APPROVED

Adelante Schools

Minutes

Board Meeting

Date and Time
Thursday November 18, 2021 at 6:00 PM

Goals:

1. Approve organizational foundational tools and policies to govern our school and operate effectively.
2. Deepen our understanding of Adelante's Emma Donnan operational state and provide any necessary support and guidance.

Directors Present
A. Smith (remote), B. Burcope (remote), K. Kainrath (remote), M. Staten (remote), M. Whitley (remote)

Directors Absent
A. Impink, J. Garcia, K. Branson-Hutchison

Guests Present
Eddie Rangel (remote), Jordan Habayeb (remote), Kendra Randle (remote), M. Rooney (remote)

I. Opening Items

A. Record Attendance

B.

Call the Meeting to Order

K. Kainrath called a meeting of the board of directors of Adelante Schools to order on Thursday Nov 18, 2021 at 6:06 PM.
Rangel shared the Ebullience Moment, profiling the middle and elementary school boys' basketball teams, as well as community partnership providing mentorship experiences to our 7th grades.

C. Approve Minutes

M. Whitley made a motion to approve the minutes from Board Meeting on 10-21-21.
M. Staten seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. September Minute Approval

M. Whitley made a motion to approve the minutes from Board Meeting on 09-16-21.
A. Smith seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Finance

A. Financials

No update. Branson-Hutchison not attending.

III. Academic Excellence

A. Academic Update

Based on the proximity to last board meeting, no substantial academic data updates.

IV. Development

A. Development and Community Engagement Update

The members of the board can sponsor a family for holiday assistance. This will add to the number of stakeholders, including some community partnerships and staff that will support the over 100 families who have requested holiday support.

V. Governance

A. Governance Update

The board needs to vote on an increase in salary for the Executive Director, Mr. Eddie Rangel. After reviewing 9 schools and multiple salary scale roles in the Indianapolis market, and contextualizing current issues facing all schools, the recommendation from the Governance Board is that the salary of the Executive Director should be retroactively increased by 3%, dating back to July 2021.

The Governance committee is focusing on ways to create an environment that focuses on diversity, equity, inclusion, and to mirror the community of the school. Three action plans have been discussed:

1. Current State Assessment - updating existing profiles of board and staff members. Then, compare that data to reflect on how it reflects the community we serve and discover gaps.
2. Recruitment Plan - recruit candidates from diverse backgrounds through various organizations and LinkedIn. This would include reaching out to six viable candidates and post on diversity websites.
3. Community Outreach - host community open house with board members to create conversations. Each board member joins one community event each year. Invite non-board members from the community to provide insight to board members. Schedule an annual meet and greet session during annual teacher training in July.

Board members are needed to lead all three parts of the plan, as well as deadlines and next steps. Burcope will send the plan out for board members to comment and provide feedback. From there, next steps, timelines, and owners will be messaged.

For the mid-year review for the Executive Director, the recommendation of the committee is for the ED to complete a self-review and then facilitate a qualitative focus conversation in executive session. The final review is due in June.

B. Executive Director Compensation

K. Kainrath made a motion to increase the compensation for the position of Executive Director by 3%.
B. Burcope seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. Board Chair Update

A. Board Chair Update

The school leader succession plan is due December 1st.

VII. Executive Director Update

A. Executive Director Update

Our first in-house major family event brought 600 people to Emma Donnan.

Indianapolis Public Schools has raised teacher salaries. Because the School began setting our salary schedules to IPS, this shift will not be as stark for Adelante Schools, but updating salary schedules will be something we will discuss.

The staff vaccination rate is 92%. 21 middle school scholars have been fully vaccinated as well. Vaccinations are now available to all K-8 scholars. In January, the School will be hosting a vaccine clinic by the state health department. Over 800 tests have been given at the school as a testing site. 104 scholars have opted in and more permission slips will be going out.

The School is currently being financially audited by Donovan Associates. The final report will be sent in January or February. As of this time, there are no flags to address from this audit.

Smith asked about attendance. Rangel spoke about the attendance initiatives that are currently happening with truant students.

VIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:59 PM.

Respectfully Submitted,
B. Burcope

B. Executive Session (Board Member Only Required)

We unite in solidarity with our families and community to create a joyous neighborhood school, preparing all scholars to graduate from college and lead lives of leadership and service to Indianapolis