



## MICS Board of Directors Agenda 4-15-2024

**Attendees:** Kelly Loving, Stephanie Scherer, Kim Leppert, Stephanie Sherer, Eric LaForce, Alan Vanevenhoven, Rich Zinno, Kevin Wiley, Glenn Byrum

**Call to Order:** Kevin Wiley called the meeting to order at 5:36 pm.

**Approval of minutes:** Eric LaForce moved to approve the March Meeting Minutes; Kelly Loving seconded; All members approved – March meeting minutes were approved by the Board.

**Public Comment:** Two students at MICS spoke to the MICS Board about the core value of service. Laurie Lamb is a Junior and spoke on behalf of Unity Council; Alexa Yanov is a Senior and spoke as representative of Interact club. Each student shared their experience and growth from acts of service in connection with their respective club activities.

### **School Report: Glenn provided school report.**

Student Enrollment and Attrition Reports – In March, the school had three disenrollments for programmatic needs, one for transportation and one for geographic. The school also had three reenrollments from January disenrollments due to exceptional circumstances. Enrollment remains steady at the school and the waiting list for enrollment remains strong.

School Nutrition RFP Process Update – The process for cook-on-site nutrition program for next school year is moving forward. RFP Presentations from selected vendors will occur on April 16 to vendor selection committee.

**July Board Retreat Discussion** – Please respond to doodle poll sent by Kevin Wiley; In advance of the retreat, Kevin will contact new board members to provide pre-membership training and information about the various committees to ensure that they are prepared to onboard efficiently in July at the retreat.

**Officer (Secretary & Treasurer) Election Discussion** – Kevin will continue as Board Chair. Officers need to be elected before July 1st at a public board meeting, this will take place May 13th. Committee leads will be identified in July; Eric and Kelly plan to continue in their current roles though other members are encouraged to consider any interest in serving as co-chair for leadership succession planning.

### **Committee Reports:**

FINANCE: No update – Committee is meeting on 4/19 at 8:30 am to discuss the annual rental and bus usage reports; Auditor selection to be presented for May meeting.

SOAR: Funds were approved for potential property acquisition. Auction was held on Friday, April 12, 2024 – combined with school art fair; Online auction only this year for the first time and went really well – SOAR raised over \$42,000 through the event; lots of great engagement and support.

HR: March 22nd 2024 - 8:00 am. Attendees were Glenn, Kelly D, Kelly L, Kim & Kevin

A) Equity Plan discussion - Toni Stallings runs school program

Strategies to address "out of field" teachers -- teachers are expected to be working towards licensure

1. Tuition assistance programs
2. New teachers are paired with veteran teacher to ensure smooth transition
3. Monthly reviews are taking place

Strategies to address beginning teachers

1. Mentors are assigned to beginning teachers
2. Coaching and professional developments
3. Paired with veteran teacher on campus
4. Lower school New Hire Bootcamp

- B) Salary Compensation Review for 24/25 School Year
  - \* Baseline comparison to Gaston & CMS school systems
  - \* Agreement to contract renewal wording and communication plan

ACADEMICS:

No update

GOVERNANCE: Committee will meet on Thursday; Lottery and enrollment policy needs minor adjustment to reflect that Board has empowered Executive Director to act on behalf of Board in making decisions about repeat re-enrollment requests by eligible staff members in extenuating circumstances. Revision will occur at future meeting.

STRATEGIC PLANNING COMMITTEE:

Eric will set up our first official meeting; Committee members asking to join full time are Rod, Chad, Kelly D, Stephanie. The Board discussed delaying any formal planning but agreed to prepare to present the retreat findings and directives for the committee so that committee members, including new Board members, will be able to begin work in the fall.

**Closed Session:**

Kelly Loving moved to go into closed session; Eric LaForce seconded – all in favor so the Board went into closed session at 6:37 pm pursuant to N.C. Gen. Stat. 143-318.11 (1) & (6). New Hires and confidential student matter discussed.

Kelly Loving moved to leave closed session, Eric LaForce seconded – all in favor and the Board left closed session at 7:23 pm.

Back in open meeting, Kelly Loving moved to approve the new hire K. Jones, Eric LaForce seconded the motion, all members voted in favor. The Board approved the new hire K. Jones.

The Board meeting adjourned at 7:24 pm.

**Next Board Meeting:** May 13, 2024