

APPROVED



## Voices for International Business and Education

### Minutes

#### Board Meeting

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**Date and Time**

Wednesday May 18, 2016 at 6:00 PM

**Location**

Community Room

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Voices for International Business and Education [http://public.boardontrack.com/VIBE\\_1](http://public.boardontrack.com/VIBE_1)

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**Directors Present**

C. Allen, H. Blumenthal, J. Carter, K. Katner, L. Hughes, M. Garcia, M. Roney, S. Retzlaff, S. Thomas

**Directors Absent**

F. McField, K. Turner, R. Keller

**Ex Officio Members Present**

S. Wilson

**Non Voting Members Present**

S. Wilson

**Guests Present**

A. Berger, Aaron Ray, Aaron Rul, Afuentes, Audra George, Bernette Tolston, Brooke Duncan, III. attny, Carmelita Johnson-Sconza, Cecilia Givens, Cheron Brylski, Cole Mills, D. Deno, Elidsabel Martinez, Emilie Kiernon, Frank Ruzicka, Franstina Hillard, Gerard McClelland, Grace Lomba, H.

Bunn, Holly Bunn, Janice Bailey, Jeffrey Joslyn, Jennifer Forster, Jerome White, Larry J. Carter, Lynette Lopez, M. Beloney, Nadia Noyola, Patricia Parker, Pratima Shah, R. McGee, Rachael Tolt, Raquel Welsh, Rosara Ortiz-Riley, Scott Moersen, Shontell Thonlb, Simone CiFuentes, Stephanie Bibbs, Stephanie Jackson, T. McGregor, T. Nguyen

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## **I. Opening Items**

### **A. Record Attendance and Guests**

### **B. Call the Meeting to Order**

H. Blumenthal called a meeting of the board of directors of Voices for International Business and Education to order on Wednesday May 18, 2016 at 6:05 PM.

### **C. READ MISSION AND VISION STATEMENTS**

H. Blumenthal read the Mission and Vision Statement.

### **D. Approve Minutes August 2015**

The minutes from the Board meeting in August 2015 was approved at the September 2015 Board meeting but was not approved in BoT. There is not a need for the Board to re-approve the minutes.

### **E. Approve Minutes January 2016**

The minutes from the Board meeting in January 2016 was approved at the February Board meeting but was not approved in BoT. There is not a need for the Board to re-approve the minutes

### **F. Approve Minutes February 2016**

The minutes from the Board meeting in February 2016 was approved at the March Board meeting but was not approved in BoT. There is not a need for the Board to re-approve the minutes

### **G. Approve Minutes of April 20th , 2016 Meeting**

S. Retzlaff made a motion to approve minutes from the Board Meeting on 04-20-16 Board Meeting on 04-20-16.

M. Garcia seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **H. Approve minutes of May 10th 2016 meeting**

S. Retzlaff made a motion to approve minutes Board Meeting on 05-10-16.

C. Allen seconded the motion.

The board **VOTED** unanimously to approve the motion.

## II. CHAIR REPORT

### A. BOARD CHAIR REPORT

The VIBE Board will adopt a vote for board members for the '16-2017 school next year which will serve from July 1, 2016 through June 30, 2017. Board members are invited and will be in procession for IHSNO's graduation on May 26th. Harry made a reminder to board members to complete and send the LA Board of Ethics form. The due date was May 15th but it is not too late to turn submit the form to avoid fees.

## III. HEAD OF SCHOOL REPORT

### A. HEAD OF SCHOOL REPORT

Head of School Report was distributed to Board Members.

Council member L.Cantrell will be the guest speaker at graduation.

## IV. Academic COMMITTEE

### A. UPDATE ON ACADEMIC COMMITTEE

The Academic Committee did not meet in May. The next meeting is scheduled for Tuesday, June 14, 2016 at 6pm where the committee will discuss the academic progress.

## V. Finance COMMITTEE

### A. VOTE TO POSTPONE APPROVAL 2016/2017 FISCAL YEAR BUDGET TILL JUNE MEETING

M. Roney made a motion to move the approval of budget to the June 2016 Finance Meeting.

C. Allen seconded the motion.

The board **VOTED** unanimously to approve the motion.

Budget hearing is June 13th at 5:30pm.

### B. VOTE TO ACCEPT MARCH FINANCIAL STATEMENTS

The organization is in good standing. IHSNO is \$29,000 over budget. The school met & exceeded the GiveNola day goal of \$10,000.

M. Roney made a motion to accept the March financial statements.

S. Retzlaff seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **C. VOTE TO ACCEPT APRIL FINANCIAL STATEMENTS**

M. Roney made a motion to accept the April financial statements.

S. Retzlaff seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **VI. Governance**

### **A. VOTE TO ACCEPT HEAD OF SCHOOL EVALUATION TOOL**

Robert Keller and Carol Allen worked on developing an instrument to help measure the contents in the Head of School's contract. This instrument may be used as the official evaluation tool to evaluate the HoS. The information gathered in this evaluation will also be used for planning goals next year. The content in the contract is placed and ranked on a 1-5 scale. In addition to the Board's evaluation, the HoS will also complete a self-evaluation. In previous years, the VIBE Board used the Board on Track's tool to evaluate the HoS.

C. Allen made a motion to to defer action on the evaluation tool.

S. Retzlaff seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **B. USE OF OFFICE 365 FOR BOARD AND COMMITTEE MEETING**

A request was made by a VIBE board member to allow for teleconferencing during Board or Committee meetings. This would serve as an option if the Board Members who are not able to physically attend a meeting. The ability to teleconference would allow the Board Member to participate but the participant will be considered absent according to the absentee policy.

## **VII. FACILITY COMMITTEE REPORT**

### **A. UPDATE ON COMMITTEE ACTIVITIES**

In April's meeting, the Board approved for IHSNO to remain at it's current location. Robert and Sean plan to meet with Ken Ducote to speak about the potential of remaining in its current facility.

## **VIII. PTO REPRESENTATIVE REPORT**

### **A. REPORT OF PTO REPRESENTATIVE**

There was no meeting in April. The PTO is looking at scheduling a meeting this month. The PTO is looking for more participation in IHSNO's PTO.

## **IX. Other Business**

### **A. VOTE TO ELECT VIBE BOARD MEMBERS FOR 7/1/16-6/30/17 TERM**

The VIBE Board will elect new officers for the next term July 1, 2016 - June 30, 2017. Laval and Maria will end their term on June 30, 2016.

M. Garcia made a motion to elect the following board members to the board for the 2016-2017 SY: Carol Allen, Harry Blumenthal, Stacie Retzlaff, Mariska Roney, Kevin Katner, Robert Keller, Shontell Thomas, Franz McFieldand and Father James Carter.

L. Hughes seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **B. VOTE TO ELECT VIBE BOARD OFFICERS FOR THE 7/1/16 TO 6/30/17 TERM**

L. Hughes made a motion to nominate C. Allen as Board Chair for the VIBE Board for the '16-2017 school year.

M. Roney seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. Allen made a motion to nominate Shontell Thomas as Vice Chair for for the VIBE Board for the '16-2017 school year.

L. Hughes seconded the motion.

The board **VOTED** unanimously to approve the motion.

M. Roney made a motion to nominate S. Retzaff as Secretary for the VIBE Board for the '16-2017 school year.

S. Thomas seconded the motion.

The board **VOTED** unanimously to approve the motion.

S. Thomas made a motion to nominate Mariska Roney as Treasurer for the VIBE Board for the '16-2017 school year.

S. Retzlaff seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **C. VOTE TO SCHEDULE VIBE BOARD MEETING DATES FOR 7/1/16 TO 6/30/17 TERM**

C. Allen made a motion to to approve VIBE board meeting dates for the 2016-2017 school year - to be held at 6pm.

S. Retzlaff seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **X. PUBLIC COMMENTS**

### **A. PUBLIC COMMENT**

Several comments were made.

Cole Mills (Algebra teacher): 76% of our teachers have signed the petition. This year 11 teachers have quit or were fired before offer letters - 44% of teachers did not receive offer letters for 2016-2017 SY. Why is the school not developing the current teachers? What is so threatening?

Jeff DeRouen (teacher): Opposed - Feels we do not need a governing body. Feels the teachers are strong and smart enough. If enough people have enough dialogue with other teachers and supervisors there will be more open dialogue. Does not like the demands of doing what a union or an outside organization says.

Rufus McGee (Director of Student Support Services): Opposed - Speaks against union. Was a prior union member in another state. It goes against what we already have here (the cohesiveness). If we have open and honest dialogue, we can continue to move forward. Someone who lives in NY cannot tell us what is going on in this particular school.....We should not continue with a union.

Simone CiFuentes (teacher): Loves my job. 2 years ago I was let go because I had open dialogue. Wants to protect the students. The kids suffer when they don't have the same teachers. It was unprofessional to receive emails and letters from outside parties.

Stephanie Jackson (teacher): reiterated that it is a federally-granted right to form a union. After the list of the petitioners were released, teachers were let go or non-renewed and were given no specific reasons. Asks that the administration stop the anti-union so we can exercise our rights.

Raquel Welsh (former teacher (2014 - May 3rd, 2016): I quit my job because I could not voice my opinion. The HR person was let go in Feb and we do not have anyone to go to. Teachers are being let go without any due process. I was observed on the day I was let go. Ask that the board be mutual and respect the teachers and their voice.

Hillard (teacher): We speak a lot about academic rigor but the teachers feel no support. We were not evaluated until March and were not provided with feedback. Instructional coaches are not available to us.

Jennifer Forrester (Parent for freshman student): Student went to ISL and turnover was huge. Kids need consistency.

Lynette Lopez (Marketing and Recruiting Manager): Opposed - We are here for our students. Crucial conversations or any conversations are something you should have with your supervisor. It's part of growing pains. We are here for our students. We have a structure now, something we didn't have before.

Lydia Hill (Science/Biology teacher): Opposed - Was not included in the first conversation(s) of the Union. I walked through the doors, highly committed to the

students. I wonder if the teachers next to me are doing the same. Are other teachers respecting our students and not speaking down to them? I have been able to speak to Mr. Wilson, Mr. Logan and Mrs. Berger and my concerns have always been heard.

Janice Bailey(granddaughter is a student): Would like to ask that the Board take the time and think about what the needs of the students are at this school. During the summer the AC is on. During the winter, they are asked to take off their hats and coats. The kids have no lockers, no books to study from and if they are not good note-takers they will not succeed.

Cecilia Givens (Former teacher): The teachers need to have a voice. I was kept in a room and exposed to mold. As a classroom teacher, I don't have time to prep the classroom in time to teach the students. Asks the board to tour the building, particularly the basement. I was let go because I was accused of applying acupressure in which the principal said I gave a student a massage and was denied meetings with administration.

Denise Deno (Finance Director): Opposed - During Professional Development 2 months ago. We were all given a chance to speak. Noone said any of this.

Jessie Berkson (teacher): We talk about how we celebrate the diversity of the school. We have a high number of students in poverty (free/reduced lunch). We don't have a social safety net to lift the students out of poverty. Invites the board to come and visit.

Frank Razika (Math teacher): The question to answer for yourself is "what kind of school would you like this school to be?" The turn over rate is high and has become crucial.

Rachel Todt (Social Studies teacher) - I don't know what it means if I publicly support the union. It sets a tone in the building whether the teachers are coming back or not. The teacher going, sets a tone of fear. Does not feel that there is not transparency. I don't know if I'm going to join but I want to support the vote at the end of the month. I believe in the principles of a union.

Carmelita Johnson. (PTO) - Not for or against the union. I am for teacher consistency. Wants the board to take into consideration what the teachers are saying and give them feedback on what they are saying.

## **XI. Closing Items**

### **A. NEXT BOARD MEETING JUNE 15TH , 6:00PM , COMMUNITY ROOM OF THE IHSNO**

### **B. Adjourn Meeting**

M. Garcia made a motion to adjourn the meeting.

C. Allen seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:45 PM.

Respectfully Submitted,

T. Nguyen