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**Strategic Planning**

**October 26th, 2024**

**8:30 am to 11:30am**

Members Present: Jennifer Killan, Claire Wilson, Colton Ballard, Ryan Hatley, Pam Huffstetler, Michael Benfield, Elizabeth Enzana, Michael Satterfield, Lisa Largent, Melia Mauldin, Janiqua Barnes, Holly White, Scott McRainey, Kim Richardson, LaBarbara Southern, Lauren Avery, Jackie Cansler, Paul Tharpe, Tiffany Jattan, Wendi Greemon, Emily Rodgers

1. Jennifer/Claire presented attached presentation
    a. 10 PTO/24 Paid Value Added
    b. 10 days do rollover but only 100 are capped out
2. Michael presented attached presentation
    a. LEA – Local Education Agency
    b. Elements of Success are tired to core values
        i. Academics
        ii. Community
        iii. Character
    c. DSCR
        i. Days is cash on hand meaning we have 1.1 million dollars on hand, it takes $50,000 a day to run the school. The .1 is in surplus and the 1 million dollars is available. The debt service encompasses all of our debt. This is our only debt. Every December and February we do our investor calls. They love to hear of the waiting list and how the board is. They are looking for risks.
    d. Endowments
        i. A typical non profit will have an endowment 200% of their annual budget
        ii. The Endowment grows reliably at 5%
        iii. Our annual budget is 18 million so ours would be 36 Million but we don't need that much
        iv. We have about 150 employees paid based on the Teacher Salary Scale. Every $150K that could be put toward salary per year would be roughly $1000 per Employee
            1. We have some room in some places
            2. What if we designated the current Investment account as the Teacher Salary Endowment – if we took 40% of our surplus and returning 5% and then skimming off 2.5% and putting

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2.5% to teacher salary. In 2043 our bond pay-off and invested dollar's will crossover but we likely don't have this much time.

3. Another option is to take $200,000 and put it in investment and then $200,000 goes to salary line. We still are getting the compounded interest and then still using the investment account to pay of the bond line early.
4. Another option is to pay off the investment as fast as possible and it is still 15 years but we would more than likely lose more teachers.

Signed by:
DAA3DD8158434BA...
Emily Rodgers

Emily Rodgers, PCCS Board Secretary

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# Board Strategic Planning
# HOS Presentation
# Session 3

October 26, 2024
8:00 - 11:30

## What do you like about working at Piedmont?

The support of the administration
The community
The atmosphere/family feel
Working as a team
The collaboration
Being treated as a professional
Being valued and appreciated
Being cared for
Resources and materials are provided
Focus on student success
Discipline issues are handled
We can teach
Parent support

## ES - Why do you like working at Piedmont

I love working here. I love the Piedmont community. I felt welcomed. I can ask anyone for help. I feel loved.

I absolutely love that everybody is so caring, the admin and staff. Everyone is pleasant. People are considerate of our feelings. The parents work harder to help their children. Parents have a voice and it gives them buy- in. I like the dress code. It is a good work environment. I feel like we matter.

I like that I feel respected by the staff and administration. I feel I can make my classroom decisions and I'm viewed as a professional. I feel like our staff is in a good place. In other schools, if I said we needed to do something I got a lot of pushback. We put the EC students schedule on the master schedule.

Everything is teamwork. Admin is always here to assist and answer questions.
Its like family. I like coming to work.

I like everything. I like the people, our families and parents. I like the support we get from you. We do things that make sense. We utilize our money in a smart way. We are strategic and intentional about what we do for students. We are all treated like professionals.

## ES Cont.

It is so nice to have a job where you are appreciated. The staff is amazing and we get support from the top down. Knowing that they have your back is awesome. As soon as I started subbing here, I saw they were close knit. Discipline issues are dealt with.

I love the people. Everyone is so kind and willing to help. I enjoy coming to work now. It makes a difference at home. My husband and daughter can tell I like my job because I was not happy at my previous school.

Coming fresh from a traditional public school for 30 years I see that the Administration is very strong. Efficiency all around. The dress code is outstanding. Administration has high expectations for student behavior. Curriculum. I enjoy Reveal Math and Wonders for reading. Cutting back on chromebooks. The team has the planning down to an art.

The support I get from administration. If I didn't come here I would not be teaching.

I love it here. There are so many things. I was welcomed here. I did not feel supported at all my previous school. Polar opposite here. We have so much support here. That is huge and sets us apart from traditional schools.

The overall general support. Not just in the classroom but also my personal life. Support with challenging students. A team that works together for the kids.

## MS - Why do you like working at Piedmont?

Atmosphere, administration worlds apart from other school experience. I feel supported.

I think that we are a very supportive staff. Admin cares about us and takes us seriously and considers our needs. We are a community as a whole. I am invested in Piedmont.

I like the support and I can actually teach. They give me the opportunity to teach what I think is best. They value me as a teacher.

I came from a traditional public school - I saw that y'all had a position. Y'all don't have positions that open up very often. There is a very good sense of support that you don't get anywhere else. I have always heard such great things. I love the directors and the team. The kids are great. I do not plan on going anywhere else.

I am excellent and doing well. I love the community here. I like that it is not a public school and not a private school. There is respect for each other. It is what democracy looks like. I appreciate the administration for protecting the minds of our young people. Support from administration. It is a nice place to be. Students appreciate being at this school. It's a joy to come to work. I absolutely love the classroom and working with the kids. Wonderful transition from private school.

Admin is wonderful. They step in and do what needs to be done. Staff is super welcoming. Nice positive change. Great environment. It is calm. The teachers are kind to each other and willing to help. I was a local MS and it is a lot calmer this year.

## MS Continued

Everything honestly. I was considering leaving education. I feel supported by the admin. Admin is on our side to better support our students. In previous experience admin does not care about EC. PCCS is very refreshing.

I planned to stay 5 years. That is this year. My son had a baby. Now I want to work 5 more years so I can get my grandchildren in Kindergarten. I can give them a good education by staying until they all get in. If I was not here, I would not be teaching. I am not micromanaged. I am respected for my experience. I am accepted. I respect the admin. I love the kids and the people I work with. I enjoy my job.

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## HS-Why do you like working at Piedmont?

I just feel we are family. I have worked at other places where I felt detached. I feel like I can say what I feel. You make me feel like I have always belonged. I love the camaraderie. The small school and the kids. I love it here.

There are so many things. Honestly, the trust and flexibility. Here they trust us to teach our subject. They buy us the materials we request. they trust us.

I like that we hold the kids accountable for knowing the material and not just pass them along. I worked 12 years where they said design your class so they pass. You can tell the kids who haven't been in Piedmont. They have a lot of opportunities to fill these gaps if they want to.

A lot. I love this school. I couldn't find a better place to work until I retire. The students are good, they are not rude or disrespectful. We have rules, we hold students accountable. Admin is supportive.

So many. The staff, the expectations for kids. The administration is phenomenal and the support is phenomenal. The whole atmosphere. It is a good school. Building great relations. I am very happy

I am glad I made the switch. I love it here. I was at a local public HS. The leadership here is top notch. Smaller class sizes. Average was 30-32. Literally I like everything.

I have worked at numerous schools. Leadership, family atmosphere with co-workers. It is a great place. I am very happy here. I have been the

## HS Continued

The admin support is amazing. The students are held to a higher standard. The first school I have worked at that students repeat a class. The student accountability. The support we get for materials. I get to teach and see that they are learning. I only did classroom management all day at my previous school. This is where to teach.

I always tell people the administration treats you like you are a professional. They trust me. I am not under a microscope. They are there to support.

## Benefits Offered to Teachers




- Medical Insurance through the State Health Plan = $8,095 per year
- 401k ER profit sharing contribution of 3% (whether employee defers or not)
- 401k ER match up to 3% of employee's salary (½ of employee's deferral up to their deferral of 6%)
- PTO days - accrue 10 per year/ 1 per month
- 24 paid holidays per school year
- School pays for all substitutes - current budget line is $200,000.
- Paid Parental Leave - 8 weeks
- Life insurance - $35,000 policy
- Curriculum and classroom materials.
- Referral Bonus $1,000 if we hire an employee they refer to us. Then another $1,000 if they resign for the next year.
- Macbook Air computer

## Beginning Teacher Salary + Benefits

| | |
|---|---|
| Beginning Teacher Salary 2024-25 | $42,000 |
| Health Insurance | $ 8,095 |
| 401k Profit Sharing | $ 1,260 |
| 401k Match | $ 1,260 |
| **Total salary + benefits** | **$52,615** |

Employees earn up to 10 PTO days per year, with a value of $1,954. Employees have the option to accumulate up to 100 PTO days to rollover from year to year.

In addition, the school calendar includes 24 paid holidays which have a value of $4,688.

## Teacher Benefits continued

| | |
|---|---|
| Top Pay Teacher Salary 2024-25 | $58,100 |
| Health Insurance | $ 8,095 |
| 401k Profit Sharing | $ 1,743 |
| 401k Match | $ 1,743 |
| **Total salary + benefits** | **$69,681** |

Employees earn up to 10 PTO days per year, with a value of $2,702. Employees have the option to accumulate up to 100 PTO days to rollover from year to year.

In addition, the school calendar includes 24 paid holidays which have a value of $6,486.