

**Board Meeting Minutes  
NYOS Charter School, Inc.  
May 26, 2022**

**Call to Order**

1. Upon determining the presence of a quorum, Dr. David Molina called the meeting to order at 6:00 p.m.

Name	Office	Present	Absent	Arrived Late	Departed Early
David Molina, Ph.D.	Community Member & Chair	X			
Kari Honea, Esq.	Secondary Parent Member & Vice Chair	X			
Kim Cavett	Elementary Teacher Member & Secretary	X			
Joann Jordan	Community Member	X			
Nina Loehr	Elementary Parent Member	X			
Sarah R. Gonzalez	Elementary Parent Member	X			
Matthew Wester	Elementary Teacher Member	X			
Ricardo Levario	Secondary Teacher Member	X			
Kimberly Smith	Secondary Teacher Member	X	7:10-7:15		
Vibha Montiero	Secondary Parent Member		X		
Elif Painaik '23	Student Member	X			
Kathleen Zimmermann	Executive Director	X			
Julie Atchley	Director of Academics		X		
Kendra Shelton	Director of Finance	X			
Terry Berkenhoff	Elementary Principal		X		
Lauren Benoit	Secondary Principal			7:14	

**General Session**

2. Approval of Agenda: The Board discussed the agenda for the meeting. [Strike vote/4c is changed to a discuss, ]

Kari made the motion to accept the agenda as amended.  
Ricardo seconded.  
The motion passed unanimously.

3. Public Comment:

Kelsea Pinkston (Faculty/Staff) shared her experience as an educator at NYOS and her concern over the cost of living in Austin and the discrepancy between NYOS and surrounding school districts.

Christine Derbyshire (Faculty/Staff) shared her experience as an educator at NYOS and her concerns regarding her ability to stay at NYOS at the current pay scale.

Dolores Tovar (Faculty/Staff) shared her experience in recruiting candidates for NYOS and how potential candidates have many concerns about NYOS' pay scale and benefits.

Samantha Gladwell (Faculty/Staff) shared the increasing negative interactions of parents with our faculty and staff and the importance for our school to protect and support our teachers with this.

Kelsea Pinkston (Faculty/Staff) read a letter written and signed by the NYOS Senior Class asking the Board to increase teacher and aide salaries to be more competitive with surrounding districts.

4. New Business:

- a. Teacher Pay Scale: The Board discussed and voted on teacher pay scale.

Kari made the motion to approve the teacher pay scale for the 22-23 SY.

Nina seconded.

Ricardo and Kimberly voted against and all others voted for.

The motion passed.

- b. Instructional Aide Pay Scale: The Board discussed and voted on instructional aide pay scale.

Kari made the motion to approve the instructional aide pay scale for the 22-23 SY.

Nina seconded.

Ricardo voted against and all others present voted for.

Kimberly was absent for this vote.

The motion passed.

- c. Substitute Pay: The Board discussed substitute pay for the next school year.

- d. Benefits Contributions: The Board discussed and voted on benefits contributions.

Kari made the motion to approve the benefits contribution for the 22-23 SY.

Sarah seconded.

The motion passed unanimously.

- e. Region 20 Cooperative: The Board discussed and voted on the Region 20 Cooperative.

Kari made the motion to approve the participation in the Region 20 Cooperative.

Matt seconded.  
The motion passed unanimously.

5. Committee Business

- a. David presented on behalf of the Executive Committee.
  - i. David made a call for officers for the next school year and told board members they will be given a survey to fill out if they are interested.
  - ii. David shared that a survey will be sent out asking for board member preferences on committees.
- b. Matt shared that Elif was re-elected to the board as the student member.

6. Closing

- a. The Board discussed items for the agenda for the June 9, 2022 meeting including the updated calendar.
- b. Adjournment

Matt made the motion to adjourn the meeting.  
Ricardo seconded.  
The motion passed unanimously.

The meeting was adjourned at 7:34 p.m.

**Certification:**

These minutes represent a true and accurate account of the regular Board Meeting of NYOS Charter School held on May 26, 2022.

*Kim Cavett*

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Kim Cavett  
Secretary