



Joint Committee Meeting
Thursday, March 24, 2016 – 8:00 A.M.
1575 E. 17th Street, Santa Ana, CA 92705

Bill Healey and Deborah Vandell conducted a joint meeting of the Samueli Academy Finance and Academic Committees on Thursday March 24, 2016 at 4:00 P.M.

ATTENDANCE

Present

Bill Healey
Gerardo Mouet
Kevin Tiber
Sandi Jackson
Deborah Vandell
Elim Kay
Nicole Washington
Marian Bergeson

Absent

Jeff Bloom

Staff / Contractor

John Luker
Anthony Saba

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- Sandi Jackson welcomed those in attendance, took roll and called the meeting to order.
 - There were no public comments.
 - Mr. Luker presented to the committees a copy of the 2016-2017 Budget DRAFT. The summary was a comparison of what had previously been approved as part of our 5 year budget and the current proposed budget for the 16-17 school year. Mr. Luker provided a high level overview of the assumptions and referred the group to the narrative for a more detailed analysis of the variances of what was previously approved. Mr. Luker noted that he had worked with the Head of School on salary increases this year. The proposed increases were presented separately and these increases were included in the budget. Future increases for teachers and other staff were forecasted at 3%. Mr. Luker noted that the employer contribution for STRS will continue to go up over the next few years to a maximum of 23%. In Year 5 of the analysis, school year 2020-21, the net income is forecasted to be \$56k
 - The committee reviewed the provided salary schedule with actual 15-16 salaries, raise % and proposed 16-17 salaries with these raises. A comparison was made to Santa Ana Unified School District (SAUSD) and other charter high schools in Los Angeles and San Diego. Various charts were also provided that showed average teacher salaries for charter high schools in the State of California. Based on the data provided, Samueli Academy is paying its teachers above the majority

of charter high schools across the state and approximately 6% below SAUSD. Mr. Saba noted that this does not include the fact that Samueli Academy teachers work a longer schedule and also don't receive family benefits. The committees discussed different options of benchmarking against SAUSD or other charter schools and ultimately decided that the joint committees would meet each year to discuss teacher retention, review each teacher's salaries against SAUSD and other competitors as more charter high schools in Orange County start and determine on a year to year basis if adjustments need to be made to the forecast.

- The committee then discussed the possibility of increasing student enrollment by 25, 50, 75 or 100 students to the existing campus. Mr. Luker provided a Budget Scenario worksheet that showed Net income would increase from \$136k as currently forecasted to as much as \$665k if 100 students were added. Mr. Saba talked about how adding this amount of students would not allow for hiring full 1.0 FTE teachers in specific subjects due to their not being enough students to fill those classes. In order to accomplish this, part time teachers would need to be hired and class sizes would need to be increased. This could negatively affect the culture of the school, performance of the school and also could lead to less teacher satisfaction due to higher class sizes. Conversely, it was discussed that this may be necessary for budgetary reasons if fundraising is not as successful as hoped or if teacher salaries or other expenses are higher than currently forecasted. After a lengthy discussion the committees recommended waiting until next year after a full class of 500 students is on campus to see how this affects the school. It was also noted that we cannot complete a parking study until March 2017 to determine if the City of Santa Ana would allow us to increase the number of students. In the meantime, for planning purposes, the committee instructed management to design any future buildings with enough flexibility to accommodate more students.
- The committee then discussed the potential for an independent study program. Mr. Saba discussed many of the advantages of such a program such as a much lower impact on your facilities since the students are off campus, higher net profitability due to receiving full ADA and not having to have the amount of facilities and other ancillary costs. It could also be a way for us to reach more foster youth who are not able to be in a traditional school setting. Areas of concern included the start-up costs and how to pay for them and our ability to attract an administrator and enough students to this program. Mr. Saba has been in discussion with a potential candidate that would have this expertise and would help us create a budget. The committee instructed management to work on putting together a proposal in the next 6 months to present to the various committees

The meeting was adjourned at 6:00 P.M.