SIDE BY SIDE
CHARTER SCHOOL

Board of Directors Meeting
May 27, 2025
FINAL Minutes

Present: Matt Nittoly, Anne Dichele, Todd Parkin, Deb Whalen, Amanda Gormley, Stephanie Cecio, Nicole Shagoury, Nell Conroy, Larry Cafero, Adam Norris, Kim Grimm, Linda

Absent: [none]

Meeting called to order at 5:27 PM.

Motion to approve April meeting minutes made by Anne and Adam. Approved by all present members.

Jim Martinez was present as a prospective member of the board in a community seat. Voting on new members will take place at the next board meeting.

Director Update:

[Matt to provide]

Executive Session:

Motion to leave regular session and enter the executive session made by Anne and seconded by Deb at 5:54 PM.

Motion to approve new contracts for Matt Nittoly and Mary Newbery made by Adam and seconded by Nicole. All board members approved the motion.

Motion to return to regular session made by Todd and seconded by Anne at 5:58 PM.

Finance committee:

I. FY26 BUDGET:

SIDE BY SIDE
CHARTER SCHOOL

For the FY26 Budget Summary-- As an important point of reference, please consider the adjusted net income/loss (bottom-line) in the FY26 budget draft: (-$70,307)

While no one wants to see a projected loss in net adjusted income, it is important to consider that our Finance committee continues to utilize a cautious and conservative approach to budgeting for Side by Side. Our actual adjusted income/loss has always come in more favorable than budget. For example, on this same budget summary document you will see a comparison between this current year's budgeted net vs the actual net. (The FY25 "budget" shows that last June we budgeted for a similar adjusted net loss of -$70,307 for FY25. However, you will also see another column "10Mo Act2 Mo proj"— this is 10 months of actual data combined with only 2 more projected months remaining in the year. **Here we can see that our (close to) actual net adjusted income is +$2,401** for FY25.

The SBS Finance committee will be prepared to present additional opinion and information related to our proposed budget at next Tuesday's meeting.

II. 2025-26 Proposed Certified Teacher Salary Schedule AND Proposed Non-Certified Pay Rate Schedule :

A) Certified Teacher Salary Schedule: Favorable compensation for Side by Side certified teachers has always been a purposeful incentive for attracting quality teachers to our program. Most steps and levels of the Side by Side teacher salary schedule outpace that of Norwalk Public Schools. Our Finance Committee has always used the template and formulaic reasoning that goes into NPS's salary schedule to help determine a schedule of our own. While attending to this task most recently, it was discovered that NPS made changes to their system to no longer implement COLA (cost of living adjustments) but to instead rely on step increases only for compensation growth. In order for Side by Side to use a similar approach, more time is going to be needed to make certain that we develop a well-balanced salary scheduled that provides compensation increases that are deserved, but simultaneously is something that can be sustained at SBS for the long-term. **For this reason, the SBS Finance Committee will be proposing the attached 1-year Certified teacher Salary schedule for the 2025-26 school year**. By adopting a 1 year schedule, this will give us more time to dig deeper next year in creating a new 3-year schedule for 2026-2029. It is also our hope to encourage volunteers from the SBS certified faculty to join the Finance Committee so that representation from our certified teaching staff can be part of this important process as well.

SIDE BY SIDE
CHARTER SCHOOL

B) Non-Certified Pay Rate Schedule: The non-certified pay rate schedule has not been adjusted for 5 years. It is proposed that the starting rate for Teaching Assistants be increased from $20/hour to $23/hour to remain competitive in attracting quality candidates. All employees currently scheduled to receive less than $23/hour will be adjusted to as well (so that no one is below that rate)

- The board reviewed and discussed the proposed budget and teacher salary changes for the next school year. To be voted on at the June board meeting.
- The board reviewed and approved the 2023 tax return.

Fundraising committee:

- Need to begin planning next year for the Gala for the school's 30th anniversary

Action Items:

- Vote for community members at next board meeting

Meeting adjourned: motion to adjourn at 6:35 PM by Adam. Seconded by Todd. All present members agreed to adjourn.