

SWAN RIVER MONTESSORI CHARTER SCHOOL  
School Board Finance Committee Meeting  
Tuesday, November 11, 2025 at 2:15 p.m.

The school board will hold this meeting in person at Swan River Montessori Charter School at 503 Maple St. building.

Committee Meeting Agenda

I. ROLL CALL

- a. Board Members Present: Julie, Jana, Claire, Rick, Nicole, Amy S.
- b. Board Members Absent: Amy J.
- c. Other Attendees: Annette, Ashley
- d. Recording Minutes: Nicole

II. FINANCIAL REPORT

Call meeting to order at 2:18pm

Oct - not a lot to say. We still look like we are really good. Will consider revisions as time goes on. We will not owe MDE money back so that's good. We will start to feel the pressure of the 10% hold back as time goes on. Lease Aid application is still not approved but hopefully soon.

ADM - 164

Revenue - 33% of the way through the year, expenses at 27%

MCC - almost reached an agreement with the community center. Max of \$5,000 with parking lot maintenance. Would be a one year agreement. Hoping by December 1st to know the answers from them.

III. OLD BUSINESS

a. Check in on timely payment of bills- Everything has been going great. Bills have been paid on time.

b. Pay Scale and Benefits- Very stable budget, we have increased 2%. The bottom line is if we increase wages we have to increase class sizes or cut somewhere. Add one student to each classroom, that would add about \$70,000 - how would we break down that. Compare other schools to ours -World Learner, Bluffview, local schools. Monticello - front loads where they give you a really good salary right away but then they drop off. Look at surrounding charter schools. Everybody is looking at a 2% increase per student but inflation is much higher than 2%. If we don't add money to the school then we could not increase the salary. Our current pay scale starts at \$38,000 where Monticello is \$44,000. Teachers from year 10-18 are really struggling because they are getting hit the hardest and not making the money they would at a larger district. Our support staff - goes up 2% every year. Monticello starts at \$17.68 and goes up to \$26.40 with a four year degree.

Revenue is only going up 2% for the general ed (so roughly 80% of our budget). Our expenses are only going up more than 2%. Where are we going to find adjustment in the salary?

Paras are saying around \$21 or \$22 at the three year mark

Bump starting pay to \$41,000 and that gives all lead teachers to \$4,000 each.

If we have enough left over, every person gets a bonus.

Annette- took Monticello's pay scale and tried to compare or input Swan's pay scale into their schedule. We need \$100,000 in our budget to put towards salaries if we want a big pay raise.

How would we decrease our budget?

Specials Art and Music would be \$40,000 plus OW \$10,000.

What is cleaning?  $\$4,000 \times 8 = \$32,000$

#### IV. NEW BUSINESS

a.

#### V. REVIEW OF NEXT MEETING AGENDA

a. Date, Time & Location of next Board Meeting: Tuesday, December 9th at 2:15

b. Bringing ideas on how to increase or decrease expenses with the goal to find between \$100,000 and \$125,000

Adjourned at 3:25pm

Old Business

New Business