



MICS Board of Directors Agenda 11-8-2021

Attendees: Kelly Loving, Kelly Dempsey, Laura Jung, Greg Snelson, Rich Zinno, Eric LaForce, Kevin Wiley (remote), Glenn Byrum

Quorum Status: yes

- I. Call to Order: 5:33pm
- II. Approval of minutes: Laura motion to approve, Kelly L, 2nd, all in favor -- Approved October Meeting
- III. Public Comment: Michael Strauss, Hamani R. Fisher, Amber Agnew, Turkessa Hadley, Ellie Nickelson, Jenny Curry.
- IV. School Report:
 - a. Enrollment and Student Attrition Report: 1,652 students
 - b. New Hires Report: Three new hires, Rich motion to approve, Kelly L, 2nd, all in favor - Approved
 - c. Health and Safety Report
 - a. 44 total positive cases so far, only five of them since last board meeting.
 - b. Averaging less than one student exposure requiring quarantine per positive case on campus.
 - c. NCDHHS has provided guidance about how to move forward to optional face coverings.
 - i. Administration is looking at how to move towards a less restrictive environment and hopes to have a proposal by the December Board meeting.
- V. Review of Face Covering Policy: Eric motion to continue, Laura 2nd, all in favor- Approved
- VI. Committee Reports
 - a. Finance. We have an open action item to discuss staff compensation bump / cost of living increases with or without State Budget
 - b. Governance:
 - Governance committee met on October 28. In attendance were Laura Jung, Kelly Dempsey, and Kim Leppert. Items covered:
 - Update of elementary and middle/high school student handbooks for bullying definition.
 - Updated language was approved by the committee. Kelly L, Motion to approve, Eric 2nd, all in favor- Approved.
 - Current change of CMS policy to prevent students charged with a crime from participating in extracurricular activities. - The committee determined no action was warranted by MICS at this time and such circumstances are limited at MICS and can be handled by leadership.
 - Review of lease policy to determine if onsite supervisor requirement can be removed for long-term leases in good standing. - Committee opted to review after November board

committee meeting after further discussion.

c. HR:

- Discussed the process of a bi-annual review that will include goal-setting and monitoring. Set to discuss in Dec 2021
- Video Investigation action plan was reviewed and concluded leadership has completed all 7 items
- Job Descriptions are still being written as Glenn aligns his team and their roles.
- ALTHR offered "HOT LINE" recommendation, however leadership would like to put on hold and drive on site resolution before a third party. HR Committee will continue to review this option when and if needed.
- ACTION ITEM: Confirm the completion of the video investigation. Laura motion, Kim 2nd, all in favor – approved.

d. Academics: No Update

e. SOAR: Revamped PTO is doing great. Adding a movie night in the stadium Nov 17th. Working on upgrading its branding and marketing

f. Operations /Development:

- Oct. 27 Kelly D, Greg, Glen and Rich Z as part of the School Operations & Development Committee.
- Deeper dive of what the School Leadership Teams SITs are doing- Discussed SIT development.
- Elementary School already has SIT developed which consists of grade level representatives. They are working on an improvement plan to present. SIT will be developed in the MS and HS
- Committee will define SIT as we formalize for MICS and add description to the MS/HS and Elementary School Teacher Handbooks/Toolkits.
- Periodic check of what progress we are making on the School Improvement Plan (Review- Sept, check on progress - January, June- did we get there)

VII. MICS Board Recruitment Discussion:

A. Operations /Development Committee has volunteered to spearhead the Board recruitment process and candidate solicitation process.

Next Board Meeting: 12/13/2021

Adjournment: 7:35pm