



Maisian Schiung, representative from the Superintendent Renewal Committee reported on the recommendation for Dr. Hang's 3 Year Superintendent Renewal contract as presented . The Superintendent Review Committee agreed on the following:

**Bonus:** If superintendent meets the following goals for School Year 2015 through 2020.

- Academic goal #1: 85% of Kindergarten-12th grade students enrolled with HCPA from October 1 to last day of school and have taken both the fall and spring MAP assessments, will demonstrate an average of one year's growth in Reading comprehension.
- Academic goal #2: 85% of Kindergarten-12th grade students enrolled with HCPA from October 1 to last day of school and have taken both the fall and spring MAP assessments, will demonstrate an average of one year's growth in Math comprehension
- Annual Non-Academic goal #3: 85% Kindergarten-12th grade students enrolled with HCPA from October 1st to the last day of the school will sustain an average attendance rate of 75%.
- Annual Non-Academic goal #4: All juniors (11th grade) students who are eligible to take the ACT will participate in the college entrance examinations each school year and sustain an average attendance rate of 92%.
- Goal #5; Financial Goal: The Superintendent will ensure that the school is able to meet the annual enrollment goal for each year during 2016-2020 per the 5 year budget model approved by the board on September 2015.
- Goal #6: Staff retention Goal: The Superintendent shall ensure that K-12 school sustain a staff retention rate of no less than 80% each year from 2016-2020. If these goals are met, bonus will be given as follow:
  - 4 out of 6 goals met =5% bonus
  - 5 out of 6 goals met =6% bonus
  - 6 out of 6 goals met=7% bonus

Motion to moved by *Mr. James Cave* and seconded by *Ms. Christy Youngvang*. **Motion passed unanimously.**

- **PTO days:** 25 days of PTO in granted. PTO hours to be payout at the end of fiscal school by June 30th will be cap at 10 days (80 hours). She may carry a max of 80 hours to the following school year. Motion to move 25 days of PTO Payout at the end of fiscal school year to not exceed 10 days (80 hours) on June 30. Can carry up to 80 hours max over to the following school year. Motion was moved by *Mr. James Cave* and seconded by *Ms. Christy Youngvang*. **Motion passed unanimously.**

Motion to approve Dr. Hang's Superintendent Contract Renewal from 2016-2020 was moved by *Ms. Maisian Schiung* and seconded by *Mr. Vue Thaow*. **Motion passed unanimously.**

### **New Business Items:**

PSI Enviroment Proposal – Review/Approve

- Council, Paul Markwardt gave an overview of the Phase 4 Project and the the General Resolutions for Reimbursement between HERC Building Company to HCPA School. Piper Jaffray, the undewriting company will handle all aspects of teh bond financing for the project. Paul also stated that there should be project managers that oversee the project and suggested that those should be people who are knowlegeble and have a strong understanding of the need for the HCPA/HERC Phase 4 Project. Dr. Hang presented tehe board with details of information to be considered for Project Managers and Associated Fees. Based on the two recent bonds that closed in Sept 2015, Noble Academy paid the Project Manager Fee of \$650,000. New Millinium Academy had just completed their Bond Project in Sept 2015. New Millinium paid the Project

Manager Fee of \$450,000. Per 2-3 Bids from from other Project Managers, they charge the fee of 2% or 3% of the total Project Cost. Based on a project of \$25 million, the Project Manager Cost would \$500,000 - \$750,000.

**Project Manager Proposals:**

- Dr. Hang Proposal to serve as Project Managers for Phase 4 Project. Dr. Hang is proposing an estimate of working 15 hours per week for \$80/hour. Refer to Dr. Hang's Proposal for more details.
- Mr. Paul Yang Proposal to serve as Project Managers for Phase 4 Project. Mr. Yang is proposing an estimate of working 15 hours per week for \$80/hour. Refer to Mr. Yang's Proposal for more details.

Motion to approve Phase 4 project including PSI enviroment proposal and Piper Jaffray retainer agreement was moved by *Mr. James Cave* and senconded by *Ms. Christy Youngvang*. **Motion passed unanimously.**

Motion to accept Dr. Hang and Mr. Pao Yang as Phase 4 to serve as Project Managers were moved by *Mr. Vue Thaow* and seconded by *Mr. James Cave*. **Motion passed unanimously.**

Motion to adjourned meeting at 6:27pm was moved by *Mr. Vue Thaow* and seconded by *Ms. Maissian Schiung*. **Motion passed unanimously.**