



**PROVIDENT CHARTER SCHOOL  
MINUTES  
OF THE MEETING OF THE BOARD OF DIRECTORS OF PROVIDENT CHARTER  
SCHOOL**

February 8, 2022  
6:00 – 7:30 PM

<b>BOARD MEMBERS PRESENT</b>	<b>BOARD MEMBERS ABSENT</b>	<b>OTHERS PRESENT</b>
	Dr. Jean Ferketish	Maria Paluselli
David Baker*	Andy Patterson	Alan Shuckrow
Curtis Kossman	John Rushford	Rachel Owens
		Kathy Clark
Joseph DiMario*		
David Whitcomb		
Daniel Sponseller		

\*Via Zoom

**Executive Session**

At 5:30 pm the Board met in executive session to discuss certain personnel matters and to confer with counsel regarding same.

**Public Meeting**

Curtis Kossman convened the public meeting at 6:00 p.m.

**Public Comment**

None.

**Approval of Minutes**

**ACTION:** Upon motion by Mr. Kossman, seconded by Dr. Whitcomb, the Board unanimously approved the minutes of the regular Board meetings for the months of November and December,

2021 (December 2021 as corrected at the February 8, 2022 meeting to reflect the accurate amount of the teacher bonus of \$2,500), copies of which were previously circulated by Mr. Sponseller.

### **Report on Governance**

Mr. Shuckrow, counsel for the School, gave a brief legislative update concerning charter schools. It was decided that he would prepare a letter to Governor Wolf describing the detrimental effects which a reduction in funding for our charter School would have on our School.

The Board also discussed the advisability of retention of special labor and employment counsel. Mr. Shuckrow recommended the Campbell Durant firm of Pittsburgh, who prepared and submitted a proposed retention letter which was circulated and reviewed by the Board.

**ACTION:** Upon motion by Mr. Kossman, seconded by Mr. Sponseller, the Board approved the retention of the Campbell Durant firm pursuant to their proposed retention letter dated January 24, 2022.

### **Report on School Operations**

Ms. Paluselli provided a brief Covid update and reported that the positive tests peaked in January and had declined considerably to approximately three in February and that there were no serious illnesses, and that quarantine periods for those exposed to persons with Covid had been reduced to 5 days.

A possible safety and security upgrade was discussed very generally, with potential further discussion to be held in the future.

Ms. Paluselli also described and discussed a planned 8<sup>th</sup> grade trip to Washington DC and circulated a flyer prepared by Thomas Tours Travel describing the trip, to be scheduled in June 2022. Mr. Shuckrow and Ms. Clark will review the proposed contract with the tour operator, and Ms. Paluselli will make sure that appropriate consent forms are prepared and signed by parents for the trip.

Ms. Paluselli also described and presented to the Board an Emergency Instructional Time plan, as required by the Commonwealth of Pennsylvania.

**ACTION:** Upon motion by Mr. Kossman, seconded by Mr. Sponseller, the Board approved the Emergency Instructional Time plan presented by Ms. Paluselli, a copy of which will be filed with these minutes.

The Board also reviewed and discussed a proposal from the University of Pittsburgh regarding the desirability of and willingness to help establish a Sensory Room and Sensory Walkway at the School. The Board and staff responded favorably to the proposal, a copy of which will be filed with these minutes, and this will be pursued further by Ms. Paluselli and staff.

### **Report on Hiring**

Ms. Paluselli reported on new hiring as reflected in Appendix A to the Agenda.

**ACTION:** Upon motion by Mr. Kossman, seconded by Mr. Baker, the Board unanimously approved the hiring reflected on Appendix A to the Agenda for this meeting.

### **Report on Business Services**

**ACTION:** Upon motion by Mr. Kossman, seconded by Mr. Sponseller, the Board unanimously approved the vendor purchases for December 2021 and January, 2022, provided by Ms. Paluselli, a copy of which will be filed with these minutes.

### **Enrollment Report**

Ms. Paluselli presented the current enrollment report which was attached as Appendix B to the Agenda.

### **Report on Finance and Facilities**

Mr. Kossman submitted the Treasurer's Report for January to the Board, a copy of which will be filed with these minutes.

**ACTION:** Upon motion by Mr. Kossman, seconded by Mr. Sponseller, the Board unanimously approved the Treasurer's Report for January, 2022.

Ms. Paluselli also reported a group called the Pittsburgh Business Exchange will be having a social event February 16 and will donate part of the proceeds to the School. She also updated the Board on the October and November 2021 donations to the School, and on certain physical plant improvements underway.

### **Award of Salary Increase**

Mr. Kossman, on his own initiative, stated that he believed that in light of the substantial increase in the inflation rate - unprecedented in decades, and amounting to in excess of 7% annually under current circumstances - it is necessary and advisable that the School provide an increase in teacher salaries in order to mitigate the effect of such inflation and to enhance the competitiveness of our teacher salary rates. He advised, after reviewing the current financial condition of the School, that it would be possible, with substantial belt-tightening and continued focused attention on other expenses, and assuming continued success of the School's operations, to increase salaries across the Board by approximately 7%. The Board members engaged in a lengthy discussion of the risks and feasibility and benefits of such an increase, and overall the Board members were in favor of such an increase. The Board then discussed the issue of when the increase could be implemented, and was advised that it could be implemented immediately in light of the School's current financial condition.

**ACTION:** Upon motion by Mr. Sponseller, seconded by Mr. Kossman, the Board unanimously approved, in light of the foregoing, the implementation of a 7% salary increase for all School employees, to be effective February 15, 2022.

**Family Engagement**

Ms. Pauselli also reported on very positive survey results from student families regarding their teacher conferences at the School, and provided a link to those survey responses. She also reported on the School's Spring Family Engagement Series, and provided flyers describing same. The Board responded very positively to the planned series.

There being no further business, the meeting was adjourned at 7:30 p.m.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Daniel J. Sponseller  
Secretary of the Board