



Finance Committee of the WISH Charter Board of Directors Meeting Minutes

WISH Finance Committee

When

Join Zoom Meeting

<https://exed.zoom.us/j/5482554984?pwd=YUo4aUU0YzlpQ0xiNG80OVZyODludz09Ku>

Meeting ID: 548 255 4984

Passcode: 764306

One tap mobile

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May 15, 2025 at 2:00PM

Meeting Minutes

I. Attendees:

WISH Charter Board Members:

Raj Makwana, Board Member X

Benjamin Tysch, Board Member x

Miles Remer, Board Chair

Jason Rudolph

WISH Charter Staff Members:

Dr Shawna Draxton, Executive Director x

Jennie Brook, WISH HR & Finance Manager x

ExEd

Mike Johnson, ExEd x

II. ITEMS FOR DISCUSSION

1. Proposed Staff Compensation Increase

- a. Starting to get uncompetitive with other schools and LAUSD. At risk of losing good teachers.
- b. Contracts have not yet been sent and are delayed. Need to be sent within the next week. Bonus and amount to be announced as part of the contract.
- c. Shawna is proposing a bonus for staff of about 2% rather than changing the salary table. One-time means we are not locked in for future years

and the expenditure can be booked in this year and paid for with ERC funds.

- d. The Committee discussed whether bonuses were necessary and would be acceptable in lieu of salary table adjustments. Also considered the idea of a bonus pool with merit-based distribution and whether staff that are leaving next year would be entitled to bonuses. Committee ultimately supported bonuses in the amount proposed for everyone.
- e. There was further discussion regarding how the bonuses would be announced to the staff. Jennie will add language to the contract materials announcing the bonus along with the amount.

IV. ADJOURNMENT was at 2:35 p.m.

Approved by Raj and Ben on