



## BOARD MEETING

6:00 – 7:30 PM, Thursday December 15<sup>th</sup>, 2022

Esperanza School Meeting Room \* 4956 W 3500 S, West Valley City, UT 84120

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Meeting ID: 833 6029 8155

Passcode: 9neuik

## MINUTES

Call to order: Cody Case opened the Esperanza Board meeting at 6:15pm

**MEMBERS PRESENT:** Phil Shumway, Cody Case, Challene Nuvan, Juan Freire, Becky Kemp, Marty Banks

**MEMBERS ABSENT:** Challene Nuvan

**OTHERS PRESENT:** Eulogio Alejandre (Esperanza Director), Ari Moreno (Administrative Assistant), Ivonne Medina, Jesse Hyatt

## WELCOME & INTRODUCTIONS

### ACTION ITEMS:

1. **Review and approve November Minutes-** Phil motioned to approve minutes, Marty Banks second motion to approve. November minutes were approved unanimously.
2. **Review and approve teacher and administration salary 23-24 SY presented by board member Juan Freire-**Juan presented the suggested salary table. The purpose of this adjustment is to make sure that our salaries are closer and competitive to what districts are paying. Juan shared that this will help with teacher retention and will also make us transparent with our teachers. Juan explained the difference between Licensed and LEA specific: Licensed teachers are those who have passed the PRAXIS. LEA specific to

teachers who have not completed the PRAXIS. Administrative salaries on the table include: Vice principals as well as Principal salaries. Juan gave more detail on salaries table. Administrative amounts will be a little higher due to the 220 contract vs the 195 teacher contract. Juan also explained the board wants to acknowledge experience at Esperanza as well as out of Esperanza. The board will acknowledge up to 9 years total in or out of Esperanza. Ivonne Medina explained that the state of Utah has a higher requirement to be considered a teacher. However, other states and countries might not. Ivonne Medina suggested to be cautious as to what everyone considered licensed teacher. Juan motioned to approve teacher and administration salary policy with suggestions and comments as recommended, Phil second motion, motion approved unanimously for the salary table.

3. **Review and acceptance of past Esperanza Policy-** Cody created a method for reviewing the pending policies. Policies were distributed to the board members as well as to some teachers and employees to review and update. Cody requested Ari to add update on policies to January agenda.
4. **Review bonus option presented by board secretary Becky Kemp-**Becky proposed a one lump sum bonus payment. Becky explained the logic behind the proposal and the terms. Becky explained why this proposal would be equitable. Phil mentioned that clarification was needed in order for the employees to understand that this bonus is a onetime thing. This will not be a yearly or ongoing bonus. Phil motioned to approve the bonus table with the changes that the board proposed, Marty Banks second the motion as discussed, motioned approved unanimously for the bonus table.

Board meeting adjourned at 8:05 pm

**ANNOUNCEMENTS:**

Next meeting Strategic January 12, 2023, 6:00 – 7:30 pm, Esperanza Elementary