

# Genesis Innovation Academy

“Creating a Legacy of Greatness – One scholar at a time!”

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## GENESIS INNOVATION ACADEMY

March 06, 2023

1:00 p.m.ET

Location: Virtual: [https://zoom.us/meeting/register/tJUqce-opj8pGNFnP7va-3hDr5pcRoT2MXIw](https://zoom.us/join/https://zoom.us/meeting/register/tJUqce-opj8pGNFnP7va-3hDr5pcRoT2MXIw)

### FINANCE COMMITTEE CALLED MEETING MINUTES

- I. Opening / Call to Order: Meeting Called to Order @ 7:06 PM
- II. Attendance and Quorum Verification
  - A. Attendees: Tomika Jones, Dr. Gavin Samms, and Taylor Brown
  - B. Late Attendees: Eddie Bradford
  - C. Absent: Jeff Lawrence
  - D. Quorum was satisfied
- III. Discussion & Action Items for the Committee (Taylor Brown for Jeff Lawrence)
  - A. Action Item 1: Recommendations for Teacher Salary Scale (Dr. Gavin Samms)
    - i. Discussions were held regarding details of the teacher salary scale base which does not include benefits. However, urgency for teacher salary scale is most urgent based on contracts scheduled to go out near Spring Break.
      1. (GS) Considerations taken for the analysis include: some teachers are above salary, years of “credible” experience – you must show their experience and credentials, reference checks were completed, 2 - to -1 experience also considered, and vacant positions adjustments. Other considerations are that District Charter standards (as DeKalb and Fulton are both higher than APS). Girls’ – 200; Boys’ – 199; enrollment projections; and 8<sup>th</sup> grade staffing is on the table as well high school teachers
      2. (TS) We must provide all information needed to help the Board make the best decision to be able to answer questions. A salary plan is required to understand how to review the remaining staff salary scales with a comprehensive approach for salary budget which should require less work. Remaining reviews are instructional, office staff, and last administrative.
      3. (TS) Please show the scale details and nuances presented as the salary guide going forward. Provide that summary to the rest of the Board so they can review all as well. This scale will be used for FY24 and future teacher ratio by grade for considerations such as projected enrollments, vacancies, and the budget analysis for next year.
    - ii. (TB) Mark ups should be shown as \$140K-150K (1.4 multiplier) and compensation draft consideration Make sure \$300K is shown for worst-case scenario and requested that the scale will be available for the board to see. (EB) agreed.

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- iii. (TB) At this point, there seems to be enough information available for the Board to decide.
  - a. Motion moved by Taylor Brown that the Board approve the updated teacher pay scale as proposed.
  - b. Motion seconded by Eddie Bradford.
  - c. Abstentions: none; Opposed: none
  - d. Motion passed unanimously.
  
- IV. Action Item Review (Tomika Jones, Board Chair)
  - A. (GS) The scale should be available for the board to see the mark ups with \$140K-150K to make sure \$300K shows represents worst-case scenario.
  - B. (GS) Develop a plan to understand how to review the remaining staff salary with a comprehensive approach for salary budget require less work: instructional, office staff, then administrative
  
- V. Public Forum (none)
  
- VI. Next Meeting: [March 15, 2023](#) @ 6:00 PM
  
- VII. Closing and Adjournment @ 7:36 PM