



MICS Board of Directors Meeting Minutes 11-10-2025

Attendees: Rodward H, Glenn B, Kim L, Kevin W, Kelly D, Garret T, Mike L, Eric L. Erica B joined by phone.

Quorum Status: Yes

- I. **Call to Order:** Kevin called the meeting to order at 5:33 pm.
- II. **Approval of minutes:** Eric moved to approve the October meeting minutes; Rodward seconded the motion; the minutes were approved by unanimous vote.
- III. **Public Comment:** Margo Barker, a MICS high school student, made a presentation to the Board about the 25-26 theme “MICS: Raise the Bar” – Margo, a junior, is the president of the DECA club and co-founder with a prior student. She shared how the club embodies the theme this year, pushing the members to do more and be more involved. An initial interest meeting gathered 60 students last January. The club operates with 40 members. DECA has undertaken many service projects, including hosting club fair and sponsoring a competition team with 20 members that will compete for the first time this year.
- IV. **School Report: Glenn** delivered the report.
 - a. General Updates – Board just completed school tours with Jake and Jeremy. It was great to see the inner working of the school and provided a valuable opportunity to see the school in action.
 - b. Charter Renewal – this year is focused on the pre-renewal assessment for the full renewal operation next year. First round of documents is due at the end of November. This is a high-stakes undertaking, but Glenn is confident in the school’s ability to perform well.
 - c. 25-26 Equity Plan – the concept is to make sure that the teachers and their experience, licensure, and effectiveness are fairly distributed so that no student population is unfairly disadvantaged with unqualified or inexperienced teachers. At MICS, 77% of teachers are highly qualified status at MICS; roughly 40% of teachers in high school at this time are out of field (licensed but not in field of study); MICS is focused on advancing teachers to highly qualified status; beginning teachers – 5 in elementary school; 3 in middle school, and none in high school – they receive hands on mentorship and coaching (3 years or less of teaching experience). There are no “ineffective” teachers according to NCEES evaluations at this time.
 - d. Student Enrollment and Attrition Reports – There were no disenrollments for October; student body is sitting at 1,788; no sibling waiting list for middle/high; and very modest sibling list waiting for elementary which is expected to be absorbed in the coming lottery.
 - e. ACTION ITEM: 25-26 EOG/EOC Readministration Plan—Each year, for students who do not pass the EOG/EOC, they are given an opportunity for to retake the test after a brief period of additional instruction(re-teach/re-test). The plan this year would be an evolution of that

program, with 8 days of additional instruction. For those that cannot attend the summer, they can re-test before the last day of school without the benefit of any reteaching. This will be a limited pool of students. Eric moved to approve the program; Rod seconded the motion; all votes were in favor of renewing the program for the 25-26 EOG/EOC readministration plan.

- V. Discussion: 25-26 Board Goals and Objectives -- tabled until December meeting due to Stephanie being out. Eric discussed the positive experience attending the BoardOnTrack session on Oct 24th. Kevin to send out remaining schedule and identify specific groups that would be of interest in attending remaining sessions.
- VI. Discussion: Board Recruitment for 2026-2027 – Board has decided we need to recruit at least one additional Board member with experience and training for finance/accounting to meet the needs of our board. Board is asked to review the Board committee descriptions and application process. Glenn to post.
- VII. Committee Reports:

Finance:

Eric reported on the Finance Committee meeting on Friday, November 7, 2025, from 8:32 AM to 9:46 AM attended by Eric (SLA District Manager), Michelle (SLA Area GM), Michelle (MICS), Glenn, Kevin, Mike, Rodward

The committee reviewed updates from SLA. One area for improvement is creating a default coverage plan. The team discussed new ideas for student engagement, such as the Junior Chef competition, as well as trends in breakfast and lunch participation. The after-school snack program continues to grow rapidly, and smart snack sales generate \$600 to \$800 per week. Committee members toured the kitchen and met the staff.

No updates were received from the state, and finances remain stable with a healthy surplus. The parking lot has been patched with new material and will be reviewed again in April. Networking upgrades are ongoing, and the hill repair is still expected in fiscal 2027.

Audited financials were reviewed in preparation for the November 10 board meeting. The committee noted a clean report and emphasized the celebration of the substantial surplus and the school's overall financial health. Eric presented the audited financial to the board with no specific comments noted.

The group discussed Kevin's previous comments on the Financial Policy and Planning Model. Glenn will review exemplar financial policies and procedures shared by BearmanCPA and draft an aligned version for consideration, including possible use within SOAR.

Finally, the committee agreed to add finance-related questions during new board member interviews to identify candidates with financial experience and commitment.

SOAR:

Upcoming meeting is on November 17th at 9 am in the A Building Conference Room. Topics will be: Reviewing and approving updated By-laws; Reviewing fundraising efforts; PTO Update; Review the current School Board Fundraising policy; Want to coordinate with the Finance Committee on updating this with the updated postures

HR:

No update this month. Next meeting, Nov 14th at 8:30 in building A conference room.

Governance: No update

Academics: No update

Strategic Planning:

Closed session was held on 10-16-25 with Erica, Glenn, Dawne, Stephaine, Eric, Jenny Curry (SOAR CHAIR) in attendance. Meeting immediately went into closed session {Eric motioned, Erica seconded, all in favor} at 8:40 under section 143-318-11 (5). Closed session and meeting ended at 10:10 {Erica motioned, Eric seconded, all if favor}

VIII. **Closed Session:** Erica moved to take the Board in to closed session; Mike seconded the motion, and the board unanimously approved closed session due to section 143-318.11 (5) at 6:44 pm.

Rod moved to leave closed session; Kelly seconded the motion; and the board unanimously voted to leave closed session at 8:00 pm.

Meeting adjourned at 8:00 pm.

Next Board Meeting: 12-8-25