



SCHOOL BOARD MINUTES

Date: November 10, 2020

Time: 6:30 pm – 7:55 pm

Location: Online via ZOOM

Board Secretary: Marilee Silverstein

Next Meeting

February 2, 2021 | 6:30pm

ZOOM - TBA

In Attendance

Arner, Pam	Guerra, Xochitl	Nash, Chad
Baldwin, Brent	Guild, Jeff	Richardson, Jeff
Blackburn, Steve	Hallam, Keith	Schraeder, Kasi
Brennan, Misty	Hudson, Greg	Shrode, Brent
Crawford, Travis	Hunt, Barbara	Stern, Rick
Feliciano, Gamaliel	Ketelsen, Dave	Stewart, Chris
Ferguson, David	Kossick, Kevin	Verrill, Tom
Flores-Lopez, Brenda	Laing, Blake	Walter, Samantha
Fuller, Fred	Lemon, Duane	Weddle, Melissa
Garcia, Danny	Moody, Nora	

Guests in Attendance

Angi Howell, Marketing/Recruiting Amanda Renslow, English Teacher

Worship/Prayer – Brent Baldwin

Approval of Agenda/Minutes – Nora Moody

Action Requested to approve minutes/agenda. **Motion Approved.11.10.2020.1**

Electronic Voting Results – Nora Moody

The 8th grade Etiquette Trip Email Vote on 10-22-20 passed:

26 - Yes

1-No (to Olive Garden portion only)

Action requested to approve Etiquette Trip. **Motion Approved.11.10.2020.2**

Teacher Spotlight – Amanda Renslow

Amanda Renslow, Sophomore/Junior High School teacher, talked about the COVID-19 challenges and how that has changed her teaching landscape. She noted that the technical issues with online students was sometimes a juggling act. However, the positive side is that the students realize how much they missed being together in the Spring. Renewed sense of focus and realization of how much they like school and being physically present.

Head of School Report– Brent Baldwin

Brent highlights a few areas:

- Preparing some 'positive messages' to send to parents vs. always COVID updates.
- Steve Blackburn and Brent will take a day to strategy and do some visioning. They will then present this to the Policy Committee and await their direction as they craft/edit a plan.
- Equity Report - Xochitl Guerra along with Amanda Anchetta serve on the Equity Taskforce. They are focused on socio-economic, race, culture, and treating people the way they should be treated.
- Brooke Holland – continues to assist teachers by highlighting opportunity for growth/improvement, professional development, etc.
- We are looking to investigate further the following the trips: Senior Class Trip; 8th Grade Class Trip; Wesley Woods.
- MLK Basketball Tournament where 8 academies would be mingling is going to be cancelled most likely. Board member wanted to know the last possible date to cancel.
- COVID-19 Update: Brent trying his best to do the right thing. Legally, nothing CA can do until they test positive. They must be within 6 feet for 15 min or more to be quarantined. Brent use to make individual calls but now the process is to send an email. Health Department has the right to shut CA down if we do not follow their guidelines. With respect to the Elementary/Middle Schools – Brent is leaving it up to the school principal to decide if they quarantine students, whole class, etc.

Action Requested to approve looking into trips and equity report. **Motion Approved.11.10.2020.3**

Marketing & Recruiting Board Report – Angi Howell

Angi submitted her report and discussed Kindergarten Round-Up; High School Academy Day plans with the Art Show being cancelled for sure. In addition, PFE is going well.

Development & Alumni Report – Marilee Silverstein

Marilee submitted her report and noted that the Sandy Erickson Race went well despite being virtual and in fact, the race had the best year ever. Preliminary results show that we raised \$38,504 in corporate fundraising dollars. Revenue from schools was at \$24,226 (compared to \$18,424 last year).

Home & School Report – Kasi Schraeder

H&S is going well. Had a great Spirit Week and Meet the Teacher night, Treat for the 5K, AR treats, uniform sale, and can drive. H&S Meeting is going well via zoom and maybe more parents are able to attend because of the fact that it is virtual. Christmas Shop is in the works.

Elementary & ECEC Principal Report – Missy Weddle

Missy submitted her report and gave Pam Arner some kudos for when she stepped up in Missy's absence. Missy has an amazing circle of friends/colleagues, who have given her the support she needed. All is going well.

Middle School Principal Report – Barbara Hunt

Barbara presented her report and highlights that the Community Service Day and the partnership with Southern. Each class gets to do something.

High School Principal Report – Brent Baldwin

Brent presented his report and touched upon: COVID-19 Updates; SA Vespers was cancelled as 3 out of the 6 SA member were quarantined. Softball – everyone wore their masks and it was a great event. Freshmen went out and did paint balling with about 60 kids. The band played for Veterans Day at the Veterans Park. Zane qualified for Cross-Country and ran 23rd overall. Isha Desai and Morgan Baldwin did well at golf state tournament.

Policy Committee – Doru Mihaescu

Policy did not meet in October. Talked about direction, looking at mission statement, constituency meeting, brainstorming on goals, voted on additional constituent church and grandfathered church in with discounts. Crucial that we have some form of constituent meeting.

Personnel Committee – Misty Brennan

Vote was taken for Head of School Job Description – this has been 2 years in the making. These are the areas that we want him to focus upon. Evaluation will take 5-10 min.

Employee Experience will be sent out. Kevin mentioned that Brent's position as Head of School is different than CA's position as principal.

Action requested to vote on HOS Job Description; HOS Evaluation; and Employee Experience Survey. **Motion Approved.11.10.2020.4**

Finance Committee – Rick Stern and Steve Blackburn

Rick Stern noted that the Audit Report for the year ending June 30, 2020 is not an evaluation on our financial performance but rather a report card on how we conduct business/process/accurately recording, etc. Report was the smallest report he has ever seen. We received the high level "A+"/unqualified opinion for our audit and there were no significant audit recommendations or adjustments. All policies are in compliance except for the Board approved officer compensation policy.

Steve presented the September 30, 2020 Financials and is pleased with the start of the year.

- COVID-19 has certainly had an impact but we are stable. Cash is up 300K and we are down 75K in student receivables.
- We are little behind in our enrollment numbers. We are hoping for a boost in 2nd semester as students tend to trickle in. Total Income is down about 40K.
- Expenses have been reduced though due to direct COVID impacts in substitute teachers and aides as well as corporate travel. Supplies and small equipment purchases are showing increases related to additional equipment and COVID supplies, but overall the budget is performing well.
- The current operating loss is approximately 100K. However, the budgeted loss to date was projected to be 150K at this point so we are doing pretty well and it is a team effort.
- We were careful this summer and did not do any large unfunded capital projects. Trying to defer projects if we can.
- Key Indicators are improving, working Capital is improving.
- Conference to absorb the retroactive 1.6% wage increase for employees for the period from July 1, 2020 to December 31, 2020. Administration suggests we implement the same retroactive increase for local hires.

ACTIONS REQUESTED: Motion to approve CA Audit for the year ending June 30, 2020; September 30, 2020 Financial Report; and Retroactive Wage Increase of 1.6% for the period from July 1, 2020 to December 31, 2020 for local hires. **Motion Approved 11.10.2020:5**

Prayer/Adjournment

Prayer was given and meeting adjourned at 7:55 pm.