

Zoom Link	https://salemacademycs.zoom.us/meeting/register/aOi2GfNVQh6X5KfsU3cxvg
Members Present	Eddie Aroko, Rick Winter
Members Absent	
SACS Staff	Stephanie Callahan, Krissy Sgambellone, Natalie Minaya
Recorder	Fallon Burke
Guests	Cami Hennekens, Rob Pelletier
Start Time	8:06 am
End Time	9:08 am

- I. The meeting was called to order by Eddie at 8:06 a.m. Rick moved to approve the minutes, seconded by Stephanie. The minutes were unanimously approved.
- II. Krissy Sgambellone provided an update on employee benefits, managed through HR Knowledge (HRK). Open enrollment is in June, with new plans starting in July. Vision coverage is fully covered by employees, while health and dental follows a 65/35% split. The school offers one health plan with four tiers, one dental plan with two tiers, and one vision plan two tiers, along with long-term disability and an Employee Assistance Program. Eddie inquired about benefit changes and whether employee feedback is gathered; Krissy confirmed that we are starting a task force this year to gather more staff input.
- III. Stephanie Callahan introduced the committee to the compensation comparison tool used annually to assess our compensation relative to neighboring districts. The analysis includes districts where SACS teachers have historically transitioned to. Currently the FY26 comparison includes Beverly, Salem, Danvers, and Marblehead factored into the average, while Lynn, Swampscott, and Peabody are excluded due to upcoming collective bargaining agreements. Notably, Danvers now has the first teacher salary exceeding \$100,000 at Year 13 with a Master's degree.
- IV. SACS aims to remain competitive, particularly with Salem, as this is the city in which we are located, and what our state tuition income is based on, and to stay above the average where possible. Looking to next year, we would need to increase our scale by an average of 7.7% in order to meet this goal. This first draft could result in returning

teacher salary increases averaging 11.7%, while paraprofessionals could see an estimated 11% increase for FY26. Wage transparency laws were discussed, with job postings now including salary ranges.

- V. For the FY26 budget, two models are being developed—one with federal funding included and one without. The goal is to limit the total salary and wages increase to 4%, while tuition is projected to increase by 4.5%, but budgeting for 3% and expenses by 3%. As a point of reference, our FY25 budget originally projected a \$100,000 bottom line, but the school is now expected to end with approximately \$175,000, due to both differences in income and expenses.
- VI. The committee discussed the need for a formal policy on sponsoring international teachers. Sponsorship involves specific legal costs covered by the school, with potential additional expenses based on individual circumstances. The process is lengthy and subject to government approval. Given the school's current situation, a policy is needed for both immediate and future cases. The goal is to have a draft policy ready for a vote at the March Board of Trustees meeting.
- VII. The meeting adjourned at 9:08 am.