

MINUTES
of the meeting of
Oasis Academy Board of Directors
on Wednesday, March 15, 2017

The Oasis Academy Board of Directors held a public meeting on Wednesday, March 15, 2017 beginning at 7:02 PM., at 920 West Williams Ave. Suite 100.

1. Call to order, roll call

The meeting was called to order by Katie Dahl. Present were:

- Lisa Bird - Present
- Karla Craig - Present
- Katie Dahl - Present
- Robert Erquiaga - Absent
- Sage Hiibel- Present
- Samantha Gomes - Present
- Theresa Guillen - Present
- Nora Hunt-Lee - Present
- Frank Woodliff - Present

Members of the public were asked to sign in, and the sign in sheet is attached to the original minutes as Exhibit A.

2. Approval of minutes of previous meeting

The minutes of the meetings were approved without changes.

Lisa Bird made a motion to approve the minutes from the meeting on January 18, 2017. Theresa Guillen seconded. Motion passed unanimously.

3. Public Comment and Discussion. (Discussion)

Heather Salisbury commented that she would like her daughter to get into the school and has heard nothing but good about it. Thinks Instructional Assistants (IA) in class is good and if that helps to open spots for her daughter and others then that is a good thing. Many people like herself, want their children in this school.

Loni Faught asked if so many kids are clamoring to get in then why was an agency hired for the high school and what differentiates us from the district if our class size goes up. Our amazing teachers should be respected and honored and you cannot rob peter to pay paul.

Christy Jaques this is an amazing school and has amazing teachers. My daughter, McKenna said

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that she was dumb until she got to this school. The teachers make the kids feel important, whatever it takes we need to keep this school running and going.

Tom Stockard commented that he has four children that benefited from going to WNC, only one through Oasis. All credits transferred to various states foundational courses, be wise about what credits they take and what university. Our daughter will graduate from Oasis with her AA and her college is accepting all her credits. She can still go for 4 years and then take some fun classes. They go from approximately 25 kids in a class at WNC to 300-400 in a University, so WNC sets them up for the transition. Has worked flawlessly for my family.

Bree O'neill commented on a quote that is on the Oasis website about learning, working, and growing that is straight from our administration. Think about it, those on the board, think about it, we need to keep the smaller class sizes, adding more kids to teachers will make it a harder road to tow. A lot of families worked hard to get where they are today.

Christine Mori commented that the letter was not to cause a moral problem. However, finding out at a lunch and not being awarded more time to process, was not right. We need more time with administration to talk about it. I felt like we weren't a part of the decision. We are still not on stable ground from our first expansion, and finding good teachers is hard.

Gary Johnson commented that all ideas as parents are just ideas. I think as a parent decisions made by the board should be discussed with teachers, honor teachers, openly discuss decisions with them. I would like an aide in the classroom all the time but I shouldn't have the decision and it should be about the teachers. We are grateful for what you do and what the teachers do.

Amy O'flaherty commented that we all learned about this 2 weeks ago and several thoughts have gone through my mind that I would like to share. There is no doubt that class size matters, but it can be done with more students. At other schools where I have taught I have had 17 to 37 students in class with ½ of the 37 non english speaking and 2 deaf students. Increasing from 20 to 24 students is do able. It won't disable us. This should not make us shy away from the bigger picture of a K-12 school. I strongly feel that increasing class size is never the number one choice, however, if this is what it takes to be a K-12 school then I can get on board with it and with a smile.

Natalie Lane commented that she was at West End with a lot of this staff, and we were the highest performing school in the district. I had 28 kids in my class and most teachers has 24-28. We don't know the process that the administration and board has gone to get to this decision, doubling was scary but we succeeded. Adding 72 more students to get a great education, that want to be here and go to this high school is a good thing. We have a lot of success here. I am in every classroom everyday, we have phenomenal staff and teachers. If anyone can do this, our staff and teachers can and be amazing at it. Yes, it will take time for the high school to grow, but we shouldn't give up on that. The teachers and staff are up to this task.

Carrie Sheldon-Davis commented that she brought her son over from the district and he was a

year and a half behind when he got here. How can you expect the teachers in the older grades to do more and is that fair to them. The money for those 72 kids is for a maybe and that maybe is that those 72 kids may never go to the high school here anyways. This is not fair to the teachers, finding out about this through Facebook is ridiculous, this should have been brought to parents as a whole, parents are ticked, this is horrible.

Lindsey Shank said thank you to the board members and to the teachers for giving so much to our children. This may be a difficult decision, in classrooms every teacher has each moment thought out and expectations for our children, our teachers are amazing. Increasing class sizes would increase teachers workload, adding 4 students adds a lot more time for teachers to access. There would be less space, less one on one, more confrontation, more classroom management which could result in lower test scores. I understand that teachers are amazing and that raises would help, so cut out programs that do not do so well instead.

Cami Whitaker commented that there is a group message going on with parents and that running a school is not necessarily like running a business. There are 26 kids at Lahaton, we don't need to stress about 24. Maybe start with the increase in middle school, send out a survey for kids in K-8 to see whether they will or not they will even go to this high school. Find out why the high school isn't filling up. The school said they would only have 20 students in a class. Don't use the elementary as a crutch for the high school, because it can not sustain itself. K-8 is the heart of our school.

Andy Lenon gave updates on what each of his Community Service classes are doing in K-7. Working with 8th graders on transitioning into high school either here or at CCHS. Freshmen are freshman and bumping along, 10th is transitioning to the Jumpstart program and getting mentally prepared. 11th graders are completing general scholarship applications. Seniors are on the home stretch for scholarships. We keep a scholarship packet available for the students, 36 out of 39 students have been accepted to a university. 75% were accepted by November 15th of their senior year. I don't see a class of 24 kids being a problem one bit, and I think this is a great opportunity for other kids to get a great education.

Ember Henning commented that if I could vote, I would vote no. I don't think it is a good idea. Having 24 kids will effect the students. Ability for parents to vote on board members has never happened, moving up and down for reading and math has never happened and tons of parental involvement in the classrooms is not happening anymore. This is just another step in pushing it to another level of where parents will not want to go here. Slow it down and find another alternate proposal.

Jordan Nichols commented administration and teachers know that I respect you and all you do for our children. What percentage do you expect of those 72 students to be enrolled in the high school? I understand the appeal of sports but can we take a step back, from this. How much is paid to coaches and the athletic director?

Mike O'neil commented that I was a founding board member and the comptroller for 3 yrs. Not speaking for or against this agenda item. Making this change is extremely significant. If parents were notified sooner parents could have made time to attend committee meetings. Change is hard.

Nancy Williams commented that she is a teacher at Oasis and a mother of a high school student I've taught for almost 30 yrs and most has been in Michigan and this is the best school that I have taught in. The co workers, students, parents, and administration is wonderful. I am really torn about this, what is here is really special and would be hard to replicate. Last year teaching 3 different grade levels of math, loved every minute but as a new teacher I spent 10 -12 hrs a day here and time on the weekends. I wouldn't want my daughter to be at any other high school and I think this high school has great opportunities for our students. Please keep this place going.

Maddy Frederick asked to talk about dual enrollment with homeschool students into the program. My son will graduate with an AA and will attend Ohio for a mechanical engineering degree. Ohio excepted almost every single credit. One thing I did not like about WNC was that their syllabus was not very accessible. Thank you for all you do and for offering the JumpStart program.

Jaime Hyde commented she does not oppose or it or for it. It should be the absolute last resort. Get rid of expenses before you increase revenue. Can't compete with CCHS, don't offer sports or any extracurriculars, just offer the JumpStart program.

Katy Loop commented that she teaches 1st grade at Oasis and is a parent of oasis students. As a teacher I can remember 6 years ago when we had to print and staple our own books. I taught 29 students before I came to Oasis. An aid is helpful however you still have to plan what the aid is going to do and I am the one that still is responsible for meeting the standards, 11 reading groups, organizing, and coming up with comprehension. Ever since we doubled 3 ys ago it keeps changing, then it was the high school. I still haven't caught up getting prepared for what I need to do. I'm not reaping the benefit and having 24 isn't necessarily a big deal, it is could be detrimental.

Denise Youles commented I am a parent and see both sides of the argument. Table 6f and revisit it later because the ultimate loser is the students, find another way.

Rusty Diaz commented that this should be tabled and addressed with parents again later. This is a rush decision and other options could be explored. Not having a high school at Oasis would be disheartening as that is one of the reasons why we came over to this school. My youngest daughter started in 1st grade here and is now in 4th. We want her to got to high school here and would give any support to keep it so there is a high school.

Meg Antoniono commented, my initial reaction was yuck. But then I thought, what is a few more papers to grade for math, and up to 25 students doesn't actually way on student performance.

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Administration and parents think that we are great teachers, our performance on the state and national level are good. I feel that we are very capable of tackling this and why wouldn't we want to add more kids and give them the opportunity to be part of our school community. Yes, my job will be harder, but it is totally worth it.

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4. Administrator's Update

- Melissa Mackedon K-8
 - Entering testing season
 - Process of breaking off on our own as a school in Infinite campus
 - Working with state leaders and charter school of NV with over 100 education bills
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- Rochelle Tisdale HS
 - Battling the rumor that credits don't transfer from WNC
 - Planning for graduation at the city/county gym on May 19th then on May 22nd to Carson for their AA from WNC
 - First round of testing for the ACT and PSAT for sophomores
 - Winter sports went well, spring sports have started
 - FFA competed and everyone placed
 - Student Council will go to state in April
 - Planning for National Honor Society and National Junior Honor Society inductions
 - Lego Robotics is up and running
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5. Old Business

a. ED Evaluation Update

Karla Craig provided a brief update on the ED evaluation. Surveys were completed.

6. New Business

a. Safe and Respectful School Policy

Katie Dahl commented that this is required by NRS. The policy is aligned, modeled with Clarke county.

Sammy Gomes made a motion to approve the Safe and Respectful School Policy. Nora Hunt-Lee seconded. Motion passed unanimously.

B. Homeschool Enrollment Policy

Rochelle Tisdale commented that since we are enrolling home school students, we need to line

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them up with our school policy.

Nora Hunt-Lee made a motion to approve the Homeschool Enrollment Policy. Theresa Guillen seconded. Motion passed unanimously.

C. Youth Positive Curriculum Approval, Community Service
Tabled

D. Approval of Charter Contract with SPCSA
Katie Dahl commented that she appeared before the SPCSA for the expedited renewal. There were no questions but Oasis got a glowing praise.

Karla Craig made a motion to approve the Approval of Charter Contract with SPCSA. Lisa Bird seconded. Motion passed unanimously.

E. Potential movement from quarter to trimester K-5
Tabled

F. Potential expansion of K-8 school
Katie Dahl commented that it is important that we need to make sure that everyone is on the same page. There is not a financial crisis right now, we have a financial committee that is progressive and forward thinking. They are looking at funding and comparing to revenue streams that we have. It was a consensus as a board 3 yrs ago that the board committed to offering a K-12 school with college readiness. In K-8 we put a huge amount of time getting them ready for the future. CCHS only has a college graduation rate of 56% so that is why we decided to start a high school . It was a commitment to the families, teachers and state, as this is registered as a K-12 school. K-12 as it is an all or nothing, there would have to be a process to go back to K-8 and it would have to be approved. Melissa Mackedon commented that she is being proactive and transparent. This school has never had to take a loan, there is no financial crisis. On a two year financial measure summary, Oasis is one of only two schools that meets the standard. We are just trying to be proactive and looking ahead, making a 5 year plan. The 5yr budget that we have been working on, originally was a 5 yr budget of revenue and expenditures broken out creating a framework to look at specific items. We never add in things we aren't sure of. We don't project grants or donations. The state requires a 3% rollover, but we always rollover about 8%. This school has always been conservative. Historically we spend very little of our contingency money. By 2020 if we continue to spend contingency money and if everything stays the way it is exactly, we would run in the red. This model gives you the ides of which way we are trending. Melissa commented that this isn't the trend you want to see. The three major things going on here are several expenses in 2017 that we didn't ever dream of in 2011. The Bullying law needs to be done correctly and is required by law, we need a counselor, Mr. Lenon. The Read by Three for literacy, dyslexia bill costs about \$6,000 this year, legal costs that we had to budget for, breaking off of Infinite campus will cost approximately \$10,000, and the state charter is possibly increasing to 2%. The bill drafts going before the legislature is frightening, expenses are different from 6 years ago.

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Teachers salaries need to stay competitive, Churchill County school district is offering \$10,000 sign on bonuses, possibly offering a 5% pay raise. We need to be aware of the trend and what can we do to offer our teachers. The model where we add one class per grade in K-5, would consist of needing to expand the school, hire teachers, we left administration alone as we would not expand the office, rent goes up, this model gets us back into the black, however, takes till 2022 to get to where seats will be filled in the high school, it is a long term play . It didn't put us in a position to give people raises, or offer new teachers any sign on bonuses. The next model adds 2 students per classroom, gets us close to even but again does not allow us to offer teachers any raises or sign on bonuses. The next model adds 4 students per classroom which could give compensation to our staff, we know it is more work for our teachers, so we could add in a 4 hr Instructional Assistant (IA) for grades K-3, and in 4-8th grade they would share IA's with the flexibility of being able to say I want them for this day or another or this time or another. In doing research, comparing to local schools, and the top high performing charter schools, their class sizes are averaging 29 students per class. Academia is 25 students K-5 and 30 for 6-12th. These charter schools range from 3 to 5 star schools. 20 students to 1 teacher doesn't even classify as a small size classroom, it is actually 15 to 1. Research shows that there is no difference from 20 to 25 students. We are all striving for the same thing, a K-12 model that strives in academics. We need to keep in mind the deadlines to keep in accordance to our charter contract. If there is a possibility that even in a few months we decide to do this, we can only put in an amendment from April 1-15. Plus the budget has to be approved by April 14, 2017. Katie Dahl commented that she has a 2nd grader now and she will survive and do well with 24 students in her class. We need to grow innovatively and stay competitive. Our teachers might not always be here and we need to be competitive, our administration is some of the lowest paid administration in NV. If they move on, how will we become a sustainable system. Lisa Bird commented that the process they went through to get to this point has been very lengthy. Frank Woodliff commented that this process has been worked on for the last several months. Dusty Casey provided spreadsheets on a projector to present the information. Dusty commented that they started with a 5 yr plan meeting and came up with these models. Frank Woodliff commented that his personal view is that when the school started it did say 20 students per classroom and parents and teachers signed on to do that. Frank commented that he would like to see different models. Like the additional classrooms, ability to educate students who want to get into Oasis, brings more students from the 8th grade to feed into the high school. One problem is if we don't fill those classrooms, financially it would be a big burden. The one that is on the agenda does work for us financially. Lisa Bird commented that 20 students these days is unheard of in most places. 4 extra students doesn't mean 20% more work for the teachers. Melissa commented that at West End we had the highest class sizes and had the highest test scores. Effective teachers are what we need to attract. Lisa Bird commented that high performing charter schools, no one has what we have, no one has only 20 students. K-2 is maybe where we could look at something where we maintain a lower class size in those grades. Katie asked if any board members had any other suggestions for models. Dusty commented that if we cut the sports programs that only takes 8 students to fund, and 30 students stay because we have a sports program then we need to keep it. Lisa Bird commented that we want to offer sports and clubs to keep well rounded students. Rochelle Tisdale commented that colleges are looking for well rounded students, and colleges are asking for what extracurricular activities did they

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participate in on their applications. Sage Hiibel commented that in his research it wasn't necessary to have extracurricular activities. Theresa Guillen commented that the extracurricular activities balance what we are asking them to do academically. Children need to work together as a team inside and outside the classroom. Melissa commented that someone in public comment said we can't compete with CCHS and we aren't. We aren't going to have everything that a big high school has, but a certain level of extracurricular activity is expected when you talk about high school for parents. We are open to any and all suggestions, we'd love to stay at 20. 72 more students will make mine and Rochelle's jobs more challenging, but we are willing to do it for the school. Katie commented that we also fund middle school sports and we need to offer these extracurricular activities to keep these students as well. Theresa commented that this board is very open and Melissa and Rochelle always put the teachers and students first. Theresa said I think there is a lot of misinformation out there and our community is misinformed. People still think Oasis is a private school and there is a tuition. Rochelle commented that Frank wanted a 5 yr plan 3 yrs ago. We really had to take a look at enrollment, DSA and how it will fluctuate. Sage asked if with the models that were run, should we be this conservative when we are looking at adding 4 students per class. Realistically they are not going to be zero so can we add some revenue in there. There are other funding sources out there, should we take money from somewhere else to hire someone to write grants for us. Melissa commented that being a 5 star school doesn't always get us money, funds go to lower performing schools, some grants have strings tied to them. Nora Hunt-Lee asked about private funding and Melissa commented that we haven't looked into private philanthropy, but we could possibly start pursuing these. Katie said that at a SPCSA meeting she attended they want charter schools that are making a big impact. Rochelle commented that last year we had over \$400,000 in state grants and this year you can't even start writing them now. Legislature might go to a completely different funding structure. Concern for charter schools is not increasing the pot of money. This year the DSA is for 2 years. In NV the average each county gets to pay for their facilities funding, as a charter school we do not. Rochelle commented that there are numerous misconceptions about the JumpStart credits. We can save parent/students approximately \$50,000 by doing 2 yrs in the JumpStart program with 2 yrs of college credits. The marketing agency is promoting a higher education, for students who want to get a college education. Sage commented that bodies are our revenue and encouraged the board to not just focus on bodies and maybe look at the bigger picture. If Oasis is at risk, can we find more good teachers and expand. Katie commented that we may be tapping out our student market if we increase another class per grade. Sammy Gomes asked what if we increased middle school only. Lisa Bird commented that it is more difficult on middle school teachers to bring those students to the academic level they need to be at. Katie and Sage brought up the idea of another class of 16 students in grades K-2 then goes to 24. Sammy suggested that asking teachers to attend a workshop to talk about this. Karla Craig commented that doing nothing is a problem and now it is time for a solution, I don't want to see the high school going away. Melissa stated that if you have a model or any ideas to email her by March 27, 2017. Melissa will put out a poll tomorrow on a workshop date for the board to meet.

G. Fiscal Year 17 Amended Budget

Tabled

Approved

7. Public comment and discussion:

Mike O'Neil commented that revenue and expenses are on the table at all times. When jobs and expenses come to cheaper ways to do it, it has to be for both. Be careful once the dollars are spent it is always spent. Thank you for the time for including parents in this.

Loni Faught said thank you to the board for their honesty. However, the teachers should have a voice on the board.

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10. Adjournment

Theresa Guillen made a motion to adjourn the meeting at 10:27PM. Sage Hiibel seconded. Motion passed unanimously.