



Round Rock Christian Academy
Board of Directors Meeting
June 3, 2021

Directors Present

Russ Agosta
Erika Aleman
Joseph Fernandez
Alexis Michael
Todd Whitley
Susan Oglesbee
Barry Haag

Absent

Bonnie Sells
Kenneth Plunk

Staff Present

Becky Blauser
Julie Grosser

Before the Board meeting began, Todd Whitley took time to recognize Joseph Fernandez and Erika Aleman for their service on the Board. Erika has been our PST Board liaison this year. Dr. Fernandez has been on the Board 4 or 5 years, and we appreciate his years of service to RRCA.

The meeting was called to order at 6:49 pm. Todd Whitley called for approval of the agenda, Russ Agosta motioned that the agenda be approved, Barry Haag seconded the motion, all were in favor, and the motion was approved. The Board minutes from the last meeting were reviewed, Barry Haag motioned for approval of the minutes, Russ Agosta seconded the motion, and the motion was approved.

The Executive Committee recently met with Clint Sonnier. He is a business owner in the community, active in Athletic Boosters, and his 10th grade daughter has been at RRCA since Kindergarten. The Executive Committee recommends that Clint Sonnier be added as a Board member. Alexis Michael made a motion that Clint be added, Joseph Fernandez seconded the motion, all were in favor, and the motion was approved. Clint was welcomed to the Board.

Todd asked that Board members let him know if they know of anyone interested in serving as an officer. A call was made for a motion that current officers serve one more year. Russ Agosta motioned that all current officers serve one more year, Joseph Fernandez seconded the motion, all were in favor, and the motion was passed.

Financials

Barry began with focusing on the April financials. We had \$1.517 million in cash at end of April. All accrued fees and prepaid income is at about \$393,000. If the PPP loan amount of \$553,000 is backed out, then it leaves us with \$592,000 in cash. Other debts are at about \$65,000. Once the PPP loan is forgiven, our cash total is \$911,000 if we paid off everything but the building. We are in a great cash position.

Under Income and expenses, tuition is ahead of budget \$81,000, with registration and new student fees up. We have a new line item, summer programs revenue, of \$18,000 and hope to grow this into something bigger for future years. There is \$138,000 contribution in revenue that is not budgeted. Income is currently \$261,000 ahead of budget.

Under Expenses, salaries are below at \$62,000, while Curriculum expense dollars are ahead of budget. Technology is ahead of budget \$25,000. We did receive grants for the majority of our technology purchases.

Facilities expense is currently down \$71,000. Expenses are \$197,000 ahead but that includes depreciation expense. Currently we are \$64,000 ahead of the budget in net income. By adding more students in the new school, this has allowed our cash flow to be so healthy. We did write off \$15,000 in bad debt, additional gala and spring event expenses.

We applied for the EANS grant money. If we get approved, \$145,000 of the funds we receive will pay for expenses that we have already incurred or that we will have in the next two years. There were 333 schools that applied through the EANS program, and it was specifically for private schools. The deadline was yesterday, and we should receive an answer by the end of June. It's a no strings attached grant.

Teacher Pay Proposal

Since 2012, the teachers have been on a step increase and receive a small increase each year. It is not a merit-based system. In RRISD, beginning teachers make \$49,000, and at RRCA beginning teachers make \$30,000. There are about 194 working days of the year. This year our goal is to give the teachers a bit of an increase to the step ladder. We still need to pay the building loan note down to \$6.5 million. The attached proposal is for a 4% increase, and for a masters they get a bit more. Most of our teachers have been here more than 10 years. The impact to the budget would be about \$56,000, and the average increase would be about \$2000. The teachers do not know about this, and have signed their contracts based on the old numbers.

Alexis Michael motioned for the teacher increase to be passed, Barry Haag seconded the motion, all were in favor, and the motion passed. On the admin side, staff typically get a 2% raise each year. Barry asked if Becky would go through the admin side and principals to make sure they are supported as well.

Todd Whitley agrees that we should continue to work on the area of salaries. This is a starting base for helping out our teachers and improving their pay. We will need to do a little bit every year to catch up. We have always used the tuition discount as part of the incentive for teachers (to supplement their pay). Other private schools don't give always give as much credit for teaching in public schools. Some private schools cap at only counting 10 years of public school experience towards the salary scale. We were also able to increase the Christmas bonuses by another \$100 this year.

Head of School Report

As of today, enrollment is at 588. Currently we are deciding between opening a new class in Kinder or PK, and we can only open one additional classroom on that hallway. We do have people on the waiting list for PK, so we will be making the decision soon about which class to add.

Because our base keeps growing, we will keep pushing the numbers up and are already running out of classrooms. We may have to decide to get rid of the PS3s program.

We still have about 300 COVID tests left, in case we need them. Today we found out one of our Kinder students has leukemia and a blood disorder.

We intend to have a normal school year next year. We did get our official letter of accreditation. We have a Christian and secular accreditation, giving parents of seniors the reassurance that their students can get into major colleges and universities.

Some common questions we get on tours are what is our stance on the Equality Act and will we have genderless bathrooms?

We are thinking we will have about 600 students for the Fall 2021 school year. We will probably need to add about four classrooms to the gym.

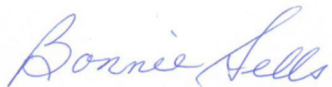
New Business: Proposed Board meeting dates are listed in the Board packet.

August 19 will be our next Board meeting.

With no other Board business, Joseph Fernandez motioned for the meeting to be adjourned, Erika seconded the motion, all were in favor, and the meeting was adjourned.

PENDING Approval

Respectfully submitted,



Ms. Bonnie Sells
Round Rock Christian Academy
Secretary, Board of Directors