



**BOARD OF DIRECTORS
WESTLAKE CHARTER SCHOOL**

Finance Committee Agenda

1985 Pebblewood Drive, Sacramento, CA 95833

December 1, 2016 5:00 pm

INSTRUCTIONS FOR PRESENTATIONS TO THE BOARD BY PARENTS AND CITIZENS The Westlake Charter School ("School") welcomes your participation at the School's Committee meetings. The purpose of a public meeting of the Board of Directors' Committee ("Board") is to conduct the affairs of the School in public. We are pleased that you are in attendance and hope that you will visit these meetings often. Your participation assures us of continuing community interest in our School. To assist you in the ease of speaking/participating in our meetings, the following guidelines are provided.

1. Agendas are available to all audience members at the door to the meeting.
2. "Request to Speak" forms are available to all audience members who wish to speak on any agenda items or under the general category of "Public Comments." All comments shall be limited to three (3) minutes per person..
3. "Public Comments" is set aside for members of the audience to raise issues that are not specifically on the agenda. However, due to public meeting laws, the Board can only listen to your issue, not respond or take action. The Board may give direction to staff to respond to your concern or you may be offered the option of returning with a citizen--requested item.
4. With regard to items that are on the agenda, you may specify that agenda item on your request form and you will be given an opportunity to speak when the Board discusses that item.
5. Members of the public may request that a topic related to school business be placed on a future agenda by making a request to the Board President. Once such an item is properly agendized and publicly noticed, the Board can respond, interact, and act upon the item.
6. In compliance with the Americans with Disabilities Act (ADA) and upon request, the Charter School may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order to participate in Board meetings are invited to contact the Board President.

CALL TO ORDER AT 5:03pm

ROLL CALL AND ESTABLISHMENT OF QUORUM:

Committee Member	Present	Absent
Siân Burman	Y	
Joe Clark	Y	
Hope Gawlick (ex-officio member)	Y	



PUBLIC SESSION

A. COMMITTEE COMMENTS:

HG: Governance Meeting will take place prior to the Board Meeting on 12/8. Hope to propose Chairs/Members for new Committees. CEO Evaluation will also be coming up.

B. PUBLIC COMMENTS: This portion of the meeting is set aside for the audience to make comments or raise issues that are not specifically on the agenda. Comments are limited to three (3) minutes per person. Members of the public may speak on agenda items during the time when the item is addressed by the Board. This agenda item is included for the purpose of giving anyone in attendance an opportunity to ask questions or discuss non-agenda items with the Board of Directors. If visitors have a complaint about a specific employee of the school, they will be asked to submit an oral or written complaint to the employee's immediate supervisor as required by Board Policy #08-03 (Please note that the public portion of all meetings is recorded.)

I. ITEMS SCHEDULED FOR REVIEW:

A. COMMITTEE REPORTS – Copies of committee reports on file at 1985 Pebblewood Drive, Sacramento, CA 95833.

II. Consent Agenda - All matters listed under the Consent Agenda are to be considered routine and will be enacted by one motion followed by a roll call vote. There will be no separate discussion of these items unless the Board of Directors, audience, or staff request specific items to be removed from the Consent Agenda for separate action. Any items removed will be considered after the motion to approve the Consent Agenda.

1. Accept and approve minutes from October 27th, 2016 meeting
2. Receive 2015/16 Financial Audit and Required Communications

Motion:	HG	Action:	Motion to Approve
Second:	SB	Vote:	Passed 3-0 (*JC Abstains from Item #1)
SB		JC	
Y		Y*	
		HG	
		Y	

III. Items Scheduled For Action

IV. Discussion Items

- Annual Compensation Review: Certificated Staff Survey Results - S. Burman
 SB: Walks through presentation of Committee work that has been done year-to-date. Explains calendar, certificated staff outreach & survey, and responded rate. Walks through qualitative information and graphic results from the survey.
 HG: Discusses some of the narrative responses she read
 SB: Lots of good comments in the survey; appreciated the time staff took to respond



Public Comment Sally Hoyt (SH): Sees lots of passion in the work but doesn't think it is done for the compensation. Stipends as an opportunity, but to what effect.

HG: Admin can offer. Committee's work is to approve step/column, compensation as a whole and budget.

JE: Adjunct based on point system. Might want to refine/articulate that

JC: Fine balance with stipends and unintended consequences. Want participants on committees for the sake of the work, not a stipend.

HG: Discusses extrinsic value comparisons between 2-3 years ago and now. Extrinsic values seem to be higher now. Average years' of service allowed on our step/column

SH: EGUSD increased theirs

HG: Is 7 still the average? NUSD moved theirs up; EUSD moved theirs up

JE: Possible to add years-of-service to the compensation matrix

JC: What should we ask staff to come back with?

HG: Requests staff find averages, and new comparables for the compensation matrix. Apply the averages, schedules and update into the multi-year projections.

HG: What about Cash In Lieu? The data was inconclusive.

SK: Offers Westlake benefit figures/data

HG: 90% is a common figure that employers contribute up-to

SB: Average is the same for the benefit question charts

HG: If we look at increasing benefits, may look at capping Cash In Lieu

JE: Should provide context that we still offer one of the highest Cash In Lieu programs available, even with a cap

JC: Possible sunset of Cash in Lieu next year, with a grandfathering clause?

HG: Plan offerings might be different. Mixing salary and benefit into a single study is challenging. We can compare to NUSD since they have the same plan.

JC: Look at the delta between what NUSD offers from a benefit standpoint, and how we compare since we have the same plans.

SK: Confirms requests: Updating compensation matrix; include cap years on matrix; update MYP with data; include Cash in Lieu on matrix; compare benefit amounts with NUSD.

- 1st Interim Budget - S. Korvink

SK: Provides timeline overview for 1st, 2nd, and budget adoption. Walks Committee through presentation of 1st Interim Revenues and Expenditures. Passage of Proposition 55 should help MYP by January/Governor's proposal.

HG: Question regarding 'Misc./Other Income'

SK: Donations came in from Hastings group

HG: Field lesson budget

SK: Split between costs of field lessons, and transportation. Transportation for NUSD busses is paid on the 'MOU' line.

JE: Question about the year-end projected balance and target cap balance

SK: Furniture for new campus will be paid for, most likely with a blend of cash and short-term lease to hold our 48% target.

JE: Percentage cost of salaries v. NUSD?

SK: Similar; 87-89%

HG: Might be good to report that for comparability purposes as well as target of fund balance



V. Future Agenda Items

VI. ADJOURNMENT AT 6:54pm