APPROVED

Paramount Schools of Excellence

Minutes

Paramount Board of Directors Public Meeting

Date and Time
Tuesday March 21, 2023 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 (remote), B. Eldridge (remote), E. Mendez (remote), J. Hazzard, Jr. (remote), M. Bishop, P. Blackard (remote), T. Rude

Directors Absent
J. Amu

Ex Officio Members Present
T. Reddicks

Guests Present
Amanda Webb (remote), Anthony Moore (remote), Asia Loukine (remote), Brandalyn Hayes (remote), Brent Eskridge (remote), Case Calvert (remote), Cory Iwaszewski (remote), D. Taylor (remote), Hanan Abdelmasseh (remote), Heather Brooks (remote), J. Hurley (remote), J. Phillips, Justin Braun, K. Beauchamp (remote), K. Sherrow (remote), Keeanne Gomez (remote), Keith Thomas (remote), Lisa Hopman (remote), Lynnise Lucas (remote), M. Laflin (remote), M. Miller, Madison Livergood (remote), Mary Laflin (remote), Megan Bouckley (remote), Morgan Kafantaris

(remote), Nichole Tredway (remote), Rebecca Norman (remote), Stefanie Hanes (remote), T. Gustin, T. Palacios (remote), V. Hereens (remote), Valeria Chamorro (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 Mar 21, 2023 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) including the minutes from the Paramount Board of Directors Public Meeting on 02-21-23. 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.

Roll Call	
B. Eldridge	Aye
M. Bishop	Aye
J. Hazzard, Jr.	Aye
E. Mendez	Aye
A. Bekele	Aye
P. Blackard	Aye
T. Rude	Aye
J. Amu	Absent

B. Voucher Approval

IV. New Business

A. 2023-2024 School Calendars

T. Rude made a motion to approve the proposed change to the school calendars for the 2023-2024 academic year.

P. Blackard seconded the motion.
COO Tara Gustin presented a proposed change to the 2023-2024 school calendars: moving the start date of the school year to August 1st from the previously approved calendars. This would apply to all Paramount campuses.
The board **VOTED** to approve the motion.

Roll Call

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

B. Articles of Incorporation

M. Bishop made a motion to approve the proposed change to the Articles of Incorporation.
E. Mendez seconded the motion.
A discussion was had to change the wording on the Articles of Incorporation from Paramount School of Excellence to Paramount Schools of Excellence.
The board **VOTED** to approve the motion.

Roll Call

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

C. Additional Reporting Obligations for Staff Handbook

M. Bishop made a motion to approve the addition to the staff handbook.
P. Blackard seconded the motion.
A discussion was had about adding a chain of command to the Paramount staff handbook for reporting obligations.
The board **VOTED** to approve the motion.

Roll Call

A. Bekele	Aye
M. Bishop	Aye
E. Mendez	Aye
P. Blackard	Aye

Roll Call

B. Eldridge	Aye
J. Amu	Absent
T. Rude	Aye
J. Hazzard, Jr.	Aye

D. HR Policy for Background Checks

T. Rude made a motion to approve the changes to the HR policy for background checks.
A. Bekele seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

E. Authorization to Sign Agreements for Alternative Services and Private Residential School Placements

T. Rude made a motion to approve the authorization for the Director of Special Education to sign agreements for alternative services and private residential school placements.
J. Hazzard, Jr. seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

F. Payroll Deduction Policy

T. Rude made a motion to approve the payroll deduction policy.
M. Bishop seconded the motion.
Director of HR, Tiffany Palacios, presented. Paramount payroll processing is managed through our contract with Sentric HR and Bookkeeping Plus. Sentric HR is our processor and BPI serves as oversite for final processing. Until this year, the management of payroll

deductions have been guided by policies set forth by these companies in alignment with Federal and State laws.

This year, The Indiana Charter School Board requested that Paramount submit our own company payroll deduction policy to support our expansion. Paramount HR worked with Sentric HR and Bookkeeping Plus to draft this policy and the Sentric Payroll team reviewed the final submission. The policy is written to demonstrate how Paramount employee payroll deductions are determined and administered.
The board **VOTED** to approve the motion.

Roll Call

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

G. Vote on Authorizer for Girls IN STEM Academy

J. Hazzard, Jr. made a motion to approve Trine as the authorizer for Girls in STEM Academy.
M. Bishop seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

H. Converting School Bank Accounts

B. Eldridge made a motion to approve the bank account changes.
P. Blackard seconded the motion.
CFO, Marcus Miller, presented making changes to the bank accounts that would result in them becoming higher interest-earning accounts. All of these are relatively low risk, but Paramount Schools of Excellence would get a good turn on our investment.
The board **VOTED** to approve the motion.

Roll Call

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

V. Operations Reports

A. Navigation Team

CEO Tommy Reddicks shared that Paramount Schools of Excellence was awarded 5 CSP grants.

B. Principal Reports

Principal Nichole Tredway presented on Paramount South Bend. The school received wonderful newspaper coverage in South Bend. 157 students so far are enrolled, and 35% of those students are from My Learning Nook. 14 staff positions are filled, and 7 of those staff currently work at My Learning Nook. A number of community and outreach events are happening prior to the first day of school in August, and the enrollment team has helped recruit local business support. The building has received updates, including local art, paint, carpet, ceiling amenities, and the front structure of the building. Work on the building is ongoing.

VI. 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 6:02 PM.

Respectfully Submitted,
T. Rude

B. Next Meeting

April 18th @ 5:30 pm (1203 E. St. Clair Street Indianapolis, IN 46202)

VII. Executive Session

A.

IC 5-14-1.5-6.1(b)(2)

Tom Rude reviewed the board self-assessment with the group.