

## MINUTES

The Board of Trustees  
The Metropolitan Regional Career and Technical  
Center  
325 Public Street, Providence, RI 02905  
May 12, 2016



Present: Clark Greene, Loren Spears, Lela Morgan, Omar Ajaj, Michelle Curreri, Lela Morgan, Stan Goldstein, Kas DeCarvalho, Keith Oliveira

Also Present: Dennis Littky, Lucas Lussier, Nancy Diaz Bain

8:13 Meeting called to order

Introduction of new Board Member: Clark Greene

Discussion/vote to approve Minutes from 3/17/16

- Motion by Keith Oliveira and seconded by Lela Morgan to approve the March 17, 2016 minutes.  
All those in favor: 9; opposed: 0; abstain: 0.

Advocacy Work Update

- Nancy had a positive meeting with Kevin Gallagher and will continue to communicate budget concerns and future plans.
- Next year is the point at which local aid will not increase any further but state aid continues to drop until fiscal year 2022 which is when the funding formula is fully implemented. At that point the MET deficit will be close to 6 million dollars and is seeking to prepare now by continuing to advocate for the increase to the funding formula for CTE schools.

Discussion Regarding Status of Budget/District Issues

- Third Quarter
  - \$100,000 came in from the state for building upkeep
  - Currently \$24,000 under budget in total
  - RIPTA conversations about student passes could increase transportation costs
- Cash and Investments
  - Currently all Met investments are held with one financial institution. The Met is currently investigating allocating monies to several banks because of risk concerns and additional fund raising support.
  - There are state policy limits how investments can be made—all short-term, not more than one year. Omar Ajaj and Herb Cummings are looking at the possibilities. [action item]
- Staff Salary Step Information/Discussion
  - Lucas Lussier reviewed the MET staff step salary breakdown based on years of experience, how the steps compare to the Providence School District, and what increases are being considered.
  - It is important to not just look at salary, but the total compensation package.
  - To attract and retain staff, the MET wants to increase MET Salary Steps, matching Providence salaries for steps 1-4.

- For steps 5,6,7,8 the MET's total comprehensive package is greater than what Providence School District offers.
- The increases in salaries, etc. would total \$82,000.
- Stan Goldstein suggested not just matching Providence, but exceeding it to establish our own level of pay. [action item]
- Various options for reimbursement were discussed
  - Stipends for additional leadership roles
  - Investment in the people-- investigate ways to invest in the staff that works on deep levels with students
  - Reimbursement plan that would better the employee
  - Dennis Littky stated that the MET will look into stipends [action item]
    - Investigate how to incentivize staff based on MET principles. Successful MET employees are intrinsically motivated.
- Motion by Stan Goldstein to approve the proposed changes in salary structure in the 10 Steps as submitted today and seconded by Keith Oliveira.  
All those in favor: 9, opposed: 0, abstain: 0.
- Board Seat Discussion
  - Loren, Clark, Kas and Nancy will meet to discuss potential Board of Trustees members. [action itme]

#### Public Comment Protocol at Board of Trustees Meetings:

- The Public Comment Protocol as submitted will be adopted by the board and put up on the MET website.

#### 20<sup>th</sup> Celebration Update

- The May 21<sup>st</sup> agenda was distributed of all day events culminating in WaterFire in downtown Providence.

#### Graduation

- MET Graduation will be held June 13<sup>th</sup> at the VETS Auditorium. Board members who are able to attend should arrive by 5:30 PM.

#### Student Speakers

- 3 MET alumni spoke to the board about their MET experiences and post-MET achievements. All 3 are work-study employees at the MET while they attend local colleges, which gives current students an opportunity to see the alumni's achievements.

9:37 meeting adjourned