



MicroSociety Academy Charter School
591 West Hollis Street, Nashua, NH 03062

603-595-7877 | www.macsnh.org

Board of Trustees Meeting Minutes

March 9, 2022
MAC Multi-purpose Room
6:30 – 8:00pm

MACS Mission Statement Empowering students to acquire the heart, knowledge, and skills necessary for thriving in a 21st century global society by collaboratively creating and operating their own school-based “MicroSociety” - a microcosm of the real world.

6:33 Call to Order – Tom Dougherty Chairman

Plan to Review FY 2022 budget -starts in July 2022

Attendees: Bradley Stamp, Timothy Monk, Suzanne Barkley, Amy Bottomley, John Dagianis, Barbara Halvei, Nauzar Vimadalal, Tom Dougherty, Ryan Callahan, Cathy McNamara

Zoom - Frank Teas

Absent: Sharad Agarwal, Andrew McWeeney

6:35 - Tom Dougherty introduced prospective new board member Ryan Callahan

Nomination to approve - Barbara H. 2nd - Cathy M. Vote unanimous approval

6:37 * Board Meeting Minutes – There are no members of the public present

Executive Committee met - review Covid framework and removed mask mandate

Vote to approve minutes with addition of citation of vote per RSA 91-A not to disclose non-public session minutes. Motion to approve - Barbara H. 2nd - Suzanne B. All in favor- Unanimous. Opposed 0

6:41 * School Director's Report – Amy Bottomley

Micro Moment

- Heart - Be Kind & Stick Together Against Bullying
- Project Love & Duct Tape
- Students took a pledge to complete acts of kindness
 - Give a Click fundraiser for acts of kindness

Updates

- Job Fair for Micro - explore other opportunities
- 254 Students current
- 125 applicants for fall includes 50 kindergarten
- Author visits resumed
- Artist in Residence resumed
- Teachers are planning field trips
 - Hours 9-130 due to bus driver shortage
 - 4th grade to NH State House
 - Washington DC trip for higher levels - every 3 years - to happen end of the month

6:49 - Motion to approve Director's Report - Frank Teas. 2nd - Nauzar Vimadalal. All in favor - 0 opposed.

6:50 - Treasurer's/Financial Committee Report – Dr. John Dagianis

FY 2022 Budget

- Budget based on 255 students
 - Budget projections for 275, 300 & 330 students
- First priority
 - Teacher's salaries
 - Not at competitive rates compared to other local schools
 - CPI = 7%
 - 10% raise proposed
 - Budget neutral with 255 students
- 14k-40k on capital improvements spent 2021
- Capital reserve increased from 25k - 40k
- HR/Gov committee looked at benefits packages
 - Cost ratios MACS/staff
 - 2nd health plan offering with 5K deductible ~ \$100 more per paycheck in take home pay
 - Dental benefit
 - MACS share increase from \$950/month to \$1210.53
- Neutral budget
 - 235 kids -2021

- 254 kids - 2022
- Staffing
 - Add 2 administrators
 - New budget includes additional FTE
- ?Modular classrooms
 - Can accommodate increase 255-300 students - 333K
 - 9000k rental
 - 30K utilities
 - 3 new teachers
- Frank Teas - strongly endorses budget
- Barbara Halvei
 - ?60157 line
 - Anticipate coverage by expansion grant\ non-recurring expense
 - Buffer
- John Dagianis
 - What ifs?
 - Need plan B & C - what is we don't get enough students for grades 6,7,8
 - Stay with K-5 with 3 classes each
 - Cleaning costs have increased
- Amy Bottomley
 - Applies for grants annually
- Nauzar Vimadalal
 - Need to understand in-flows
 - Overstate expenses
 - 2021 - increase in expenses & decrease in in-flow
 - Need more opportunities to raise funds
 - Investments with surplus
 - \$178k contingency
- Brad Stamp
 - Facilities management costs
 - ? 3rd party management
 - 100K to cover facilities expenses
- Tom D
 - Will explore RFP: property management
- Motion to approve FY 2022 Budget as proposed - Frank Teas. 2nd - Nauzar Vimadalal. Unanimous approval

7:25 Facilities Committee Report – Brad Stamp

- Prioritize projects
 - Roof leak
 - Amy to check for warranty
 - Cleaning RFP
 - Issues with current vendor
 - RFP for landscape & plowing

- Design Works
 - Saints Landscape
 - Morin's Landscape - recommended by Frank Teas
- Delay driveway repair secondary to Modulars
- Siding & windows - delay to summer

7:29 Marketing/Development Committee – Suzanne Barkley

- Review of 2021 campaigns and results
- Explore capital campaign
- Marketing for school improvements
- Charitable gaming
- Committee will meet at 530 before board meeting

7:21 Governance/HR Committee – Barbara Halvei

- Covid framework reviewed
- Discussed changes to health/dental; plans as previously reported
- Proposed increase in sick days from 10 to 12 days per year
 - John D proposed increase sick days from 12 to 14
 - Increase morale
 - Staffing able to accommodate
 - Ryan C proposed bonus for not using sick days - will add to future discussions
- Barbara Halvei - change proposal to amend sick days from 12 to 14
 - Pursue changes to STD for 2023
 - Need a summary of staffing needs from Amy
- Motion to amend proposal with changes in sick days from 12 to 14 - John Dagianis. 2nd - Brad Stamp.
 - All in favor - unanimous.
- Amy to send contract to legal for review

7:38 - Motion to enter Non-Public session pursuant to RSA 91-A:3,II (d) made by Tom D. 2nd - Brad Stamp

Roll Call: B Halevi YES. T Dougherty YES. B Stamp YES. T Monk YES. S Barkley YES. A Bottomley YES. N Vimadalal YES. C McNamara YES. J Dagianis YES. F Teas YES. R Callahan YES. Opposed - 0.

Motion passed. Board entered a non-public session at 7:39

Board exited non-public session at 8:28

8:30 Motion to adjourn S Barkely. 2nd - N Vimadalal. All in favor - unanimous

Meeting adjourned at 8:31

8:31 Adjournment (*Please complete On-line Mtg. Evaluation*)

* **Consent agenda** (*)to save time will be taken as one motion. Times noted () encouraged.