

Board Minutes

Date: December 8, 2020

Location: Virtual

Board Members Present: Ray Strain, Cindy Pierce, Kira Royal, Nancy Herrick, Jason Smith

Guests: DOE Leaja Horne

Call to Order:

- Meeting called to order at 4:39, and Ray Strain read the mission statement aloud.

Minutes Approval:

- Full Board review of the November meeting minutes.
 - Upon a motion by Cindy Pierce, seconded by Ray Strain, and unanimously approved by roll call, it was:
 - **MOVED: To accept the minutes.**
- Agenda
 - Upon a motion by Ray Strain, seconded by Nancy Herrick, and unanimously approved by roll call, it was:
 - **MOVED: To accept the agenda.**

DOE Report:

*Leaja Horne presented an overview of enrollment. The school received full state funding at 162 students. Currently enrollment is slightly lower due to children returning to schools that had re-opened.

*Disciplinary actions summary was reviewed

*Two Covid cases have been reported among staff members. Close contacts were identified in one case and families were notified. Letters of open transparency were sent to all school families.

*Eighteen third graders took the BOG (beginning of grade) test. Fifty five percent were at the lowest score. The school goal is 75% in the three or four score range.

*Teachers are meeting regularly to create education maps based on the needs of students.

*Parent Committee (consisting of eight parents and one teacher) meeting will be held on the 16th at 3:15. Initiatives include safety, lights for the road, streamline communication, and help with fund raising. The committee will report to Board quarterly.

*The School Improvement team will focus on helping the school to achieve its goals. It is preferable that one Board member be present at each meeting.

*General discussion concerning potential teacher incentives resulted in Nancy Herrick suggesting the Board create a word other than incentive due to external control connotation. Words such as appreciation, celebration, etc. places the emphasis on inclusion. She also recommended there be no Teacher of the Year as this pits teachers against each other. Teachers can have recognition of accomplishments. Jason Smith indicated that teachers could have things they could vote on for each other. Leaja Horne proposed having a catered food for the last day prior to Christmas for staff.

Upon a motion by Jason Smith, seconded by Cindy Pierce, and unanimously approved by roll call, it was:

- **MOVED: To provide catered food for staff members prior to Christmas.**

* School culture and family engagement activities have included an intent to return survey, school improvement meetings, and participation in Backpack Buddies, holiday meals and Adopt-A-Family programs.

* Student government is in process. The school now has a President and a Vice President

* A survey of staff experience will be completed. Two to three staff members a week are doing training with Nancy Herrick.

*Observations of all beginning teachers have been completed and peer observations will begin.

* EC headcount is due in December.

* The school has two new teachers but still needs one alternate bus driver and tutors.

* Parent zoom trainings are the first Tuesday at 5:30pm.

Finance:

Jason Smith stated the committee has identified areas where money has been spent where no category was identified and is actively making lines in the budget for these items. The school currently has a net \$127,000 surplus. Closer to year-end the committee will take a closer look but budget is very positive.

Governance/Nominating:

Upon separate motions by Cindy Pierce, seconded by Jason Smith, and unanimously approved by roll call, it was:

- **MOVED: To approve two new teachers.**

Other:

Nancy Herrick nominated Andora Calhoun for potential Board membership. She will obtain resume and additional information on the subject.

- Cindy Pierce made a motion to adjourn. Jason Smith seconded. Remaining board members approved adjournment by roll call.

Meeting adjourned 5:25pm

Secretary Approval: _____

A handwritten signature in cursive script, appearing to read "C. Pierce", is written over a horizontal line.

