

LEMAN CLASSICAL SCHOOL BOARD
SPECIAL MEETING
MONDAY, MARCH 15, 2021 AT 12:00 P.M.
MINUTES

The March 15, 2021 LCS Board Meeting was hosted over Zoom video conference. The meeting began at noon. Victoria Hostin presided at the meeting and noted that a quorum was present for the purpose of doing business; Greg Pritchard, Barry Arrington, Stacey Thomas and Patrice Batchelor were in attendance. Katie Determan, CEO of Lemman Educational Services, and Principal Dr. Edwards were also in attendance. Before starting the meeting, the pledge of allegiance was recited.

The audience at the board meeting was primarily teaching staff. Ms. Ashley Faye and Mr. Jordan Towne made public comments.

The minutes from January 26, 2021 meeting were provided to board members and Dr. Edwards in advance of the meeting. Ms. Thomas moved to accept the minutes. Ms. Hostin seconded the motion. There were no oppositions.

APPROVED, the minutes from the January 26, 2021 board of directors meeting.

Ms. Determan provided an overview of the FY21 budget. She reviewed the changes and explained that a surplus existed. The Board was reminded that prior to the pandemic, a 6% salary increase had been in the budget. As a result of the pandemic and the uncertainty of funding in the 2020/2021 budget, staff salaries remained flat from the previous year and the board committed to putting any surplus at the end of the year into a staff bonus. Ms. Determan further explained that the surplus was approximately \$100,000 and would amount to a 5.5% increase. Mr. Arrington motioned to accept the amended budget as presented. Ms. Hostin seconded the motion. There was no opposition.

APPROVED, the revised FY21 budget to account for staff bonuses.

Ms. Hostin provided an update regarding the LCS Foundation, which has a \$20,000 gift to make from the Royal Teacher's Fund to provide for staff bonuses. Ms. Hostin indicated that she will provide the \$20,000 immediately so that it may be added into the planned distribution.

Ms. Determan presented a preliminary proposed FY22 Budget, which was qualified as very preliminary because the PPR estimate was unverified and recognized by all to be very high. The preliminary budget showed a target salary increase of 10%. Mr. Arrington provided some insight on the timing that a firm PPR can be expected. The Board discussed the enrollment process and waitlists, as those both factor into revenue and available funds to verify the salary increase.

Mr. Towne and Ms. Faye participate in the conversation with the board regarding the need to normalize staff salaries. The LCS Board all concurred that raising staff salaries is a priority and that, in fact, it was the intention in FY21's preliminary budget; however, the precariousness of the looming pandemic drove the budget revisions last May. The board determined that there was no vote to be taken on the matter but reassured the staff that normalizing salaries to the surrounding market is a priority. The finance committee will meet between now and April 13th to review the preliminary budget in advance of the April 13, 2021 quarterly board meeting.

The meeting concluded at 12:53.