APPROVED

Martin Luther King Jr. Charter School of Excellence

Minutes

Monthly Board of Trustees Meeting

Date and Time
Tuesday March 18, 2025 at 5:30 PM

Location
Board Of Trustees is inviting you to a scheduled Zoom meeting.
Topic: Board Of Trustees' Monthly Meeting
Time: Jan 21, 2025 05:30 PM Eastern Time (US and Canada)
Every month on the Third Tue, until Jul 15, 2025, 7 occurrence(s)
Please download and import the following iCalendar (.ics) files to your calendar system.
Monthly: https://mlkcs-org.zoom.us/meeting/tZUtceuspj4rE9EDOb1Jb9cCQnlV6cB4xnsU/ics?icsToken=DJg3TIA-lP3MTwL-RAAALAAAALtkhqUJuIdSD2TC0FFQDNrxO54voBrhE0rGost3OL_O-FTjFMSLn9mjXej4pWBwWPmEgr1A5b8VBI76-zAwMDAwMQ&meetingMasterEventId=eppMBExJSECSI11CdoIQ9Q
Join Zoom Meeting
https://mlkcs-org.zoom.us/j/81062485195?pwd=DKrpa7OhazdCK8mmnDJ1C0fLlgoVVy.1
Meeting ID: 810 6248 5195
Passcode: 422412

One tap mobile
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• +1 346 248 7799 US (Houston)
• +1 360 209 5623 US
• +1 386 347 5053 US
• +1 507 473 4847 US
• +1 564 217 2000 US
• +1 669 444 9171 US
• +1 669 900 6833 US (San Jose)
• +1 689 278 1000 US
• +1 719 359 4580 US
• +1 253 205 0468 US
Meeting ID: 810 6248 5195
Passcode: 422412
Find your local number: https://mlkcs-org.zoom.us/u/kezWTFztIm

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Trustees Present
Alton Jones (remote), Bertha Wecher (remote), Denise Pagan-Vega (remote), Diana Foskett (remote), Donna Carroll (remote), James Lightfoot (remote), Kiyota Garcia (remote), Teremar Rodriguez-Vazquez (remote)

Trustees Absent
Darren James, Jennifer Wallace-Johnson

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Teremar Rodriguez-Vazquez called a meeting of the board of trustees of Martin Luther King Jr. Charter School of Excellence to order on Tuesday Mar 18, 2025 at 5:34 PM.

C. Approve Minutes

Denise Pagan-Vega made a motion to approve the minutes from Monthly Board of Trustees Meeting on 02-11-25.
Donna Carroll seconded the motion.
The board **VOTED** to approve the motion.

D. Welcome Guests

No guests

II. Executive Director's Report to the Board

A. Executive Director's Report to the Board

Teremar shared he town hall experience - it was so organized and awards were encouraging for the students. Discussed open house and how successful it was and how it will not be an annual event. Craft fair is a new event - it's a fun thing to build community. Intent to return forms for current staff were sent. Donna asked about AIC and the staffing and mentorship offerings. Drafted budget will be sent to vote and discuss at next meeting.

III. Committee Updates

A. Academic Excellence

Kiyota reported that assessment are being reported. Results for the student social emotional learning surveys are coming in - 86.6% of students feel that their teachers really care about them most (if not all) of the time and make an effort to get to know them. Looking for people to join our committee. Teremar asked whether we take the weakest indicators on those surveys and make a plan - Kendra indicated that they do like last year the weakest indicator was belonging, so they created groups, they let students take art of townhalls to improve. Denise asked whether we share with families - Kendra indicated that they do not but it is a good idea to share.

B. Finance Committee

Made good progress - numbers look good. School needs to invest their cash returns to maximize our money. Having an investment advisor is a reasonable option to look at our numbers and investments- figuring out an RFP. Budget is being worked on.

C. HR Committee

Kendra has been working with the staff in anti-racism work - a question has resurfaced about benefits accrual and PTO policy. Staff wants to get all of their PTO upfront. Board discussed about concerns around payouts if we decided to give all PTO up front and the liability that comes with that. Negative balances or PTO were also discussed for emergency situations. Talked about updating the handbook - 90 day probationary period to get pto. We want to consider it, and we want to meet the staff halfway. 10 days of sick time - next year they will get 111 days with the floating holiday, and they are able to carry 5 days. Another idea is they will keep track of the balance, it can pro-rate it. Any change we want to make will be effective for next school year.

D.

Governance Committee

Discussing recruitment for the board. We had two more interviews and we are looking for individuals with finance background.
Denise Pagan-Vega made a motion to Approve to have Teremar as a Board Member.
Alton Jones seconded the motion.
The board **VOTED** to approve the motion.

IV. Board Chair Updates

A. Updates

Continue to assess the board's needs, Teremar is asking for a clerk in order to provide support to the chair.

V. Other Business

A. Discussion of Remote Board Issues

Mass legislators wanted to extend the ability to meet remotely to 2027. Bill was being pulled and it has a lot of support. Keeping an eye just in case.

VI. Executive Session

A. Executive Session

Joined executive session at 6:30 and returned at 7:00pm

VII. 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 7:30 PM.

Respectfully Submitted,
Teremar Rodriguez-Vazquez