



November 13, 2023

Call to Order

Chair Treml called the November 13th Meeting of the Two Rivers Board of Trustees to order at 6:00PM at 4th Street Elementary School. Chair Treml opened the meeting by explaining that the meeting would be held per the Open Meetings Act and recorded.

Roll Call

Board Members

Gregg Treml, Chair	Present
Ahnna Smith, Vice Chair	Present
Kimberly Eddings, Secretary	Present
Ben Robins, Treasurer	Present
Elle Carne, Trustee	Present
Lauren Hamilton-Edward, Trustee	Absent
Malik Husser, Trustee	Present
Alvincent Hutson, Trustee	Present
John Phillips, Trustee	Present
Derek Pierce, Trustee	Present
Jessica Proffitt, Trustee	Present
Michael Murphy, Trustee	Present
Erin Sheehy, Trustee	Present
Cara Williams, Trustee	Present
Aswathi Zachariah, Trustee	Present
Belicia Reaves, Executive Director and Ex Officio	Present

Others Present

Michelle Kimso, Executive Assistant
 Aurora Steinle, Chief of Staff
 Khizer Husain, Senior Director of External Relations
 Mary Gornick, Senior Director of Human Resources
 Rachel Coad, 4th St FSA President
 Anya Stockburger, 4th St parent
 Ashley Stone, Middle School Principal
 Guye Turner, 4th Street Principal
 Megan DeRitter, Young Elementary Principal

Approval of Meeting Agenda

Trustees Husser, Pierce, Phillips & Zachariah were not present for the vote. All other Trustees voted to approve the agenda.

Approval of August 19th Minutes

Trustee Murphy proposed amending the minutes to reflect that The Board discussed the potential agreement with Staff Venger and was told Staff Venger represented that there was no non-compete clause with its former employer. In reliance on Staff Venger's representation, the Board approved the contract. Trustees Phillips was not present for the vote, all other Trustees voted to amend the minutes.

Executive Director Report

Executive Director Reaves shared the CAO search update has had a healthy pool of candidates and they plan to have an offer out to the candidate before winter break. She also shared an update to the staff pulse report by comparing it to September. While there was a slight dip, staff are still feeling prepared, safe, have trust and a sense of belonging. Leadership will be further looking into staff wellness, what it means and how to support staff in this area. Trustees suggested inviting families to be involved in the wellness of everyone who is in the building as well as including a new staff metric in the pulse survey.

Finance Committee Report

Treasurer Robins presented the following memos which were shared with the board in advance:

- Employee Benefits Insurance Renewals for FY 24 -Two Rivers has secured updated rates through our insurance brokers at NFP for all employee benefit plans, which include health insurance, dental insurance, short and long-term disability, and life insurance. All plans have effective dates of December 1, 2023.

Carrier	Services	Rate Increase	Estimated Annual Premium
Ameritas	employee dental	-13.8%	Contract value depends on enrolled participants. The estimated annual premium cost is \$77,043. This benefit is 100% employee-paid.
Kaiser Permanente	health insurance	0%	Contract value depends on enrolled participants. The estimated annual cost is \$1,768,110. A portion of this benefit is employee-paid.
MetLife	voluntary life insurance	No rate increase	Contract value depends on enrolled participants. The estimated annual cost is \$20,000. This benefit is 100% employee-paid.
MetLife	short-term and long-term disability insurance	-20.1%	Contract value depends on enrolled participants. The estimated cost for STD is \$55,368 and LTD is \$73,775. This benefit is 100% employer-paid.
MetLife	vision	N/A	Contract value depends on enrolled participants. The estimated cost is \$21,488. This benefit is 100% employee-paid.

- Recommendation - Two Rivers recommends approval of the employee benefits as summarized above.

After a discussion on health insurance and compensation study, all Trustees voted to approve the amendment.

- Contract Renewals for FY 24- Two Rivers used the services of the companies in the below table in FY23. Rates for FY24 were solicited and increased/decreased usage (if any) was considered.

Contractor	Service	Rate Increase	FY23 Cost	FY24 Cost
Teachers On Demand	Education Staffing Agency	No rate change.	\$187,738 (Jan.-June)	Estimated cost is \$150,000. Two Rivers already has a budgeted amount for substitute teachers. This expense will be absorbed without impacting the overall budget.
AMD	Student Transportation	No rate change.	\$55,250	Estimated cost is \$55,000. Two Rivers already has a budgeted amount for student transportation. This expense will be absorbed without impacting the overall budget.

- Recommendation - It is recommended that Two Rivers continue to use the listed vendors. They continue to be effective, affordable partners.

A discussion was held on the contract. It was decided to table the vote until a conflict of interest check was confirmed to be performed on the above recommendations.

An additional discussion was held around the audit.

Development Committee Report

Trustee Phillips thanked Trustees for their participation in giving to the To Nurture Campaign noting that this was the most giving from the Board. Senior Director of External Relations Husain shared that 33% of the community participated in the campaign to raise \$37,000. He also shared that instead of the gala this year, there would be individual experiences that the community can participate in.

Academic Excellence Committee

Executive Director Reaves shared the Beginning of Year data and that Two Rivers continues to outperform other charters, particularly in ELA & Math. Young Elementary and Middle School data in MAP ELA is flat while 4th Street Elementary declined. In MAP Math, minimal change occurred in BOY 2022 and BOY 2023 proficiency across all campuses. Additionally, the gap between African American and Latinos and other racial subgroups is greater than 50%. In PARCC ELA, Young

Elementary and Middle School increased in proficiency while in Math, 4th Street Elementary and Middle School declined and Young Elementary remained flat.

The principals shared what interventions they are using to take students from where they are to where we want them to be. Principal Turner shared that they are aligning rigor with development in EC, cross grade conversations from PS to PK. Principal DeRitter shared that they are looking at data progress monitoring using skills block and stabilizing MTSS (multi-tiered support system). Principal Stone shared that they are working with MTSS to identify where students belong for enrichment groups including a partnership with TFA that currently brings 20 tutors to the Middle School.

A discussion was held around the data including a discussion on what schools need of which Principal Stone shared items from the Amazon wish list to support clubs and both Principal Turner and DeRitter expressed need for afterschool scholarships.

Adjournment

The Board meeting adjourned at 8:03 PM.

Prepared by:
Michelle Kimso/s/
Executive Assistant

Submitted by:
Kimerly Eddings/s/
Secretary