MINUTES
GOVERNANCE COMMITTEE MEETING
March 11, 2019

1. Staff Compensation
   A. Discussion of Steps and Lanes proposal
   B. Discussion of PTO proposal for Administrative Staff
      a) Remove Good Friday as a paid holiday
      b) Allow .5 additional PTO days to be earned monthly. This would result in an additional 6 days of PTO for a total of 30 PTO days for Administrative Staff
      c) Increase maximum banked days from 30 to 40

Committee approved both proposed Steps and Lanes compensation schedules, subject to Finance Committee review, for teachers and administrative staff and the proposed PTO changes for administrative staff. Recommend that Board approve and that Employee Handbook be modified. Finance will make the motion.

2. Formation of a School Foundation
   A. Proposed Name Suggestions
      a) Spero Academy Foundation
      b) Spero Academy Partners in Excellence Foundation
      c) Spero Academy Development Foundation
   C. Selection of a Board Chair
   D. Recommendation to Board to Incorporate – cost $6,000

Committee approved the formation of a non-profit foundation corporation under the name Spero Academy Foundation. Committee recommends that Board authorize our attorney to incorporate.

3. Strategic Plan Update
   a) All team leaders to meet with Governance Committee at the April 8th meeting

Committee discussed the status of the individual strategic plan sub groups. Each group leader will meet with the Governance Committee on April 8th to present the data they have received.

4. Adjourned