APPROVED

Paramount Schools of Excellence

Minutes

Board of Directors

Date and Time
Tuesday April 14, 2020 at 5:30 PM

Location
remote Zoom link (https://zoom.us/j/702256528)

Public Meeting Notice of Paramount Schools of Excellence Board of Directors

Board of Directors Meeting
April 14, 2020
5:30-6:15 PM

Executive Session as needed
ICS-14-3-4(b)(2)(D)
6:30 PM

Topic: April PSOE Board Meeting
Time: Apr 14, 2020 05:30 PM Indiana (East)

Join Zoom Meeting
https://zoom.us/j/702256528

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Directors Present
A. Bekele (remote), B. Eldridge (remote), C. Park (remote), J. Amu (remote), J. Hazzard, Jr. (remote), M. Bishop (remote), P. Blackard (remote), T. Rude (remote)

Directors Absent
None

Ex Officio Members Present
T. Reddicks (remote)

Guests Present
A. Wong (remote), Aerionna Martin, B. Richardson (remote), Chris Larson, Darius Sawyers, Dexter Taylor, H. Okerson (remote), J. Monk (remote), L. Smith (remote), Precious Jones, Sarah Shaffer, T. Gustin (remote), T. Palacios (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

T. Rude called a meeting of the board of directors of Paramount Schools of Excellence to order on Tuesday Apr 14, 2020 at 5:33 PM.

II. Public Comments

A. Public Comments

No one from the public was in attendance who wished to make a comment.

III. Consent Agenda Review and Approval

A.

Review and approve minutes.

T. Rude made a motion to approve the minutes from Board of Directors on 03-10-20.
J. Amu seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

P. Blackard	Aye
J. Amu	Aye
M. Bishop	Aye
B. Eldridge	Absent
J. Hazzard, Jr.	Aye
A. Bekele	Aye
T. Rude	Aye
C. Park	Aye

B. Voucher Approval

T. Rude made a motion to Approve the voucher as submitted.
J. Amu seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Bishop	Aye
T. Rude	Aye
P. Blackard	Aye
B. Eldridge	Absent
J. Amu	Aye
A. Bekele	Aye
J. Hazzard, Jr.	Abstain
C. Park	Aye

IV. New Business

A. Vote to apply for the Paycheck Protection Program (PPP)

J. Hazzard, Jr. made a motion to apply for the Paycheck Protection Program (PPP) for $1,000,000.
P. Blackard seconded the motion.
This program will allow the organization to receive a loan of $1,000,000.
The board **VOTED** unanimously to approve the motion.

Roll Call

J. Amu	Aye
A. Bekele	Aye
P. Blackard	Aye
B. Eldridge	Absent
T. Rude	Aye
J. Hazzard, Jr.	Aye

Roll Call

M. Bishop	Aye
C. Park	Aye

B. Vote to Approve B-1 Electronic Participation Policy Revisions

T. Rude made a motion to approve the B-1 Electronic Participation Policy as reviewed by the governance committee and distributed.
M. Bishop seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. Park	Aye
B. Eldridge	Absent
J. Amu	Aye
J. Hazzard, Jr.	Aye
M. Bishop	Aye
P. Blackard	Aye
T. Rude	Aye
A. Bekele	Aye

C. Vote to approve B-2 Open Door Public Participation Policy Revisions

T. Rude made a motion to approve the B-2 Open Door Public Participation Policy as distributed.
M. Bishop seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

M. Bishop	Aye
J. Amu	Aye
B. Eldridge	Aye
P. Blackard	Aye
T. Rude	Aye
C. Park	Aye
A. Bekele	Aye
J. Hazzard, Jr.	Aye

D. Vote to approve B-9 Gift Acceptance Policy

J. Hazzard, Jr. made a motion to approve the B-9 Gift Acceptance Policy as reviewed by the Governance Committee and distributed.
P. Blackard seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

P. Blackard	Aye
B. Eldridge	Aye
J. Hazzard, Jr.	Aye

Roll Call

A. Bekele	Aye
J. Amu	Aye
T. Rude	Aye
M. Bishop	Aye
C. Park	Aye

E. Vote to Approve Contract Language Revision for 20-21

T. Rude made a motion to approve the four (4) employee agreements as distributed.
M. Bishop seconded the motion.
T. Reddicks stated there are four agreements due to the four classifications of employees. T. Palacios explained the difference between the four employee classifications. Full-time and Part-time are differeniated in section 4 under benefits.
H. Hazzard asked to add protection for intellectual property for subcontractors. T. Reddicks agreed we could revise this language moving forward. C. Park agreed.

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

Roll Call

T. Rude	Aye
P. Blackard	Aye
J. Amu	Aye
C. Park	Aye
A. Bekele	Aye
M. Bishop	Aye
J. Hazzard, Jr.	Aye
B. Eldridge	Aye

F. Update on PCH and PEN Progress

T. Rude congratulated K. Beauchamp and S. Shaffer on their new positions. T. Reddicks thanked D. Taylor and D. Sawyers for welcoming S. Shaffer into the planning process.

J. Monk updated the group on construction progress for 1203 E St. Clair and PR Mallory. Everything is on track to have occupancy for July 1 at both locations. T. Reddicks shared an email from a community member stating their excitement for the building to open.

K. Beauchamp spoke about current depth charts and planning for hiring for the 20-21 school year. The schools are also working with Marian University to grow the current staff's capacity and gain teaching licenses.

T. Reddicks shared digital marketing has been the primary student recruitment tool since the shelter in place order.

V. Operations Report

A.

Operations Report

A. Wong has worked to become more familiar with the National Bank of Indianapolis and Community First banks.
T. Palacios has worked to onboard staff and complete benefits conversations.
H. Okersaon has worked on the grant purchasing timelines to ensure all grants will be spent down on time.
J. Braun has worked to get eLearning tech ready to go home with students.
J. Monk has worked to ensure construction timelines are met at both PR Mallory and 1203 St. Clair.
T. Gustin has worked with FACT to ensure families had what they need while not in session.
K.Beauchamp has worked with principals to codify the eLearning academic program.
B. Richardson has worked on eLearning videos and marketing for teacher and student recruitment.
T. Reddicks shared the organizaiton received $47,000 from donor partners to help with eLearning technology.
C. Larson shared the work the farm staff has done to keep students and other stakeholders engaged with the farm. Plans are in place for what to do with food the farm produces over the next few months.

B. Principal Report Discussion

Darius Sawyers, Principal at Englewood: Candidates are applying to all three schools individually, but principals are sharing resumes where there is a need. The Navigation team has been working with schools to get enrolled in virtual fairs and to keep Sentric up to date. Meal deliveries have been ongoing at all schools. Staff deliver meals for the week to families who need this service. It has been enjoyable to work with all the principals and Kyle on builidng strong academic systems.

Dexter Taylor, Principal at Brookside: The schools are working to position themselves so any staff loss over the summer will not be challenging to fill. Brookside has worked on a virtual assessment to ensure students are learning during eLearning. Data showed students performed on par with end of year AIRWays data.

Sarah Shaffer, Principal at Community Heights/Cottage Home: Schools are being mindful of how to retain current staff and only offering positions to new staff that is 100% aligned with the organization. A lot of work has been done with teacher collaboration to build academic frameworks for eLearning. Social and emotional supports put in place have been integral for families. These include health, counseling, and social services resources.

VI. Closing Items

A.

Next Meeting

May 12, 2020
5:30 PM
Join Zoom Meeting
https://zoom.us/j/702256528

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B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:08 PM.

Respectfully Submitted,
T. Rude

VII. Committees

A. Academic/Governance

The committee reviewed Staff and Family Handbook changes. J. Monk will have legal review the Staff handbook prior to the May meeting. T. Rude requested an eLearning overview be added to the Family Handbooks.

T. Rude stated the Board will use the Board on Track evaluation for Tommy's end of year evaluation. Feedback will be requested in May, and feedback will be shared with Tommy in June.

B. Finance

Reviewed the latest budget draft and 18-19 Core Question 2 report from OEI. There was discussion of PPP specifics and other possible COVID-19 government relief.

Documents used during the meeting

- 02-2020 Financial Statements - PCH.xlsx
- 03-2020 Grant Reports - PAEN$$.xlsx
- 02-2020 Financial Statements - PEN.xlsx
- 03-2020 AP Voucher Register - PASCOF.pdf
- 02-2020 Financial Statements - PBR.xlsx
- 03-2020 Grant Reports - PASCOF.xlsx
- 02-2020 Cash Flow - PEN.xlsx
- 03-2020 Grant Reports - PACOHE.xlsx
- 02-2020 Cash Flow - PCH.xlsx
- 02-2020 Cash Flow - PBR.xlsx
- 02-2020 Controllers Report - PASCOF.xlsx
- B-1 Electronic Participation Policy Draft Revisions 030520 (CHP revisions).pdf
- B-2 Open Door Public Participation Policy Draft Revisions 030520 (CHP revisions).pdf
- B-9 Gift Acceptance Policy.docx
- Employment Agreement - Full-Year, Full-Time Employee.docx
- Employment Agreement - Full-Year, Part-Time Employee.docx
- Employment Agreement - Partial-Year, Full-Time Employee.docx
- Employment Agreement - Partial-Year, Part-Time Employee.docx
- PSOE Navigation Operations Report April 2020.pdf
- PBR Ops April.pdf
- PEN Ops April.pdf
- PCH Ops April.pdf
- PSOECH.Core.Question.2.2018.2019.FINAL.pdf
- PSOEB.Core.Question.2.2018.2019.FINAL.pdf