

Present: Ken Smith, Jacquie Marumoto, Zainab Muhammed, Dee Fuller, Kit Kaolian, and Sandy Lefkowitz

The meeting commenced at 8.00 am

- **Personnel:**

- **Proposal to Review, Reclassify and eliminate employment positions:** First item eliminate Dean of Students Position.

- **Addition of Middle school secretary:** The Board was informed that in light of reviewing positions and job descriptions, there was no longer a need for a Dean of Students position. The highly needed position for a Middle School Secretary was more in demand. The salaries for the middle school Secretary position would be less (\$40,000) than the Dean of Students Position (\$51,000). The Board approved the change unanimously.

- **Create 10 month administrative position Curriculum/instructional coach:** There is a dedicated employee in mind for this position, one who has been receiving a number of extra stipends for all the extra work they are doing. It was suggested that rather than giving extra stipends it would be better to make a ten month administrative position. This would be an increase of current salary by about 4K, but would reward a motivated employee and in the end create a more positive dynamic. This change was unanimously approved.

2. Financial committee report:

- **Change in contributions to employee FSA plan. (New 5,000 family, 2500 individual):** It was explained to the Board that The Bridge Academy's current health benefits were much more generous than Bridgeport Public Schools. Therefore, it was recommended changing the employer contribution from 7,000 to 5,000 for family coverage and from 3500 to 2500 for individual coverage. This change was issued in order to be compliant with the Affordable Care Act, which requires a need to switch from current FSA plans to HSA plans. The Board was asked for permission to negotiate for a third party HSA administrative company. It was questioned if the switch would impact the budget. This change would not affect the budget in anyway. The Board approved the change in plan, allowing the negotiation for a HAS provider to be unanimous.

- **Approval of 2014-15 budget. (All employee and salary steps attached):** A motion for approval of the 2014-2015 budget was presented and voted on. After quick discussion where the Board was assured that the assumptions and plans would be reviewed at each meeting, the Board approved the budget unanimously.

3. Adjournment: The meeting adjourned at 8:15.

Kristina Montalvo

Recording Secretary.