectives.

The Board will meet at a Special Board of Directors Meeting on Monday, November 5, 2018, to approve a salary increase for Santa Ana and Coachella. If approved, faculty and staff members will receive a 7% pay increase and administrators will receive a 4% pay increase on December 15, 2018, retroactive as of July 1, 2018.

Adjournment

The meeting was adjourned at 9:53 AM.



Norm Lester