

**DRAFT MINUTES**  
**Wyatt Academy Board Meeting**  
**Thursday, January 11th, 2024 4-6pm**

Location: Wyatt Academy Room 206

& Zoom:

<https://us02web.zoom.us/j/83786023485?pwd=QzhxRUJDTGdmVit0c2JjQ2NwQzBtQT09>

Meeting ID: 837 8602 3485

Passcode: 712252

Attendees:

*(v) means attendance was virtual*

Board Members: Katie Brown, Brandon DeBenedet, Harsha Sekar (v), Nicole Servino (v), Terry Usry, Lyle Whitney, Amy Younggren

Staff & Guests: Brandon Chrisp (v), Lisa Grant, Sarah Grant, Melody Means, Megan Nyce, Kate Silverman (v)

4:00 - 4:05      Welcome (Katie Brown, Board Chair)

4:05              Public Comment (None)

4:05              Board Business

Approval of last meeting minutes

*Amy moved to approve minute from the December meeting*

*Katie seconded the motion*

*Motion passed*

4:14 - 4:50      Update from School Leader (Melody Means and Team)

1. Board Dashboard

- a. Enrollment - 209 (2 moved away, 7 new students), Recruitment at Clara Brown (80 units of affordable housing: many families expressed interested in Wyatt)

- b. Attendance - December attendance: 88%
- c. Culture
  - i. Implemented new behavior para this year
  - ii. Updated procedures with teachers and staff - better communication, better re-entry to classroom after intervention, expectations of zones of regulation; more behavioral PDs
- d. I-Ready Data (Lisa)
  - i. Today is day 2 of new data; today is a review:
  - ii. Reading last year - goal 65% proficient ended school year at 60%
  - iii. Math hit 60% proficiency goal

## 2. Celebrations

Gingerbread houses  
Buddy lessons  
Talent show  
Zones of unregulated space  
After school programs - cooking club, Colorado AMP (band)

4:07 - 4:13      [Fundraising Update](#) (Kate Silverman)

Overall \$309,224  
Grants: \$197K  
Gala : \$88,536  
Gifts and contributions: \$23K

Year 2 of partnership with WelcomeTech, which, as a reminder, funds Wyatt family health and dental needs  
75 families are enrolled  
15K grant - will cover the program through end of the school year  
Maria is point person

4:52- 5:25      Budget & Finance Presentation

### 1. Overview from Brandon Chrisp

December financial dashboard

- Projected unassigned fund balance 1.3M
- Interest on investments - new to budget - \$28,000 interest acquired to date
- 185 students budgeted - 205 students enrolled
- Prof svcs is over budget due to the cost of substitute teachers and change to G&G contract since the original budget was approved.
- Property category is high due to security cameras

- Note: All of these are adjusted in revised budget proposal

#### P&L Budget vs. actual

- Revenue pacing well
- Expenses at 51% - 50 or below better, but this is ok
- Para reimbursement from DPS is adjusted in revised budget

#### Balance Sheet YoY

#### Revised Budget summary of major changes

- Revenue increased 22 % (PPR, Mill Levy, fundraising, Para reimbursements)
- Expenditures increased 19% (salaries for SPED position and add'l 1:1 SPED paras, contracted substitutes, revised G&G contract, security cameras)

2. Melody asked for a pause before the vote on the revised budget to discuss the staff bonus proposal.

\$12,000 has been added to the new budget for this  
She has 2 proposals for how the bonuses would be paid

The first proposal would be based on individual instructional goals. All homeroom teachers (11 teachers) plus Lisa would be eligible

The 2nd is a collective goal based on 65% of students on grade level for reading and 60% math. If hit - all math teachers get bonus (\$1,090) and kinder/1st teachers get ½ (because they are specialized)

Research shows that collective bonuses tend to drive better results and that the value of the bonus needs to be meaningful.

#### Discussion:

Lyle sees issue with individual plan because several teachers would be penalized by poor 3rd grade instruction last year. (Melody shared that the low performance of last year's third graders and therefore this year's fourth graders was, in fact, tied to the teacher who has been let go.)

Lyle also fears that the collective bonus structure penalizes those teachers who are superstars and rewards weaker teachers.

Could there be a hybrid option whereby a portion goes to the collective based on a school-wide goal and a portion goes to the superstars who reach individual classroom targets.

Brandon has similar concerns for the collective scenario because if the collective fails, NO ONE gets paid. He agrees that a hybrid bonus model is good, because even if the collective fails, some teachers would still be compensated.

Katie added that a hybrid model would also provide incentive for teachers with a large amount of underperforming students; they would still have incentive to do their part to hit the school goal even if they know they can't possibly hit the individual goal.

Katie asked if some of the 18,500 that is set aside for retention bonuses could be used to bring total goal to \$1200 per eligible teacher (\$600 for individual goal and \$600 for collective goal). The board agreed on this and Melody will document a new bonus proposal accordingly.

Vote on revised budget:

*Amy made a motion to approve revised budget as presented*

*Brandon seconded*

*Motion passed.*

3. Finance Committee Recap (Brandon DeBenedet)

Not presented

5:30 Meeting adjourned

5:30 - 6:00 Executive Session C.R.S. § 24-6-402(4)(f)- Personnel Update