

HOS Report
2/20/24

BMS Scorecard from VOA

Our scorecard is in the folder. It contains details about our score (97% this year, 94% for the contract so far) which shows that we are doing a pretty fine job. Please review this in detail, and ask questions as you need to.

Stephanie's email stated that we are well on our way to being offered a new contract when that time comes. We are fortunate to have selected VOA as our authorizer. They continue to fulfill the role of authorizer as it is intended-oversight.

UWRF Conference

Nine staff attended the UWRF Montessori conference on 1/18/25. The Keynote speaker was outstanding, discussing constructivism vs behaviorism-Montessori is a constructivist method. Many great sessions were attended, and a few new ideas have been presented to leadership teams for consideration. Overall, from my perspective-the administration roundtable discussions really affirmed that we are doing a great deal of things very well.

SY 25-26 calendar proposal

The calendar in the folder is my suggested DRAFT for approval. It's unusual to have no inservice day in the early fall (very much don't like it) but we really don't have much control there. The back to back inservice days are weird also. Staff was offered several choices for parent conferences, and this also represents the majority choice, as outlined in the AP Committee minutes. If we find a change, as always, it's easy to make small changes between now and May should we choose to do so.

Arts Champion Job Description

This is a very much whittled down version, as it is going to be implemented as a voluntary position. We actually have a sub/staff that is in many ways doing quite a bit of this already so it is possible. The plan for now, let's try it and see how it goes. There simply isn't money for a paid position. If there was, we the board, would need to discuss elevating art to a 0.8 FTE before allocating money to a support position like this.

National AMS Conference

Two staff, given our prioritization process, have been offered the opportunity to attend the national conference in Denver. This is Thursday -Sunday the week of spring break.

We, the Academic Practices Committee, will be discussing further ways to prioritize conference attendance for all licensed staff.

ADSIS application

The ADSIS application was submitted to MDE, in time to be considered for the first deadline. There are two different deadlines. This is a 2 year 'grant' again this cycle. This is the money that we rely on for our Tier 3 intervention staffing.

SY 25-26 Enrollment

Lottery was conducted on 2/7/25, and information has been sent home to families. We are in an unusual situation, with 3 grade 1 openings. We are working to address that issue.

Current data:

- PK 19
- K: 25 wl: 12
- 1: 22 wl: 0
- 2: 25 wl: 4
- 3: 25 wl: 0
- 4: 25 wl: 2
- 5: 24 wl: 5 **under enrolled by 1 to compensate grade 6 over by 1*
- 6: 26 wl: 4
- 7: 21 wl: 1
- 8: 20 wl: NA

Staffing

Terminated-Autumn Corey 1/27/25. Internal and external posts have been addressed, collecting candidates for a new hire.

BMS mid year dashboard

Rod from VOA sent this as a mid-year check. Please review it, and let's make sure we are on the right track.

BMS Building Corp

As noted in the B&G minutes, a small section of the roof blew free on 2/7/25. It was thought that we could get another 2-4 years out of the roof prior, but upon further review it will need to be done this summer. There is a sample of the old shingles in the HOS office if you would like to see it.

This falls to the Building Corp which has \$96,102 in the BMS Building Corporation Capital Improvement Fund along with \$74K in the Building corp checking account. A quick, non binding rough estimate based on square footage was \$140k for a new roof. We should be OK there. Will work on the RFP process as early as next week.

MACS Compensation Report

This is the first one in 4 years (in the consent agenda folder), due to a lack of replies to their requests for the necessary data from schools. This is just for your reference, and discussion for now. It may be good to keep in mind as we think about the upcoming strategic planning process-we have always been in the very lowest end of the salary scales at all positions (at least over the previous years they completed this report). Here are a few notes to get you started:

Upon completion and review of the Report, a few observations stood out::

1. The **average salary** for a chartered public school **director** from 2020-21 to 2024-25 has **increased nearly 20% (~\$97K vs. ~\$116K)**
2. The **average salary** for a chartered public school **teacher** from 2020-21 to 2024-25 has **increased nearly 40% (~\$38K vs. ~\$54K)**
3. Roughly **the same rate** of schools that increased salaries and wages in 2020-21 **increased salaries and wages in 2024-25 (~80%)**
4. The **average rate of salary and wage increase in FY24** was **3%**
5. **Nearly twice as many schools** reported **across the board increases (~70%)** and **cost of living adjustment (~60%)** as the **basis for salary and wage increases** when compared to 2020-21 data
6. The **estimated turnover rate** of **all employees** across surveyed chartered public schools was **~15%**
7. Of the school employees that did not return following FY24, **more than one-third remained (took another job) within the education sector**