

## Gathering Waters Board Agenda

March 28, 8:30 a.m.

**In Attendance: Dan Kurz, Gabrielle Schuerman, Anny Hamshaw, Janet Gordon, Eliza Murphy, Elizabeth Hamshaw, Melanie Everard, Emily Turner, Jonny Norris**

### **I. Discussion of salary Boost for ASA**

Proposal to add 7500\$ “Boost” to the Academic Support Administrator position in recognition of the increased responsibilities and time commitment of someone in this position expected to support not only students with IEPs and their families but also teachers facing issues with behavioral and learning issues in their classes in addition to coordination of special ed services as outlined in the job description. Given the largely administrative aspects of the position and the need for coordination of services during school vacations this position would fall under the administrative PTO policy.

Concerns were raised about what constitutes a larger “scope” of a position that then warrants such a boost. There are concerns about whether we will keep feeling compelled to offer a boost to perhaps the guidance counselor or other positions and how that might affect the budget. Recognition was given to the market value of such a position and the fact that we might not attract qualified candidates without such a boost but at the same time we acknowledge that we believe strongly that all work should be valued as equally as possible. It was acknowledged that as we start out we may get some things “wrong” but we have the ability to go back and review them and make changes as needed. Motion to approve the 7500 boost was made by Gabrielle. Seconded by Emily. Unanimously approved

It was agreed that this position should be subject to Admin PTO policy and that we would form a small group to further articulate and define what warrants a boost. The suggestion was made to perhaps clarify our salary structure to include acknowledgment of the role of market rates and perhaps state that we will attempt to align salaries within 10,000 of market rates. Emily and Gabrielle will begin work on this.

### **Academic Support Administrator/LEA Liaison Job Description**

The Academic Support Administrator / LEA Liaison works under the direction of the Lead Administrator and in collaboration with the Faculty to coordinate the special education and counseling needs of students at the School. They are the point of contact for the LEA and coordinate support services between the LEA, the School, and families of students.

### **Qualifications:**

- Minimum of five years of teaching experience/ special education experience preferred
- Waldorf teacher training and/or Waldorf teaching experience preferred
- Bachelor's degree in education or related field

**Responsibilities:**

- Writes referrals for special education evaluations and coordinates meetings between the District Special Education Liaison and families
- Coordinates and supervises staffing at the school to implement IEP plans and reviews these plans regularly in conjunction with the district LEA
- Communicates with OT, Speech and Language and PT providers to coordinate services
- Writes and organizes 504 plans
- Coordinates access to students support services including tutoring and counseling outside of the usual special education process
- Communicates with classroom teachers and supports them in accommodations prior to initiating IEP or 504 process
- Communicates and works with parents to help them create supports at home necessary for student success
- Serves as a member of the child support team with the guidance counselor to address social and emotional needs of students
- Teaches small groups of both IEP and non-IEP students when extra support is needed

**Salary Structure**

At Gathering Waters our commitment to social justice extends beyond the curriculum and classroom into the fabric of our school community. We are committed to transparency in our salary and benefits package and have based our starting salary on a living wage with yearly increases according to experience. In recognition of the extraordinary demands placed on the Lead Administrator and Business Administrator founding a chartered public school these positions will receive an additional “boost” as outlined below. The benefits listed below are minimum starting benefits. Gathering Waters is committed to providing as full a benefit package as possible, as soon as possible. Further information about benefits will be forthcoming.

**Salary Structure for Teachers, Lead Administrator and Business Administrator**

**Base 39,000**-Assumption of Bachelor’s Degree in education or related field and Waldorf teacher training or Waldorf Teaching Experience; NH teaching credential encouraged

- + 500 per year relevant FT working experience
- + 250 per year relevant PT working experience
- +2000 for Master’s Degree and 4000 for PhD
- + 20,000 “boost” for Lead Admin Position
- + 7500 “boost” for Business Administrator Position

