

Minutes of the Board of Directors of MS Delta Academies
Zoom video call (Note: meeting recorded)
Tuesday, November 24, 2020

The meeting was called to order by Mr. McKinley Martin at 6:13pm CST with a quorum in attendance.

Board members in attendance: Attorney McKinley Martin, Dr. Sonja Alexander, Rev. Steve Fortenberry

Board members absent: Ms. Emily Cupples, Dr. Jacquelyn Brownlow

Leadership team members in attendance: Dr. Tamala Boyd Shaw

Approval of Agenda

Dr. Alexander made a motion to approve the agenda for the meeting at 6:14pm CST on Nov. 24, 2020. The motion was seconded by Rev. Fortenberry. The motion carried unanimously with none opposed.

Approval of Prior Meeting's Minutes

The members reviewed onscreen the minutes from the October 27, 2020 board meeting. Mr. Martin noted the Committee Reports section appears on the agenda twice and requested it appear only once toward the end of minutes, to accurately reflect the time during the meeting in which the committee reports are made. Dr. Shaw make the correction immediately. Rev. Fortenberry made a motion to approve the corrected minutes. Dr. Alexander seconded the motion. No questions were posed. The motion carried unanimously with none opposed.

Board President's Report

No report; the Board President was absent.

Executive Session

No executive session was held this meeting.

Executive Director's Report

Ethics Commission

- Discussion: Dr. Shaw reminded the board that Attorney Dorsey of the MS Charter Authorizer Board has asked that all board members of all school districts statewide complete a document about conflict of interest. A document link was provided to all members by Dr. Shaw.
- Action Steps: All board members will complete the document.

Gifted Teacher

- Discussion: Dr. Shaw gave an update on communications with Attorney Dorsey of the MSCAB and the Director of Gifted Education at the MS Dept. of Education about funding for a Gifted Teacher. The board discussed at the last meeting moving forward with an investigation of how charter schools were funded in the past for Gifted Teachers through allocations. Dr. Shaw reported the school has been allocated \$22,000 for a .5 FTE Gifted Teacher for this year based on 7 gifted students. The same amount will be received next school year based on the current gifted student count. Dr. Alexander noted that funding projections work in a similar way in Georgia, but with a reconciliation during the year. Dr. Shaw noted this same process with a "true

up” also happens in Tennessee, but not in Mississippi; Mississippi counts students only once per year for funding purposes.

- Action Steps: Dr. Shaw will follow up with Attorney Dorsey about her findings. Dr. Alexander will convene the Academic Committee at a future date to find a way to best way to utilize the .5 FTE allocation for gifted education this year and next.

Calendar Updates

Dr. Shaw reported they had a great Saturday School 8:30am-12:30pm on Nov. 14. Of the 60 scholars scheduled to attend, 32 were present. Students participated in tutoring that included rotating to different classes as a way to both boost academic performance and help students transition to in-person learning. The next Saturday School session will be Dec. 5th.

Employment Updates

Dr. Shaw reported most of the team is solid and committed to the hard work needed to succeed as a start-up school. Dr. Shaw asks all candidates during the interview process about their willingness to work extended hours and will continue to look particularly to hire employees with the flexibility and commitment needed at this phase of the start-up process.

Community Engagement

As part of community outreach efforts, Dr. Shaw has joined the board of The Museum of the MS Delta and has been nominated to be a board member of Greenwood Leflore Chamber of Commerce. The school is also engaging with the Rotary Club and hosting community luncheons monthly. The Mayor of Greenwood attended the most recent event.

Executive Director Contract

- Discussion: Dr. Shaw noted she does not have a signed contract for her role as Executive Director.
- Action Steps: Mr. Martin said he will start work on developing a contract. Dr. Shaw has a template she will send to Mr. Martin to facilitate the process.

Executive Director Evaluation

- Discussion: Dr. Shaw noted a measurement tool and performance goals will be needed. She has begun developing 360 performance tools and feedback surveys for herself and the leadership team members. Dr. Alexander said 360 evaluations are a good idea and incorporating one would be valuable. Mr. Martin noted BoardonTrack offers an evaluation tool for the ED and incorporates questions for the leadership team about the ED. Dr. Alexander suggested including a separate survey for the teachers to provide their feedback. She made the point that creating a system independently would be time intensive and making use of what is already available through BoardonTrack makes sense.
- Action Steps: Research the evaluation tools available through BoardonTrack.

Facilities

- Discussion: Dr. Shaw shared she’s been in communication with First Baptist about renewing the lease for next year, and Architect Emily has visited the space to make measurements and recommendations. There is a sizable discrepancy (approx. 3,000 sq ft) in the square footage

measurements taken by the church and those taken by the architect, which results in a significant difference in price: the school has proposed \$96,000 per year and the church has counter-offered \$106,000 per year in rent. Mr. Martin noted the need to resolve the discrepancy in sq. ft. measurements before the board can make an informed decision.

- **Action Steps:** Architect Emily has both a copy of the church's map and her own findings and has been asked to compare the two to identify the possible reasons for the discrepancy in square footage measurements. Board members will also review the documents, which were shared during the meeting.

Financial Overview

Dr. Shaw reported the \$86,000 SBA loan has been approved and partially earmarked for back pay to employees who are due salary payments. The profit and loss statement for Oct. 30 vs. Sept. 30 shows janitorial savings, delays in receiving CSP grant reimbursements, and outstanding funds due from the state. In the fundraising pipeline are grant applications to GEER, Charter School Growth Fund, and the Community Foundation of Northwest Mississippi.

Committee Reports

Governance: BoardonTrack proposal

- **Discussion:** Proposal onscreen for review. Cost \$5,000 per year for three years. Mr. Martin recommends inviting BoardonTrack to make a presentation about their proposed services. CSP grant includes funds for board training and could be put toward this expense. Dr. Alexander said she doesn't need further presentations; from her experience and knowledge of the system and their services she recommends accepting their proposal and implementing their services as soon as possible.
- **Action steps:** Dr. Alexander made a motion to move forward the BoardonTrack proposal at \$5,000 per year for three years. Steve seconded. All in favor: unanimous. None opposed. Mr. Martin will follow up with BoardonTrack and follow up with Emily for her signature on the contract. Dr. Alexander requested one-on-one meetings for each board member with the BoardonTrack representative to guide them through the system, and Mr. Martin will follow up on this request.

Good of the Order

Next meeting scheduled for Tuesday, Dec. 22 at 6pm CST to discuss the ED contract and the lease contract. Meeting adjourned at 7:10pm CST by Mr. Martin.

Minutes Reviewed and Draft Approved by:



Dr. Tamala Boyd Shaw, Executive Director

Minutes Reviewed and Approved by:

McKinley, Board Vice President