APPROVED

Paramount Schools of Excellence

Minutes

Paramount Board of Directors Public Meeting

Date and Time
Tuesday August 16, 2022 at 5:30 PM

Location
Paramount Online Academy Training Room
1203 E. St. Clair Street
Indianapolis, IN 46202
*Enter through Door 8

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

Directors Absent
E. Mendez, J. Hazzard, Jr.

Ex Officio Members Present
T. Reddicks

Guests Present
Brent Eskridge (remote), Case Calvert (remote), Chris Larson (remote), D. Taylor (remote), Hanan Abdelmasseh (remote), Heather Brooks (remote), J. Hurley (remote), J. Smith (remote), Justin Braun (remote), K. Beauchamp, K. Sherrow (remote), Keith Thomas (remote), Lisa Hopman (remote), M. Laflin (remote), M. Miller, Megan Bouckley (remote), Nicole Tredway (remote), Rebecca Norman (remote), S. Kuhn (remote), T. Palacios (remote), V. Hereens (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 Aug 16, 2022 at 5:32 PM.

II. Public Comments

A. Public Comments

No members of the public were present.

III. Consent Agenda Review and Approval

A. Review and Approve Minutes

T. Rude made a motion to approve the consent agenda (minutes, financials, vouchers) from Paramount Board of Directors Public Meeting on 07-19-22.
M. Bishop seconded the motion.
Each consent agenda includes minutes from the prior meeting and the monthly financial packet, including monthly vouchers.
The board **VOTED** to approve the motion.

B. Voucher Approval

IV. New Business

A. School Enrollment

The school saw some expected attrition with the projected enrollment versus the first day of school enrollment. Principals and staff are working diligently to fill these open seats by making phone calls and recruiting families.

B. School Construction

The roof work is underway in South Bend. Paramount is still working with Keystone and the city of Lafayette on school signage for their building. The Brookside backyard project will begin after the TURN Festival. Paramount is looking to work on a project at the POA and PCH campus to install Gaga pits for school and neighborhood use.

C. HR Policy Updates

T. Rude made a motion to approve the addition of Juneteenth as a paid staff holiday for year-round employees.

P. Blackard seconded the motion.
The board **VOTED** to approve the motion.
M. Bishop made a motion to approve the proposed PTO payout policy for licensed teachers.
A. Bekele seconded the motion.
The HR team outlined a proposed policy update effective for the 22-23 school year that adds specific language that only "teachers that have a valid IDOE teaching certification" are eligible for PTO payout at the end of the contract year. Previously this was awarded to all certified teaching positions regardless of valid licensure. This change would incentivize teachers to obtain licensure or renew expired licensure and would further support Paramount's compliance with state and OEI reporting.
The board **VOTED** to approve the motion.
The HR team requested the Executive Benefit Retirement Investment for new to the plan and 457b contributions as applicable by assignment be approved for C-suite, Principals, VP, and Executive Directors for the month of August 2022 as a one-time payment for the 22-23 School year. This request would include adding Jason Smith, Rebecca Norman, and Madison Livergood to these benefits. In addition, Tara Gustin would be transferred to the C-Suite plan. It was decided that this will be voted on at next month's meeting.

D. Authorized Credit Card Holder

T. Rude made a motion to add the Director of Marketing to the approved list of credit card holders.
P. Blackard seconded the motion.
Marcus Miller proposed that the Director of Marketing position is added to the financial policy as an approved credit card holder. This was previously provided to the Director of Advancement position, which was replaced by the Director of Marketing.
The board **VOTED** to approve the motion.

V. Operations Reports

A. Navigation Team

Dr. Jason Smith, Rebecca Norman, Heather Smith, and Nicole Tredway were all introduced as new school leaders for Paramount Englewood, Paramount Cottage Home, Paramount Lafayette, and Paramount South Bend, respectively.

B. Principal Reports

PEN - Jason Smith

Jason Smith, an east-side native, introduced himself to the board and reviewed his experience in the field of education since taking over the principal position. Englewood has exceeded the enrollment goal, and additional students continue to enroll. Culture audits were completed, and rigorous teaching is already underway. The observation and feedback cycles have started with veterans and new teaching staff.

PCH - Rebecca Norman

Rebecca Norman is new to the principal role at Paramount Cottage Home. Principals and Navigation team members have been observing each classroom twice a week to examine and work with teachers on classroom culture efforts. The school is working in collaboration with the Special Education Director to ensure all student needs are being met.

PBR - Korry Sherrow/Dexter Taylor

Extracurricular activities are underway, and athletics have kicked off for the school year. Culture audits were completed for the building to ensure that classroom norms and systems are following Paramount frameworks. The school is also gearing up for the beginning of year testing.

POA - Brandalyn Hayes

Absent for today’s meeting

Lafayette - Heather Brooks

Heather Brooks, the new principal at Lafayette, provided her background in education and introduced herself to the board. She has summer data from My Learning Nook. It averaged 50 appointments per week, and currently, 4 POA students attend some portion of their lesson at their location. There is excitement for brick-and-mortar facilities, and they are enjoying connecting with key organizations, like the Lafayette Chamber and partnerships with local early learning facilities.

South Bend - Nicole Tredway

Nicole Tredway, the new principal at Paramount South Bend, provided her background in education and introduced herself to the board. My Learning Nook is growing very quickly and averaging about 60 appointments per week with students in the community. The team in South Bend is continuing to work on building community partnerships in the area.

VI. Closing Items

A. Next Meeting

September 20th @ 5:30 pm (1203 E. St. Clair Street Indianapolis, IN 46202)

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:16 PM.

Respectfully Submitted,
T. Rude

C. Executive Session

The executive team discussed ideas and improvements regarding teacher contract hours.