

**MINUTES OF A MEETING OF THE BOARD OF DIRECTORS OF
THE THOMAS A. EDISON CHARTER SCHOOL OF WILMINGTON, INC.**

August 19, 2024

**THOMAS A. EDISON CHARTER SCHOOL
WILMINGTON, DELAWARE**

Upon notice to all directors and posting of public notice, a meeting of the Board of Directors (the “Board”) of the Thomas A. Edison Charter School of Wilmington, Inc. (the “School”) was held on August 24, 2024.

Directors	Present	Absent
Emile Brown	X	
Mikkel Christie	X	
Wayne Cooper	X	
Nicole Huffner	X	
Kathleen Cheadle	X	
Ollie Johnson		X
Ami Patel	X	

THERE WAS A QUORUM OF THE BOARD

The following people were also present:

- 1. Dr. Principal EL**
- 2. Liz Yates**
- 3. Patricia Winder**
- 4. John Shelton**
- 5. Robyn Neal**

M. Christie called the August 24, 2024 meeting to order at 6:00 p.m.

Approval of Minutes

M. Christie called for a motion to accept the June 17, 2024 minutes. The motion was made by A. Patel and seconded by N. Huffner. The motion was approved by all and carried.

Public Comments –

- Parent – No Comments
- Teacher – K. Cheadle thanked the Board for sending her to the Conference in Boston in June. She stated it was helpful and insightful.
- General Public – No Comments

Executive Committee by M Christie

M. Christie reported, The Executive Committee convened a meeting to specifically discuss the News Journal Article on salaries published on July 25, 2024. The Executive Committee is aware of the concern and perception caused by being listed as the lowest average salary in the state. While we have always known that TECS was never going to be on the higher end of salary scale and have tried to offset the disparity with benefits such as bonuses, holiday celebrations, and teacher appreciation. However, the Exec Committee does understand and share concern of this public perception. This Committee is committed to investigating, and fully understanding, the report over the next month or so. The Board will then publish an official response to be shared with the TECS staff and community.

There are a few items we'd like to understand more: 1. How was the listed average salary of \$46,480 calculated? (We believe the comparable figure for last year to be just under \$52,000) 2. What is our average salary for the 2024-2025 school year (we believe this to be \$54,500) 3. Who is considered a "full-time educator"? (Paraprofessionals?) 4. Does this average salary include additional pay, such as bonuses (holiday & sign-on), lead pay etc.? 5. How is the average salary impacted by new teachers? 6. What is the average salary of staff with 5 years of experience?

Lastly, the Executive Committee would like to create an anonymous means for staff and administration to interact with the Thomas Edison Board. This would be a vehicle to share feedback, negative or positive, regarding Thomas Edison Charter School. After the article, some staff reached out to the board and this reminded us that we should have a means for such communication for those who may want to do so without identifying themselves. We are looking into avenues such as google forms and survey monkeys for such communication and will follow up in the near future.

A motion to accept the Executive Committee Report was made by W. Cooper and seconded by E. Brown. The motion was approved by all and carried.

School Report by Dr. Principal EL

Dr. Principal EL reported our first ever 3-day Leadership Retreat was held on Tuesday, July 23rd, Wednesday, July 24th and Wednesday, July 31st at the new Wilmington University Brandywine Campus. The Instructional Leadership Team (ILT) came together to fellowship, bond and put in the hard work of getting ready for the start of the school year. Two full days were devoted to math and ELA training and preparing our teacher leaders for supporting their teams. One day was focused on positive leadership.

New Staff will participate in our New Staff Orientation on Wednesday, August 14th and Thursday, August 15th.

All staff will return on Monday, August 19th and will participate in a week of Professional Development. All students will return on Monday, August 26th. The first two days are half-days.

The new Book Vending Machine is up and running. We are excited for our students to work to earn coins that can be used to get brand new books to take home and keep.

The modular project is nearing the end. We hope to be inside the buildings and utilizing them the end of August or beginning of September.

The gym floor installation is complete and looks amazing. The new logo is stunning—we can't wait for you to see.

J. Warnick and his team are working extra hard to prep the building to be ready for the first day of school.

Four classrooms are getting brand new LVP flooring. Blue Sky Construction had to demo the old sub floor and pour new concrete before coving with a base. New floors installed this week.

GB shades should be here this week to install new shades in more of the classrooms.

Calvert Mechanical will be on site to start installation of the new water fountains and look at removal of the old water fountains.

A motion to accept the School Report was made by N. Huffner and seconded by E. Brown. The motion was approved by all and carried.

School Financials by P. Winder

P. Winder reported we ended the year with a positive variance. We actually came in positive approximately \$600,000. This was due to State true up funds in the amount of approximately \$100,000. We had to use up some funds or lose them by end of year. One of them was the Reading Grant. We tried to also make purchases, using the money in ways that would be beneficial for next year. We had more grant money to use and did not need to use State funds so that was good. Our surplus cash will not count as revenue again.

The auditor's draft report should be available by end of September.

A motion to accept the School Financials Report was made by W. Cooper and seconded by N. Huffner. The motion was approved by all and carried.

Board Financials Report by W. Cooper

W. Cooper reviewed the Board financial accounts. End of the month balances were as follows: Board Foundation ending balance \$58,140.74, M&T Money Market ending balance \$602,754, M&T checking ending balance \$81,407 and the PNC Money Market ending balance \$250,127.

A motion to accept the Board Financials Report was made by E. Brown and seconded by A. Patel. The motion was approved by all and carried.

Operations Committee Report by E. Brown

E. Brown stated the painters are being asked to do other tasks so that all the weight does not fall on J Warnick and his team. We are getting estimates for new lockers for the third floor. Principal EL stated there is a discussion regarding the water fountain in the gym and possible damage to the new floor. E. Brown is getting quotes for a new score board and pricing for repairs to the stage floor.

M. Christie made a motion that the Board cover the cost to laminate the floor on the cafeteria stage in the amount of \$10,875. The motion was seconded by W. Cooper approved by all and carried.

Board Member Comments

New Business/Open Discussion

M. Christie stated we were well represented at the Charter School Conference. P. Winder stated the 2nd payment for the 25-year Anniversary has been made. Information will be sent out. M.

Christie stated there are still open Board positions for parent and community representatives. E. Brown stated he was asked about a possible name change for the school.

Motion to adjourn the meeting made by N. Huffner at 6:39pm. Motion was seconded by A. Patel approved by all and carried.

Respectfully submitted,

A. Morris May, 9/12/2024