



MICS Board of Directors Meeting 08-09-2021

Attendees, Kim Leppert, Greg Snelson, Eric LaForce, Rich Zinno, Glenn Byrum, Kevin Wiley, Kelly Dempsey, Kelly Loving

Quorum Status: Yes

A. Call to Order: 5:31pm

B. Approval of minutes:

- a. June Minutes, Rich Motion to approve, Kelly 2nd, all in favor- Approved
- b. July Retreat, Kelly L motion, Eric 2nd, - Approved
- c. Special meeting on July 28 - Kelly Motion, Kelly P. 2nd – Approved

C. Public Comment: Jeff Painter, Jenny Curry

D. School Operations Report:

→ Summer school: 6-week summer enrichment program K-12 which ran through 7/29/2021

- Summer school -where we maintained social distancing and masking, we had very safe and stable environment with no COVID outbreaks or cases

→ Enrollment / Lottery Report: Slightly above target, no reason to believe that we won't meet our projections. We have many students on the waitlist.

→ New Hires Report: 10 new hires that are in budget, ED reviewed background. Kelly D, motion, Kelly L, 2nd- all in favor- Approved

→ School Health & Safety Protocols: Change from last board approval = All individuals, visitors and administration should mask K-12 (previously K-8). Motion to approve, Kelly L., Kelly D, second, all in favor-. Approved

→ MICS School Mental Health Improvement Plan is being implemented by applying and incorporating social and emotional learning competencies and strategies into our general classroom instruction, and by providing more targeted SEL interventions based on need. Motion to approve, Greg, Eric second, all in favor - Approved

E. Sub-Committee Reports:

a. Finance/Facilities: No meeting/ No update

b. Academics: Reviewed summer school 5 Day EOG/EOC for Math and Science.

→ Review of full longitudinal spreadsheet. Key Points:

- EOC/EOG for reading should be available in August
- 3rd grade math performed above expectations
- 4th grade math improved 27% over beginning of year results
- 7th grade math honors 100% proficient
- 8th standard math students are struggling and will be focus with the new school year
- For math in general, remote students did not perform as well as on-site students; an additional Math 1 foundations class is being added and academic support will be added to help with math skills

- Elementary school science proficiency was 88%
- Biology proficiency of 62% is very good
- ACT results are not available, but projection is 70%

c. SOAR: YMCA contract approved – offers employee family discount of 75%. Year-end retreat moved to August 11th at 6:00. Team preparing a back to school table.

d. HR:

→ Grievance investigation progressing. Should hear something soon.

→ Video investigation action items, 1 main item still open is Diversity & Inclusion Training. Working with Glenn on timing.

a. Governance:

→ Handbook: The governance committee met July 30 from to discuss suggested revisions to the employee handbook and the bylaws. Summary of proposed revisions:

- Additions to the handbook to reflect current practice at the school (eg, Human Resources)
- An update on COVID vaccines and return to work during COVID and other possible events - this was a new section that our lawyer wanted us to review and add to the employee handbook
- Grievance policy updates were made similar to those recommended by our lawyer in the student handbooks and to reflect non-Title IX.
- Inclusion of Title IX information and grievances.
- Inclusion of tuition reimbursement for staff
- Appendix updates for non-Title IX, Title IX complaint reporting form
Motion to approve- Kelly D, Greg 2nd, all in favor- Approved.

→ Bylaws: Our MICS lawyer suggested changes to bylaws. The governance committee reviewed these revisions and edited as necessary. The main points to highlight include:

- Article IV: number and qualifications of the directors: we propose a range of 5 to 21 members to allow for years with flex may be needed. Nepotism is addressed in this section as well along with allowance for alternate members that are non-voting members. Directors wishing to continue for more than 2 terms may do so only for 1 additional term with a 2/3 majority approval.
- Article V: terms of officers are now specified in this section with the Chairperson having a 2-year term and other officers a 1-year term.
- Article VI: board committees and limitation to just directors is specified in this section
- Article VII: information on quorums and meeting notifications are provided
- Board suggests a one more revision before bringing forward for approval (language around resignation, co-chair vs. vice chair, etc.).

b. Sub-committee leadership team assignment:

→ Board Positions:

- Chair – Kevin Wiley

- Treasurer- Eric LaForce

- Secretary- Rich Zinno

→ Subcommittees:

- Academics- Greg Snelson (lead), Laura Jung, Rich Zinno, Eric Laforce

- Governance- Laura Jung (lead), Kelly Loving, Kelly Dempsey, Kim Leppert

- HR- Kevin Wiley (lead), Kim Leppert, Kelly Dempsey, Kelly Loving

- Finance- Eric LaForce (lead), Kevin Wiley

- SOAR- Kevin Wiley (lead), Eric LaForce

- School Operations & Facilities – Rich Zinno (lead), Kelly Dempsey, Greg Snelson

F. Adjournments: 7:51PM