



# INTERNATIONAL CHARTER SCHOOL OF TRENTON

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## ICST Board of Trustees MINUTES for September 22, 2022

Opening of meeting, 5:23 pm. Trustees participating via Google Meet were Trustees Bob Kull (BK, presiding), Valeen Vaccaro (VV), and Jason Briggs (JB) and at ICST Rachel Binz (RB). Also present at ICST were April Nixon (AN) and Melissa Benford (MB), Lead Person at ICST, while Peter Lanzi (PL) and David Bosted (DB) were remote. Call to Order. Flag Salute/Pledge of Allegiance. All provisions of the Open Public Meeting Law of 1976 "Sunshine Law" NJ Public Law 231 had been met in the scheduling of the meeting. MB reported that members of the public had the opportunity to provide comments in person or in advance or to join the meeting but she had received no public comments for the Trustees and no requests to join the meeting. The purpose of the meeting is to conduct regular business of the public charter school. Flag Salute. Pledge of Allegiance.

1. Minutes and Public Comment. Review of minutes of the July 7, 2022 and July 28, 2022 meetings. Motion to approve July 7, 2022 minutes, m/RB, s/JB, yes, RB, JB, VV, BK, unanimous. July 28, 2022 minutes were tabled.
2. Governance, School management. (a) Annual HIB score review, m/JB, s/RB, yes, JB, RB, VV, BK, approved unanimously (b) English Language Learner updates. (c) Review of the Virtual and Remote Instruction Plan, m/RB, s/VV, yes, RB, VV, BK, unanimous.
3. Financial Report and Review of expenditures, income, budget. (a) PL presented the Board Secretary and Treasurer of School Monies reports for June, July and August 2022, which were reviewed. The reports agree and were arrived at independently. Motion to approve, m/JB, s/RB, yes, JB, RB, VV, BK, approved unanimously. (b) The monthly payroll totals for: August @ \$38,920 and Sept. 15<sup>th</sup> @ \$53,466.73. M/JB, s/ VV, yes JB, VV, RB, BK, approved. unanimous. (c) Review of the August and September bill lists and resolution to pay August: \$59,470.53 and Sept. @ \$53,645.78, m/RB, s/VV, yes, RB, VV, KS, BK, unanimous approval. (d) Transfer of funds, not applicable.
4. Grants. (a) Lisa McNeil will implement & conduct the Beyond the School Bell program, funded by ARP, and which will run from Sept. through June at a salary of \$30,000, m/RB, s/VV, yes, RB, VV, BK, unanimous approval. (b) Summary of grant status: \$108K left for air quality improvements in the building.
5. Report on Staffing, Personnel and Employee Issues (a) (b) Interviews are being conducted to replace one teacher who declined re-employment, that position is now open as well as the ELL & school nurse. MB said that interviews for open positions have been going well, however the

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teacher shortage has become recognized as a Statewide and National problem. ICST has good teacher retention.

6. Executive Session (optional, no exec session held).

7. "Under the Gold Dome." (a) Paterson School District is now offering a \$7,500 bonus to new hires to fill 100+ vacancies. It illustrates the seriousness of the teacher shortage. But the Union opposes changes to certification requirements that would facilitate entry into teaching. It is difficult for any district to use bonuses as an incentive. Bonuses are expensive. New teachers who were hired during the summer aren't eligible. New hires who do get the bonuses will see their pay diminish next year. Bonuses fail to correct the imbalance in the local pay scale that gives high pay to teachers near retirement, but has salaries that are unattractive to new hires. (b) ICST is fortunate to have a relatively flat pay structure that seeks to pay all teachers a fair and reasonable salary, even when State aid to charter schools is only about 63% per student of aid to urban district schools.

8. Report on School Days, Student Achievement, Attendance and Enrollment. (a) Another excellent start to the school year. (b) The 3<sup>rd</sup> and 4<sup>th</sup> grade Start Strong Assessment was conducted on 9/15. Results data was shared with 4<sup>th</sup> & 5<sup>th</sup> grade teachers. (c.) Daily attendance: 95%. (d) AN reported that enrollment is full.

9. Report on Facility. (a) Students, families and staff are thrilled with the building maintenance and repairs made over the summer. (b) Brian Electric has completed the corrections cited in the Fire Code violation report, as well as some repairs/replacements to malfunctioning lighting fixtures.

10. School Operations. (a) Mrs. Nixon planned and implemented Back to School Night, which was held yesterday. (b) Two Emergency drills were conducted in September. Parents were notified. (c) No HIB incidents to date.

Policy updates pertaining to school operations and covid.. m/RB, s/VV, yes, RB, VV, BK, unanimous approval.

11. Old (unfinished) Business. None. 12. Correspondence review, if any. None discussed.

13. Trustee business and announcements. Upcoming BOT Meetings are scheduled for 10/27, 12/1, 1/26, 2/23, 3/23, 4/27, 5/25, 6/22, 7/27 and 8/24 starting at 5:15 PM yes, unanimous approval.

14. Adjourn. 6:25 PM.