



# The GLOBE Academy

## Board of Directors Meeting

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### Date and Time

Monday April 27, 2020 at 7:00 PM EDT

### Location

To be an attendee of this meeting, please click on the following link: [https://us02web.zoom.us/webinar/register/WN\\_7Q0hpHIRT4aLof7ViGyS8g](https://us02web.zoom.us/webinar/register/WN_7Q0hpHIRT4aLof7ViGyS8g). Call-in information will be sent to you.

Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1.

**Special note:** This meeting was conducted remotely, due to the declared national and state public health emergencies in response to the novel coronavirus known as COVID-19.

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>7:00 PM</b>
Opening Items			
<b>A. Record Attendance and Guests</b>	Discuss	Sharon Camara	
<b>B. Call the Meeting to Order</b>		Sharon Camara	
<b>C. Vision, Mission and Core Values</b>	Discuss		5 m
Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.			
Mission: The GLOBE Academy fosters Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model, and a constructivist approach, GLOBE inspires students to be high- performing lifelong learners equipped to make a positive impact in the world.			
Core Values: The GLOBE Academy's core values are expressed in the acronym, CREST: Community, Respect, Empathy, Sustainability and Trust. These values are expected of the governing board, faculty, staff, parents, and students. They are woven into daily life at GLOBE and incorporated into the curriculum.			
<ul style="list-style-type: none"><li>• Community: We are inclusive, and we nurture and support one another.</li><li>• Respect: We treat ourselves and each other with kindness and dignity.</li><li>• Empathy: We strive to understand and share the feelings of others.</li><li>• Sustainability: We aim to conserve our resources for optimal use in the present and future.</li><li>• Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.</li></ul>			
<b>II. Public Comment</b>			<b>7:05 PM</b>

<b>A. Public Comment</b>	FYI	Sharon Camara	5 m
<b>Please note:</b> Each speaker may speak for up to two minutes. Speakers are cautioned from making comments that involve an individual staff member, a personnel action, a student disciplinary matter, a complaint about an individual student or any pending legal matter for which The GLOBE is engaged. Speakers are asked to state their remarks in a courteous manner. As a matter of protocol, Board members will not respond to public comments.			
<b>III. Consent Agenda</b>			<b>7:10 PM</b>
<b>A. Approve Agenda</b>	Vote	Sharon Camara	5 m
<b>B. Approve Minutes</b>	Approve Minutes	Sharon Camara	5 m
Approve minutes for Board of Directors Meeting on March 30, 2020			
<b>C. Approve Minutes</b>	Approve Minutes	Sharon Camara	5 m
Approve minutes for Board of Directors - Special Meeting on April 16, 2020			
<b>IV. PTCC Report</b>			<b>7:25 PM</b>
<b>A. PTCC Report</b>	FYI		5 m
<b>V. Administration and Committee Reports</b>			<b>7:30 PM</b>
<b>A. Executive Director's Report</b>	Discuss	Christi Elliott-Earby	5 m
<b>B. Academic Committee Report</b>	Discuss	Drew Reynolds	5 m
<b>C. Finance Committee Report</b>	Discuss	Luis Pacheco	5 m
<b>D. Facilities Committee Report</b>	Discuss	Ryan Hudak	5 m
<b>E. Development Committee Report</b>	Discuss	Meghann Adams	5 m
<b>F. Communications Committee Report</b>	Discuss	Jonathan Clues	5 m
<b>G. Governance Committee Report</b>	Discuss	Aba Rogers	5 m
<b>H. Strategic Planning Committee Report</b>	Discuss	Katie Monroe	5 m
<b>I. Diversity Committee Report</b>	Discuss	Monique Hudson	5 m
<b>J. Executive Director Evaluation and Support Committee Report</b>	Discuss	Ryan Hudak	5 m
<b>VI. Old Business</b>			
<b>VII. New Business</b>			
<b>VIII. Executive Session</b>			<b>8:20 PM</b>
<b>A. To discuss a legal matter</b>	Discuss	Sharon Camara	15 m
<b>IX. Closing Items</b>			<b>8:35 PM</b>
<b>A. Adjourn Meeting</b>	Vote	Sharon Camara	

# Cover Sheet

## Approve Minutes

**Section:** III. Consent Agenda  
**Item:** B. Approve Minutes  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** Minutes for Board of Directors Meeting on March 30, 2020

DRAFT



## The GLOBE Academy

### Minutes

#### Board of Directors Meeting

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**Date and Time**

Monday March 30, 2020 at 7:00 PM

**Location**

Call-in information FOR GUESTS ONLY!

Please click the link below to join the webinar:

<https://zoom.us/j/483011734?pwd=QnI1N1hKVnhCc09iM0NqbUp3elpEQT09>

Password: 959470

Or iPhone one-tap :

US: +13126266799,, 483011734# OR +19292056099,,483011734#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 929 205 6099

or +1 346 248 7799 or +1 669 900 6833

or +1 253 215 8782 or +1 301 715 8592

Webinar ID: 483 011 734

International numbers available: <https://zoom.us/u/aeww2Jh2ZB>

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Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1.

**Special note:** This meeting was conducted remotely, due to the declared national and state public health emergencies in response to the novel coronavirus known as COVID-19.

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**Directors Present**

A. Rogers (remote), C. White (remote), D. Reynolds (remote), J. Clues (remote), K. Monroe (remote), L. Pacheco (remote), M. Adams (remote), M. Hudson (remote), R. Hudak (remote), S. Camara (remote)

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**Directors Absent**

A. Patel, J. Garcia

### **Guests Present**

A. Fields (remote), A. Weakley (remote), Adam, C. Elliott-Earby (remote), Cutia Blunt, D. Fagan (remote), Jen Parker, K. Holder (remote), L. Hancock (remote), Meg Brown, Robyn Brandman, S. Daniel (remote), Z. Funchess (remote)

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## **I. Opening Items**

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

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

S. Camara called a meeting of the board of directors of The GLOBE Academy to order on Monday Mar 30, 2020 @ 7:02 PM at  
Call-in information FOR GUESTS ONLY!

Please click the link below to join the webinar:

<https://zoom.us/j/483011734?pwd=Qnl1N1hKVnhCc09iM0NqbUp3elpEQT09>

Password: 959470

Or iPhone one-tap :

US: +13126266799,, 483011734# OR +19292056099,,483011734#

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### **C. Vision, Mission and Core Values**

Vision, Mission and Core Values were read by board members.

## **II. Public Comment**

### **A. Public Comment**

Robyn Brandman commented on how impressed she has been at the level of communication and the manner in which the school has responded to the impact of COVID-19. She stated that she hopes that the Board committees are still working on the school initiatives, particularly the Strategic Plan. She said she would like to know the process to observe new and old teachers and inquired if there was a process in place at all. She noted that no one has owned the exit surveys and hoped that someone would take responsibility for this task.

## **III. Consent Agenda**

### **A. Approve Agenda**

The agenda and minutes were approved by consent without objection.

### **B. Approve Minutes**

C. White made a motion to approve the minutes from. Board of Directors Meeting on 02-24-20  
M. Adams seconded the motion.  
The board **VOTED** unanimously to approve the motion.

#### **IV. PTCC Report**

##### **A. PTCC Report**

A formal report was included in the agenda packet.

#### **V. Administration and Committee Reports**

##### **A. Executive Director's Report**

A formal report was included in the agenda packet. Christi praised teachers and staff for how they have made distance learning such a success, particularly given the circumstances. Christi thanked Cutia Blunt for taking the lead on the technological aspect of distance learning. She also thanked parents for doing all that they have for the students and stated that it is a team effort for all involved. Meg Brown provided updates on the lottery.

##### **B. Academic Committee Report**

A formal report was included in the agenda packet. Drew and Zakia provided a presentation on data-driven decision-making and the Winter MAP results.

##### **C. Finance Committee Report**

A formal report was included in the agenda packet. Luis stated his expectation is to have next year's preliminary budget available for the April meeting. Given the current posture of the public health emergency, Luis indicated the two public budget hearings will likely be held remotely. Sharon said there was a meeting with the county last Thursday and they have worked to meet separately with each charter school. Sharon stated that she is hopeful the new calculation will be an amount above what is listed in the school's current contract. Sharon noted that all of the charter schools, with the exception of one, want to work together on this and the Board will potentially need to vote on any follow-up that may be necessary as a result.

##### **D. Facilities Committee Report**

There was no formal report this month. The committee did not meet this month. Ryan stated that, prior to the public health emergency, there were discussions about finding a permanent committee chair and a likely decision on that will continue to be discussed.

##### **E. Development Committee Report**

A formal report was included in the agenda packet. Meghann noted that the March meeting was canceled and hopefully the committee will have the chance to meet in April.

##### **F. Communications Committee Report**

There was no formal report this month.

Ryan made a motion to elect Jonathan Clues as the chair of the Communications Committee, effectively immediately. Motion seconded by Chip. **Motion approved by all present.**

##### **G. Governance Committee Report**

There was no formal report this month. Aba reported that the committee has meet twice: once in March and once in April. The committee has made progress on the bylaws and the staff handbook. Aba stated that she has uploaded the documents onto BoardOnTrack. The school administrators have reviewed the changes to the staff handbook and provided that feedback and the handbook will be put before the Board for consideration at next month's meeting.

**H. Strategic Planning Committee Report**

A formal report was included in the agenda packet. Ryan suggested providing any news or updates, even if incomplete, to provide a glimpse into the current status of each Strategic Plan initiative. Christi stated the goal is to have that information provided next month.

**I. Diversity Committee Report**

There was no formal report this month. Monique stated that the committee did not meet in March, but she has been fielding DEI questions, particularly regarding the school's COVID-19 response and it how affects the school's socioeconomically diverse students. A survey will be sent out to determine the student needs to garner feedback and other concerns related to distance learning.

**J. Executive Director Evaluation and Support Committee Report**

There was no report this month.

**VI. New Business**

**A. LabelFrancÉducation**

Sandra Daniel provided a presentation on the school being award the LabelFrancÉducation seal. A copy of her presentation was included in the agenda packet.

**B. Election of Governance Committee Chair**

C. White made a motion to elect Aba Rogers as the chair of the Governance Committee, effective immediately.

M. Hudson seconded the motion.

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

**VII. Closing Items**

**A. Adjourn Meeting**

The next scheduled meeting is set for April 27, 2020 at 7 p.m.

R. Hudak made a motion to adjourn the meeting.

C. White 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 8:32 PM.

Respectfully Submitted,

K. Holder

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**Documents used during the meeting**

- 2020.03.30 PTCC Report.pdf
- 2020.03.30 Executive Director's Report.pdf
- GLOBE Label FrancÉducation.pptx

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- 2020.03.30 Academic Committee Board Meeting Presentation.pdf
  - 2020.03.30 Academic Committee Report.pdf
  - BalanceSheet 2020.02.29.pdf
  - Finance - BOD Slides Mar 2020.pptx
  - ProfitandLoss June 2019-February 2020.pdf
  - 2020.03.30 Development Committee Report.pdf
  - 2020.03.30 Strategic Planning Committee Report.pdf



# Cover Sheet

## Approve Minutes

**Section:** III. Consent Agenda  
**Item:** C. Approve Minutes  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** Minutes for Board of Directors - Special Meeting on April 16, 2020

DRAFT



## The GLOBE Academy

### Minutes

#### Board of Directors - Special Meeting

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#### Date and Time

Thursday April 16, 2020 at 7:00 PM

#### Location

Please click the link below to join the webinar:

<https://zoom.us/j/95118727933?pwd=QUdzemdPeHdKNjkyYUxKcGR3bE5Ldz09>

Password: 959470

Or iPhone one-tap :

US: +19292056099,,95118727933#,,#,959470# or +13126266799,,95118727933#,,#,959470#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 929 205 6099 or +1 312 626 6799

or +1 669 900 6833 or +1 253 215 8782

or +1 301 715 8592 or +1 346 248 7799

Webinar ID: 951 1872 7933

Password: 959470

International numbers available: <https://zoom.us/u/aeww2Jh2ZB>

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Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1 and O.C.G.A. § 50-14-1(d)(2).

**Special note:** This meeting was conducted remotely, due to the declared national and state public health emergencies in response to the novel coronavirus known as COVID-19.

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#### Directors Present

A. Rogers (remote), D. Reynolds (remote), J. Clues (remote), K. Monroe (remote), L. Pacheco (remote), M. Adams (remote), M. Hudson (remote), R. Hudak (remote), S. Camara (remote)

#### Directors Absent

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A. Patel, C. White, J. Garcia

### Guests Present

C. Elliott-Earby (remote), Cutia Blunt, D. Clayton-Purvis (remote), Jen Parker, K. Holder (remote)

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## I. Opening Items

### A. Record Attendance and Guests

### B. Call the Meeting to Order

S. Camara called a meeting of the board of directors of The GLOBE Academy to order on Thursday Apr 16, 2020 @ 7:11 PM at

Please click the link below to join the webinar:

<https://zoom.us/j/95118727933?pwd=QUdzemdPeHdKNjkyYUxKcGR3bE5Ldz09>

Password: 959470

Or iPhone one-tap :

US: +19292056099,,95118727933#,,#959470# or  
+13126266799,,95118727933#,,#959470#

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Password: 959470

International numbers available: <https://zoom.us/j/95118727933?pwd=QUdzemdPeHdKNjkyYUxKcGR3bE5Ldz09>

## II. CARES Act Funding

### A. Review and Approve CARES Act Funding

Denise and Luis lead a discussion about applying for a Small Business Administration loan related to the Payroll Protection Program. Denise indicated that an application was filed prior to the public announcement that the program was out of money and was unable to enroll any new program lenders.

D. Reynolds made a motion to approve the Small Business Administration's Payroll Protection Program loan for \$1.6 million.

L. Pacheco seconded the motion.

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

## III. Executive Session

### A. To discuss a legal matter

Motion made by Ryan to move to executive session to discuss a legal matter. Motion seconded by Monique. **Motion approved by all present.** Moved to executive session at 7:29 p.m. Motion to leave executive session made by Jonathan. Motion seconded by Luis. **Motion approved by all present.** Returned from executive session and meeting called back to order at 8:15 p.m.

## IV. Closing Items

**A. Adjourn Meeting**

The next scheduled meeting is set for April 27, 2020 at 7 p.m.

R. Hudak made a motion to adjourn the meeting.

M. Hudson 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 8:18 PM.

Respectfully Submitted,

K. Holder

# Cover Sheet

## PTCC Report

**Section:** IV. PTCC Report  
**Item:** A. PTCC Report  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** 2020.04.27 PTCC Report.pdf

# PTCC MONTHLY REPORT

## APRIL 27, 2020

### UPCOMING EVENTS

- Anti-Bullying Magic Show (will be virtual) - Date TBD
- Teacher Appreciation Week - May 4th to May 8th
- GLOBE Auction - May 16th (will be virtual)

### MONTHLY OVERVIEW

#### **GLOBE AUCTION –**

May 16, 2020, will be virtual

James Bratton will MC

PTCC volunteers currently getting photographs of class projects/donations

PTCC calling all business that donated gift cards to make sure that they are still in a position to do so.

#### **TEACHER GRANTS –**

Teacher training delayed or cancelled. That money that PTCC did not pay out will roll over to next year but will be earmarked.

#### **ELECTRONIC RECYCLING**

Containers at LC in parking lot. Will be picked up on Wednesday.

#### **ELECTIONS – :**

- Co-Chair, Laura Hancock on ballot
- Secretary, Kristeena Spivey on ballot

- Still need the following:
  - Bookkeeper/Treasury in Training (1)
  - Classroom PAC (2)
  - Facilities PAC (1)
  - Fundraising (1)

## PTCC GOALS

- ❑ Building technical capacity of PTCC (PTOffice, Online sales)
- ❑ Brainstorm ways to virtually connect with our GLOBE community
- ❑ Increase PTCC volunteerism; inspire new volunteers



# Cover Sheet

## Executive Director's Report

**Section:** V. Administration and Committee Reports  
**Item:** A. Executive Director's Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** 2020.04.27 Executive Director's Report.pdf





## **Executive Director Report 4/27/20**

### **Updates**

Distance Learning - Thank you for all the feedback from families that took our survey about distance learning. GLOBE will be ending school 5/15/2020, this is 3.5 days earlier.

Strategic Plan - We are putting this on pause right now. [Presentation for updates](#)

### **Enrollment**

New Spreadsheet for [enrollment data](#)

### **Lottery**

### **HOS Updates - Cutia and Marsha/Judy**

# Cover Sheet

## Academic Committee Report

**Section:** V. Administration and Committee Reports  
**Item:** B. Academic Committee Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** 2020.04.27 Academic Committee Report.pdf



## The GLOBE Academy

### Academic Committee Report

27 April 2020

**Committee Chair:** Drew Reynolds, dreynolds@theglobeacademy.net

**Report Type:** Update

#### Updates

1. Academic Committee Meeting Summary 4-22-20
  - a. Data at GLOBE
    - i. Decision-making processes
  - b. Questions to explore:
    - i. How can GLOBE support students successfully **develop literacy skills** in both languages regardless of ability in the K-2 years?
    - ii. How can GLOBE **support parents** as they navigate a dual-language immersion school environment?
    - iii. How can GLOBE **prepare graduating students** to be successful in high school?
  - c. Committee to begin engaging questions starting August 2020. Drew Reynolds to prepare data for analysis in August 2020.

**End of Report**

# Cover Sheet

## Finance Committee Report

**Section:** V. Administration and Committee Reports  
**Item:** C. Finance Committee Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** 2020.02.24 Finance Committee Report.pptx

# The Globe Academy – Finance Committee - Agenda

Item	Purpose
Upper Campus Loan Refinancing	Vote
Financial Policies Amendment – Staff and Travel Expenses	Vote
Financial Statements – FY2020	FYI
FY2021 Budget Timeline	FYI

## The Globe Academy – Finance Committee – Upper Campus Refinancing

- CenterState is offering us a better loan option than the current one for the Upper Campus Building and we would like to get approval for the board to refinance **up to 4.5M**
- New Loan would be fixed rate (~4.22% APR) for 20 years instead of 4.49% for the next 4 years and variable rate (Prime + 0.5% = Currently 5.25%) for the next 20 years—we would save approximately \$850K in interest expense for the life of the loan.
- The Bank has asked us for the following language to appear in the BOD minutes:
  - *“A motion was made by \_\_\_\_\_ and seconded by \_\_\_\_\_ to approve up to \$4,500,000 loan by CenterState Bank for the refinancing of the Upper Campus building. “*

# The Globe Academy – Finance Committee – Staff & Travel Expenses Amendment

- Here is the original language from XV.STAFF AND TRAVEL EXPENSES that we are looking to amend. We would also like the amend all reference to HOS in the Financial Policies be changed to ED (Executive Director)

Original Text	Proposal (Changes highlighted)
<p>All out-of-town travel shall be approved by the Head of School in advance. All staff shall submit travel reimbursement forms by which they request reimbursement. Travel reimbursement forms shall be submitted to the Business Manager for review. Submitted travel reimbursement forms shall be reviewed by the Business Manager for:</p>	<p>All travel reimbursement requests submitted by staff shall be approved by the Executive Director and the Business Manager shall be approved and approved for reimbursement. Submitted travel reimbursement forms shall be reviewed by the Business Manager for: (a) accuracy, (b) completeness of required receipts, and (c) adherence to established policies. All travel reimbursement requests submitted by the CEO, the Executive Director, or the Business Manager shall be approved and approved for reimbursement.</p>

# The Globe Academy – Finance Committee – Financial Statements

## Globe Academy Financial Statement FY 2020

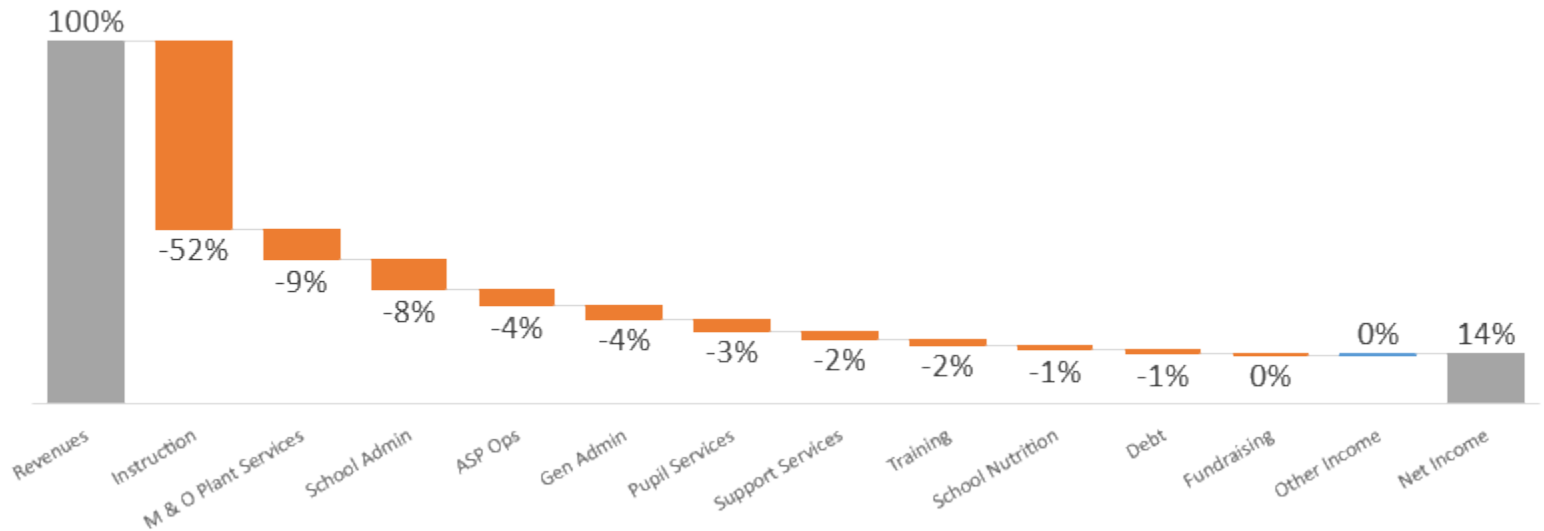
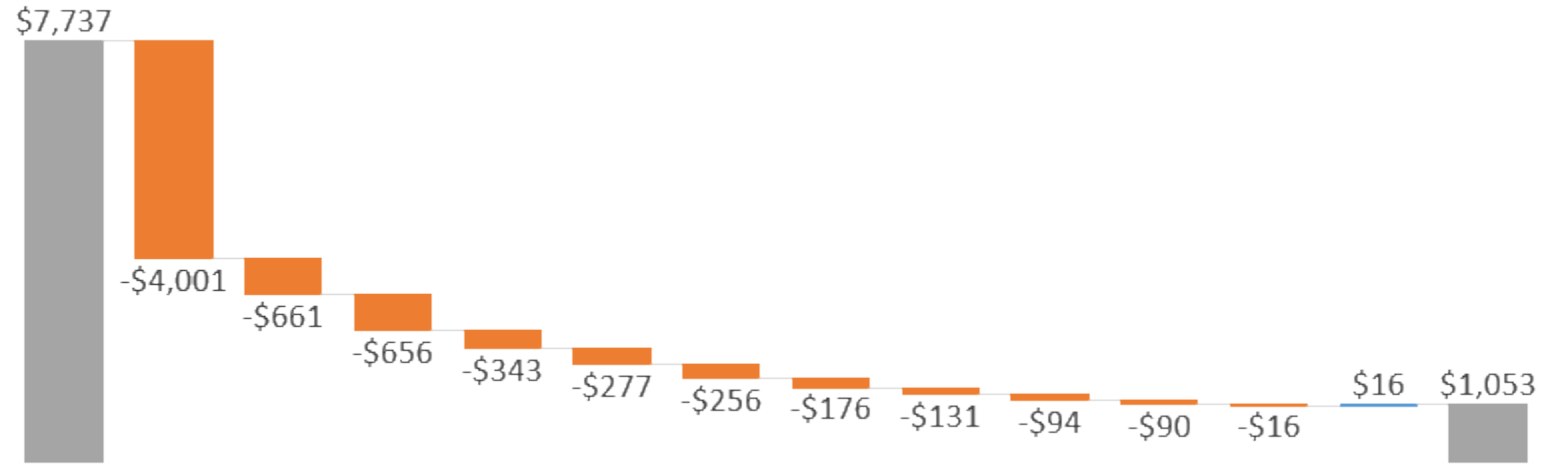
(Figures in '000s unless otherwise stated)

	Previous YTD	Current YTD	Budget Y/Y	Budget YTD	Δ	Current - Budget %
<b>Revenues</b>		<b>\$6,413</b>	<b>\$7,737</b>	<b>21%</b>	<b>\$7,159</b>	<b>\$578 8%</b>
<b>Expenses</b>		<b>\$5,739</b>	<b>\$6,700</b>	<b>17%</b>	<b>\$6,236</b>	<b>-\$487 -8%</b>
Instruction		\$3,453	\$4,001	16%	\$4,025	\$25 1%
Pupil Services		\$211	\$256	22%	\$275	\$18 7%
Training and Improvement		\$105	\$131	24%	\$109	-\$22 -20%
General Administration		\$155	\$277	79%	\$168	-\$109 -65%
School Administration		\$572	\$656	15%	\$707	\$51 7%
Support Services-Business		\$162	\$176	9%	\$171	-\$5 -3%
Maint & Oper-Plant Services		\$607	\$661	9%	\$322	-\$339 -105%
Fundraising Activities		\$12	\$16	37%	\$9	-\$7 -72%
School Nutrition Program		\$46	\$94	103%	\$51	-\$43 -84%
ASP Operations		\$325	\$343	5%	\$250	-\$93 -37%
Debt Services		\$91	\$90	-2%	\$149	\$59 40%
Total Other Income		\$2	\$16	901%	\$0	\$16 0%
Total Other Expenses		\$0	\$0	-100%	\$0	\$0 0%
<b>Net Income</b>		<b>\$676</b>	<b>\$1,053</b>	<b>56%</b>	<b>\$923</b>	<b>\$130 14%</b>



# The Globe Academy – Finance Committee – Financial Statements

The Globe Academy - Net Income Waterfall FY2020



# The Globe Academy – Finance Committee – FY2021 Budget Timeline

- We would have the preliminary budget for approval by the April BOD’s meeting
- Public Budget meeting between April’s and May’s meetings
- Final Budget by the May BOD’s meeting

	Week																
	2/2/2020	2/9/2020	2/16/2020	2/23/2020	3/1/2020	3/8/2020	3/15/2020	3/22/2020	3/29/2020	4/5/2020	4/12/2020	4/19/2020	4/26/2020	5/3/2020	5/10/2020	5/17/2020	5/24/2020
	2/8/2020	2/15/2020	2/22/2020	2/29/2020	3/7/2020	3/14/2020	3/21/2020	3/28/2020	4/4/2020	4/11/2020	4/18/2020	4/25/2020	5/2/2020	5/9/2020	5/16/2020	5/23/2020	5/30/2020
Estimate of Projected Cost	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow											
Estimate of Projected Revenue		Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow									
Addition / Substraction of projects							Yellow	Yellow	Yellow	Yellow	Yellow						
Preliminary Discussion with the Financial Committee											Blue						
Preliminary Budget presented to Board												Blue					
Public Meeting to Discuss Budget and make changes													Light Blue	Light Blue	Light Blue	Light Blue	
Final Budget Approval																	Green

# Cover Sheet

## Development Committee Report

**Section:** V. Administration and Committee Reports  
**Item:** E. Development Committee Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** 2020.04.27 Development Committee\_Report.pdf



## The GLOBE Academy

### Development Committee Report

27 April 2020

**Committee Chair:** Meghann Adams

**Report Type:** Update

**Updates:**

#### 1. Operational Budget/Fundraising Goals (through 3/31/20)

- a. 2019-2020 Fundraising Goal: \$250,000; 2% of operating budget
- b. Annual Fund: \$88,900 received to date
- c. GLOBE Trot: \$136,100
- d. GLOBE Rocks: \$9,700
- e. Total raised to date: \$234,800; 94% of fundraising goal

#### 2. 2020-2021 Fundraising Goals

- a. Total Goal: \$300,000 for Annual Fund, GLOBE Trot & GLOBE Rocks
- b. Annual Fund: \$150,000/100% participation
- c. GLOBE Trot: \$140,000/100% participation
- d. GLOBE Rocks: \$10,000
- e. Revised Annual Fund Donor Levels/Benefits
- f. Bigger push for early pledges/monthly donations

#### 3. Donor Relations

- a. 2019-2020 Annual Fund donor thank you letters
  - o 133 donors to date
  - o 33% Board participation
  - **Silver Level:** \$1,000 (17 families; one company)
  - **Gold Level:** \$2,500 (one family)
  - **Platinum Level:** \$5,000 (no donors at this level)
- b. 2020-2021 New Donor Levels/Benefits
  - **Global Citizen Level:** \$100 - \$999
  - **Global Patron Level:** \$1,000 - \$2,499
  - **Global Sustainer Level:** \$2,500 - \$4,999
  - **Global Benefactor Level:** \$5,000+
  - **Global Leadership Circle:** \$1,000+ for 2+ consecutive years
  - **Global Advocate Circle:** Any amount for 3+ consecutive years

#### **4. Database Management**

- a. Vendor research still in progress
- b. Plan to make the switch over during the summer
- c. Reviewing timing, data and costs

#### **5. Grants for Chromebooks**

- a. Georgia Foundation for Public Education & Innovation Fund Foundation
- b. Walmart Community Grants
- c. Other prospects to pursue this summer

#### **6. Next Development Committee Meeting via Zoom: Tuesday, May 19, 2020 @ 7:30 pm**

**End of Report**

# Cover Sheet

## Governance Committee Report

**Section:** V. Administration and Committee Reports  
**Item:** G. Governance Committee Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** Globe Revised Bylaws 2018.pdf  
Summary of Proposed Changes to Globe Bylaws.pdf

**BYLAWS OF  
The GLOBE Academy, Inc.**  
a Georgia nonprofit corporation

Approved by the Board of Directors on 2020 August 18, 2016

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ARTICLE I

NAME, PRINCIPAL OFFICE AND PURPOSE

Section 1. *Name.* The official name of this nonprofit corporation shall be “The GLOBE Academy, Inc.” (hereinafter, “Globe”). ~~Globe’s The official complete name of The GLOBE Academy, Inc., shall be used in all official business and transactions of official business of The GLOBE Academy, Inc.;~~ provided, that, ~~Globe The GLOBE Academy, Inc.~~ shall apply to conduct business under the trade name “The GLOBE Academy” and, upon approval of said application, may use said trade name in the transaction of its business.

Section 2. *Registered Office and Agent.* The registered office of ~~Globe The GLOBE Academy~~ shall be located in the State of Georgia and ~~The GLOBE Academy Globe~~ shall at all times maintain a registered agent at the address of the registered office.

(a) *Other Offices.* ~~The GLOBE Academy Globe~~ may also have offices at such other places, both within and without the State of Georgia as the Board of Directors (the “Board”) may from time to time determine.

Section 3. ~~The GLOBE Academy Globe~~ shall be governed by its ~~A~~ articles of ~~i~~ incorporation and its ~~B~~ bylaws.

Section 4. *Purposes.* The purpose of ~~The GLOBE Academy Globe~~ is to organize and operate a school in Georgia that provides children with a challenging and exciting education that fosters critical thinking, global awareness, and language fluency and to take such other actions that may be necessary or proper in the pursuit of such purpose, provided that such purposes shall be in furtherance of, and not in conflict with, ~~its tax exempt status the purposes~~ set forth in Section 5 of this Article I. The mission of ~~The GLOBE Academy Globe~~ is: To foster Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model and a constructivist approach, GLOBE inspires students to be high-performing, lifelong learners well-equipped to make a positive impact in the world.

Section 5. *Tax Exempt Status.* ~~The GLOBE Academy Globe~~ shall be operated exclusively for business league purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or any corresponding provision of any future U.S. internal revenue law (the “Code”). In furtherance of these purposes, ~~The GLOBE Academy Globe~~ shall act, and shall take such actions to ensure compliance with its tax-exempt status under the Code. ~~The GLOBE Academy Globe~~ is not organized and shall not be operated for profit. No part of the property or the net earnings of ~~The GLOBE Academy Globe~~ shall inure to the benefit or be distributable to any of its directors, officers, or other private persons, except that ~~The GLOBE Academy Globe~~ shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments in furtherance of the purposes set forth herein. ~~The GLOBE Academy Globe~~ shall be primarily supported by government grants for the operation of a public charter pre-K through 12<sup>th</sup> grade school, private grants and donations that supplement public funding and other income from activities substantially related to business league purposes under Section 501(c)(3) of the

The GLOBE Academy Bylaws Adopted July 29, 2013; EIN: 27-1366277

Classified - Confidential

Code. Notwithstanding any other provisions of these Bylaws, ~~The GLOBE Academy~~Globe shall not carry on any activities not permitted by a corporation exempt from Federal income tax under Section 501(c)(3) of the Code.

ARTICLE II

BOARD OF DIRECTORS

Section 1. *General Powers.* The property, affairs, and business of ~~The GLOBE Academy~~Globe shall be managed and directed by its ~~Board of Directors~~Board. The ~~Board of Directors~~Board shall be empowered to determine the size of the Board, provided that the ~~Board of Directors~~Board shall consist of not less than five (5) nor more ~~than fifteen (15)~~eleven (11) directors ~~with voting rights~~or voting members. Additionally, The Executive Director, ~~and/–or~~ Head(s) of School (“HOS”)/principal(s), for both elementary and middle schools of ~~The GLOBE Academy~~Globe, will serve as Ex-Officio (non-voting) members of the ~~B~~board. In the event that ~~The GLOBE Academy~~Globe has an Executive Director on staff, the Executive Director ~~will also serve~~s as an ex-officio (non-voting) member of the Executive Committee. The ~~B~~board will include at least 2 parent-guardians of ~~current~~ students at ~~The GLOBE Academy~~Globe from different families. ~~The Board shall also include at least one (1) non-parent-guardian director, who does not have any immediate family members attending Globe. Effective commencing as of the date of director elections for the year 2013-2014, a maximum of two (2) directors employed or similarly engaged with the same person or entity shall be permitted to serve at a given time on the Board of Directors. The initial Board of Directors (Founding Board) shall consist of at least three (3) persons designated as such in The GLOBE Academy’s Articles of Incorporation filed on November 22, 2009 with the Secretary of State of Georgia.~~The ~~Board of Directors~~Board shall set policy, appoint officers, and perform its duties as set forth herein.

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Section 2. *Election, Term, Vacancies.* ~~The initial directors shall serve until the next annual election of directors.~~The term of office of each director shall commence upon the next election of each applicable office and run concurrently with the term of the office held by each director. The terms of directors shall be three (3) years and shall be staggered pursuant to O.C.G.A. §14-3-806, as amended; therefore, one-third of the total number of directors shall be selected annually by the other members of the ~~Board of Directors~~Board. In the event of the removal, resignation or other vacancy of a director, said directorship (including any officer position held by such departing director) shall be deemed vacated and shall be filled by the person succeeding to the office held by the departing director, if any. Directors shall be natural persons who have attained the age of 18 years, but need not be residents of the State of Georgia, and may be nominated by the Officers of ~~The GLOBE Academy~~Globe, Directors serving on the ~~Board of Directors~~Board, Committee members serving on a Board-~~Appointed-created~~ and standing committee ~~(preferably for at least six (6) months)~~, Advisory Board members, or ~~current P~~parents, ~~current t~~teachers or ~~current S~~students at ~~The GLOBE Academy~~Globe at the annual meeting set forth in ~~Section 5(c) of this Article~~, ~~below~~. Board members may serve additional terms, but under no circumstances may a board member serve more than two (2) consecutive terms.

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~~The initial Board of Directors for Fiscal Year 2014 (2013-2014) shall be appointed by the Chair/President and designated to initial one-, two-, and three-year terms. Thereafter, board members will serve additional three-year terms after these initial terms are served as follows:~~

There will be three (3) classes of board members, composed of one-third of the board.  
• Class A: first term is one year (~~August 1, 2019-July 31, 2020~~through 2013-2014), ~~followed by a~~



~~three year term (through 2016-2017)~~

- Class B: first term is two years (through [August 1, 2020-July 31, 2021](#))
- Class C: first term is three years (through [August 1, 2021-July 31, 2022](#))

Section 3. *Removal of Directors.* Any director may be removed from office, with or without cause, at any regular or special meeting of the [Board](#) by the affirmative vote of a majority of [all](#) directors then in office. All Directors must be given ten (10) days written notice of a meeting which includes removal of director(s) on the agenda and the specified charges. A removed director's successor may be elected or appointed at the same meeting to serve the unexpired term.

(a) ~~\_\_\_\_\_~~ Absences. ~~If a Director misses two (2) consecutive Board meetings without due notice to the Board Chair, such Director shall be automatically removed from his/her Board seat and the vacancy shall be filled as provided in these Bylaws~~; however, the Board shall consider each absence of ~~a~~ Director as separate circumstance and may ~~(a) \_\_\_\_\_ (2) consecutive regular meetings of the Board of Directors Board without providing notice of such absence shall automatically vacate the seat on the Board and the vacancy shall be filled as provided by these Bylaws;~~ however, the Board shall consider each absence of ~~an elected Officer or Director as separate circumstance and may expressly waive such absence by a two-thirds (2/3) vote of the Directorsmembers~~ present at that meeting.

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(b) Impediment to Organizational Mission. If a Director becomes an impediment to [Globe's](#) mission by failing to perform the Director's duties, failing to perform the Director's duties adequately, being disruptive in meetings of the [Board](#) or taking an action, whether or not in the Director's official capacity, that is inconsistent with these Bylaws or the organizational mission of [Globe](#), any Director may request a vote for removal of such Director and a vote will be placed on the agenda for the next [Regular Meeting](#) of the [Board](#). The Chair may, but is not required to, meet informally with the Director in question to outline concerns regarding [his/her](#) performance before a vote by the [Board](#) on removal.

Section 4. *Location and Conduct of Meetings and Minutes.* The minutes of any meeting shall be taken by the Secretary and be available to board members and any interested party including [Globe](#) staff, parents and students.

Section 5.

(a) *Regular Meetings.* ~~The Board of Directors Board~~ shall meet no less often than quarterly. Regular meetings of the ~~Board of Directors Board~~ may be held at such time and at such place as may be determined by the ~~Board of Directors Board~~, with at least ~~\_\_\_\_\_~~ days' notice to the public as required under the Georgia Open Meetings Act. ~~The order of business at all meetings shall be set by the Board chair. The agenda shall include a separate report from each Board standing committee, and any appointed committees (including school-based committees such a Parent-Teacher Community Council ("PTCC")) upon the Board Chair's request.~~

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~~(b) *Special Meetings.* A Special Meeting of the Board of Directors Board may be called by the Chair or by any two members of the Board of Directors Board. Notice of the time and place of all such meetings shall be given to each member of the Board of Directors Board by telephone, mail, fax or e-mail, in person or by other reasonable means at least (2) two days before the meeting. Any member of the Board of Directors Board may execute a waiver of notice either before or after any meeting, and shall be deemed to have waived notice if he or she is present at such meeting. Neither the business to be transacted at, nor the purpose of, any meeting of the Board of Directors Board need be stated in the notice or waiver of notice of such meeting.~~

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~~(c) *Annual Meeting.* A meeting of the Board shall be held every year, the date, time, and place to be fixed by the Board and notice given to all members, at least three (3) weeks in advance, for the purpose of electing Board members and offices, approving the budget for the following year, and for the transaction of such other business as may come before the meeting ("Annual Meeting").~~

Section 6. *Quorum.* At all meetings of the Board, a majority of directors in office at any time shall constitute a quorum for the transaction of business, and the act of a majority of the voting Directors present at a meeting where there is a quorum present shall be the act of the Board, except as may be otherwise specifically provided by law or by these Bylaws. Each director shall have one equal vote.

Section 7.  
*Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any *Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any

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~~Vacancies in the membership of any committee may be filled by appointments made in the same manner as provided for in the case of original appointments. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the members of the committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee. Committees shall include at a minimum: executive, finance, and education/accountability committees.~~

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~~Section 8.—*Consent of Directors.* Unless otherwise restricted by the Articles of Incorporation or these Bylaws, any action required or permitted to be taken at any meeting of the Board of Directors Board or of any committee thereof may be taken without a meeting, if a majority of the Board or committee, as the case may be, consent thereto in writing, including electronic communication, setting forth the action so taken, and the writing or writings are filed with the minutes of the proceedings of the Board or committee. Such consent shall have the same force and effect as an affirmative vote of the Board of Directors Board.~~

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Section 98. *Compensation of Directors.* Directors shall not be entitled to any compensation for their services as Directors or members of any committee of the Board of Directors Board, except that by

resolution of the Board of Directors Board, a director shall be allowed reimbursement for any reasonable expenses incurred on behalf of The GLOBE AcademyGlobe and expenses, if any, for attendance at each meeting of the Board.

Section ~~409~~. *Public Records.* The GLOBE AcademyGlobe is subject to and shall comply with the Georgia Open Records Act §50-18-70 *et seq.* The GLOBE AcademyGlobe shall maintain its adopted policies, budgets, meeting agendas and minutes and shall make such documentation available for public inspection.

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Section 10. Open and Public Meetings Act. Globe is subject to and shall comply with the Georgia Open & Public Meetings Act, O.C.G.A. §50-14-1 *et seq.*

Section 11. Conflict of Interest. Board members shall comply with the ethics and conflict of interest provisions applicable to members of the Dekalb County Board of Education. Board members shall not participate in discussions or votes related to any Globe business transactions or affairs which would cause an actual, or would give appearance of a, conflict of interest.

ARTICLE III

COMMITTEES

Section 1. Standing Committees. The Board, by resolution adopted by the majority of the Directors, may designate from among the Board one or more committees, each of which shall consist of at least one director. Any such committee, to the extent provided in the resolution, shall provide recommendations for action to be voted upon by the Board and, to the extent provided in the resolution, shall have and may exercise the powers of the Board. The Chair of Globe shall appoint the members and chairperson of such the Standing Committee, with approval of the majority of the Board Members present at the applicable meeting. Any member of such committees thereof may be removed by either the Chair or the appointed committee chairperson whenever in the Chair's (or the committee chair's) judgment, the best interest of Globe shall be served by such removal. The designation and appointment of any such committee and the delegation of authority thereto shall not operate to relieve the Board, or officer, or any individual director, of any responsibility imposed by law.

The standing committees and their respective responsibilities are as follows:

Academic Committee: This committee is charged with defining Globe's education standards in accordance with our charter promises, devising measures to monitor goals, establishing strategies and plans to build our three language tracks, and developing plans to grow, retain, and hire exemplary teachers.

Charter Renewal Committee: This committee leads the planning for Globe's charter renewal. Globe, like every charter school, operates under a charter. The Charter Contract approval is valid for 5 years. In year 4 of 5, all charter schools must submit a request for charter renewal. This process includes demonstrating that the school has met or is moving towards meetings its proposed goals as laid out in the charter.

Communications Committee: This committee works to make sure that the Globe brand and vision are

clearly communicated amongst stakeholders and throughout the Globe community. This committee also oversees Globe's website and social media platforms, helps to increase stakeholder awareness, and garners stakeholder feedback through information sessions and key surveys throughout the year.

Development Committee: This committee oversees Globe's largest fundraisers, including the annual fund, to meet Globe's budgetary needs. The Development Committee also leads Globe's efforts on securing grants and will be responsible for Globe's capital campaign.

Diversity Committee: This committee is responsible for the following objectives: ensuring that the diversity of our student body meets or exceeds the diversity from the population from which our students are drawn; establishing an ongoing diversity-related goal which includes training for faculty, staff and the Board; creating goals to mentor, promote and retain a diverse faculty, staff and Board; and facilitating other diversity-related initiatives in conjunction with the HOS, Board and other relevant stakeholders.

Facilities Planning Committee: This committee oversees implementation of facility renovations and maintenance. Having been in place since Globe's inaugural year, the committee has provided guidance on building improvements, real estate procurement, lease agreements, expansion planning and design and construction.

Finance Committee: This committee works with the HOS and Chief Financial Officer ("CFO") to create the upcoming fiscal year budget; present budget recommendations to the Board; monitor implementation of the approved budget on a regular basis and recommend proposed budget revisions; select and oversee auditor selection, conduct financial research, recommend to the Board appropriate policies for the management of the charter school's assets.

Governance Committee: This committee is responsible for board member recruitment, nomination, orientation, training, and evaluation of Board members in accordance with the bylaws and policies and practices approved by the Board. This committee also reviews and recommends changes to bylaws and board policies as needed.

Head of School Evaluation and Support Committees: This committee is responsible for designing and developing, in conjunction with the HOS, a year-round process for the Board to continually strengthen its partnership with the HOS, establish clear annual goals, structure a process for the Board to provide feedback throughout the year and to complete a formal annual evaluation of the HOS's performance.

Strategic Planning Committee: This committee is responsible for creating, reviewing, and proposing changes to the school's long-term strategic plan. The committee includes the HOS, other board members, select teachers, and chair(s) of the PTCC and or the PTCC's Foundation, if any.

Section 2. *Board-Appointed Committees.* In addition to the standing committees, the Chair may appoint other committees to fulfill a need. Any appointed committees shall be chaired by a member of the Board. The duration of the committee, members, and duties shall be outlined by the Chair and presented to the Board and approved by two-thirds (2/3) vote.

Sub-committees are generally ongoing committees.

Task forces are created by the Board to address specific projects or issues. Task forces are temporary committees which are dissolved once the specific issue they were created for has been addressed.

Responsibilities of the sub-committees and task forces may be reduced or expanded by the Board or upon recommendation of the particular sub-committee or task forces concerned and after discussion/approval by the Board. Other sub-committees and task forces may be established as the need arises. All sub-committees and task forces shall report to the Board.

In addition, all sub-committees and task forces must present a status report to the Board at least once each year. Sub-committees and task forces are welcome to present more often if there are matters requiring Board approval or attention – this should be coordinated through the chair of the sub-committee.

The Board is Globe’s legal representative body and has final authority to approve all recommendations made by committees, and task forces.

Section 3. *School-Based Committees (e.g. Advisory Board, School Council or Parent-Teacher Association).* The Board may establish an Advisory Board, School Council, parent advisory committee such as the PTCC or such other advisory committees or advisory boards consisting in whole or in part of persons who are not directors as it deems necessary or desirable to assist in its mission. The number of members on the Advisory Board, School Council and PTCC and the manner of their appointment shall be established by the majority vote of the Directors then in office. The Board may discontinue any such committee at the Board’s discretion. It shall be the function and purpose of each such committee or body to advise the Board. Each such committee or body will have such powers and perform such specific duties or functions, not inconsistent with the Articles of Incorporation or these Bylaws, as the Board may prescribe; provided, however, that no such advisory committee or board will have the authority to act on behalf of the Board. Appointments to, and the chair of, any such advisory committees or boards will be made by the Chair unless the Board provides otherwise.

#### ARTICLE IV

##### BOARD VACANCIES

Section 1. *Resignations.* Any director or officer may resign such position at any time, such resignation shall be made in writing and take effect from the time of its receipt by Globe, unless some other time may be fixed in the resignation, and then from that date. If an officer resigns, such officer will be deemed to resign its position on the Board, if applicable. The resignation shall not become effective only upon the Board’s acceptance.

Section 2. *Filling Vacancies.* If the office of any officer or director becomes vacant, by an increase in the number of officers, or by reason of death, resignation, disqualification or otherwise, the remaining members of the Board, although less than a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.

Section 3. *Newly Created Officer.* Any office to be filled by reason of an increase in the number Officers shall be filled by election by a majority vote by the Board.

#### ARTICLE V

OFFICERS

Section 1. *Number and Qualifications of Officers.* The officers of Globe shall include a Chair, Vice-Chair, a Secretary, a Treasurer as stipulated in the Articles of Incorporation and such other positions as created from time to time by the Board. The Board may from time to time create and establish duties of such officers consistent with the Articles of Incorporation and these Bylaws.

Section 2. *Election and Term of Office.* The Officers shall be elected by a majority of the Board present or by proxy at the Annual Meeting. Directors Officers shall be elected by a majority of the Board present or by proxy at the Annual Meeting. Directors who do not attend the Annual Meeting or provide a vote by proxy shall waive their right to vote for officers at the Annual Meeting. Each officer shall serve for a term of three (3) years or until their successors are elected, as set forth in Article II Section 2 above.

Section 3. *Duties.* The duties of the officers shall include the following:

(a) Chair shall be the senior executive officer of The GLOBE AcademyGlobe, who shall have general and active management of The GLOBE AcademyGlobe. The Chair shall, see that all orders and resolutions of the Board of DirectorsBoard are carried into effect. The Chair and officers designated by the Chair shall have the power and authority to execute all contracts requiring a seal, under the seal of The GLOBE Academy all deeds, mortgages, bonds, contracts, or other instruments which the Board has authorized to be executed, except where the execution thereof shall be expressly delegated by the Board of DirectorsBoard to some other officer or agent of The GLOBE AcademyGlobe, or is required by law to be otherwise signed or executed. The Chair shall have the authority to institute or defend legal proceedings when the members are deadlocked. Unless otherwise determined by the Board of DirectorsBoard, the Chair shall also have the title of "President." An individual may serve as Chair again as long as they are off the Board for a minimum of two (2) years before serving as Chair again.

(a) \_\_\_\_\_

(b) Vice-Chair shall assist the Chair in his/her duties and perform any other duties as needed to carry out the purposes of The GLOBE AcademyGlobe. In the absence of the Chair, the Vice-Chair shall exercise the powers of the Chair, The Vice-Chair shall also succeed the outgoing Chair at the expiration or termination of the Chair's term.

(c) The Secretary shall record the minutes of the meetings of the Board of DirectorsBoard, see that all notices are duly given in accordance with the provisions of these By-laws, be custodian of The GLOBE AcademyGlobe records, and perform such duties as from time to time may be assigned to him/her by the Chair or the Board of DirectorsBoard.

(e) The Treasurer of The Globe AcademyGlobe shall assure that the Globe CFOFO keeps and maintains, or causes to be kept and maintained, adequate and correct accounts of the properties and business transactions of Globe Academy, including accounts of its assets, liabilities, receipts, disbursements and fund balances. The books of account shall be open to inspection by any Board member during Globe's business hours. \_\_\_\_\_

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(e) \_\_\_\_\_

The Treasurer shall assure that the CFO deposits, or causes to be deposited, all money and other valuables in the name and to the credit of ~~the Globe Academy~~Globe with such depositories as may be designated from time to time by the Board. The Treasurer shall provide oversight to the investment and reinvestment of funds of ~~the Globe Academy~~Globe as may be directed by the Board of Trustees. The Treasurer shall assure that the CFO disburses the funds of ~~the Globe Academy~~Globe as may be directed by the Board, and shall render to the Board, upon request, but no less than quarterly, an account of all transactions and the financial condition of ~~the Globe Academy~~Globe. The Treasurer shall present a financial report of operations since the last preceding regular Board meeting, to the Board at all ~~R~~regular ~~M~~meetings. The Treasurer shall have such other powers and perform such other duties as may be prescribed from time to time by the Board.

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The Treasurer shall ensure that all members of the board fully comprehend the financial matters of ~~the Globe Academy~~Globe and receive reliable and timely ~~Board reports~~information regarding those matters. The Treasurer shall: Understand financial accounting for nonprofit organizations or charter schools, and work with the CFO or other appropriate school leadership to deliver accurate and complete financial reports as required for district or state reporting. Assures all records of school accounts are kept current. The Treasurer shall handle all work related to school's financial affairs with integrity and care. Proposes fiscal policies and internal controls for board approval.

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The Treasurer shall be the chair of the Finance Committee. The Treasurer, as chair of the Finance Committee, annually shall recommend an auditing firm to be hired by the Board of Trustees to review the books of ~~Globe~~ and provide an annual response on the audit and adequacy of internal controls to the Board of Trustees.

The Treasurer shall possess qualifications as required by the district and/or state.

(e) \_\_\_\_\_ Trustee Emeritus. The Board may also establish Trustee Emeritus membership to honor past Board members who have specialized knowledge or qualifications to act in an advisory capacity. The Board Chair and Executive Director will nominate past Board members for this role. Approval from the Board requires a two-thirds (2/3) majority vote. This position shall be non-voting and held for a three (3) year term.

Section 4. *Compensation of Officers.* Officers shall not be entitled to any compensation for their services as Officers, except that by resolution of the ~~Board~~. ~~An officer shall be allowed reimbursement for any reasonable expenses incurred on behalf of~~ ~~Globe~~ and expenses, if any, for attendance at each meeting of the officers.

~~Section 5. *Advisory Board, School Council or Parent Teacher Association.* The Board of Directors may establish an Advisory Board, School Council, Parent Teacher Association or such other advisory committees or advisory boards consisting in whole or in part of persons who are not directors as it deems necessary or desirable to assist in its mission. The number of members on the Advisory Board, School Council and Parent Teacher Association and the manner of their appointment shall be established by the majority vote of the Directors then in office. The Board of Directors may discontinue any such committee at the Board of Directors' pleasure. It shall be the function and purpose of each such committee or body to advise the Board of Directors. Each such committee or body will have such powers and perform~~

~~such specific duties or functions, not inconsistent with the Articles of Incorporation or these Bylaws, as the Board of Directors may prescribe; provided, however, that no such advisory committee or board will have the authority to act on behalf of the Board of Directors. Appointments to, and the chair of, any such advisory committees or boards will be made by the Chair unless the Board of Directors otherwise provides.~~

~~ARTICLE IV~~

~~Section 1. Resignations. Any director or officer may resign such position at any time, such resignation to be made in writing and to take effect from the time of its receipt by The GLOBE Academy, unless some other time may be fixed in the resignation, and then from that date. If an officer resigns, said officer will be deemed to resign its position on the Board of Directors. The acceptance of the resignation by the Board of Directors shall not be required to make it effective.~~

~~Section 2. Filling Vacancies. If the office of any officer or director becomes vacant, by an increase in the number of officers, or by reason of death, resignation, disqualification or otherwise, the remaining members of the Board of Directors, although less than a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.~~

~~Section 3. Newly Created Officer. Any office to be filled by reason of an increase in the number Officers shall be filled by election by a majority vote by the Board.~~

ARTICLE VI

LIABILITY AND INDEMNIFICATION

Section 1. The officers, directors and members of Globe shall not be personally liable for the debts, liabilities or obligations of Globe.

Section 2. Indemnification. The GLOBE AcademyGlobe shall indemnify and hold harmless to the fullest extent permitted by the Georgia Nonprofit Corporation Code ("GNCC"), any individual who is a pParty to a pProceeding because he or she is or was a Director or Officer against liability incurred in the pProceeding if such individual (a) conducted himself or herself in good faith and (b) reasonably believed: (i) in the case of conduct in his or her Official Capacity, that his or her conduct was in the best interests of The GLOBE AcademyGlobe; (ii) in all other cases, that his or her conduct was at least not opposed to the best interests of The GLOBE AcademyGlobe; and (iii) in the case of any criminal proceeding, he or she had no reasonable cause to believe his or her conduct was unlawful; provided, however, that The GLOBE AcademyGlobe shall not indemnify a Director or Officer under this Article for any Liability incurred in a Proceeding in which the Director or Officer is adjudged liable to The GLOBE AcademyGlobe or is subjected to injunctive relief in favor of The GLOBE AcademyGlobe for: (i) any appropriation, in violation of his or her duties, of any business opportunity of The GLOBE AeademyGlobe; (ii) acts or omissions which involve intentional misconduct, gross negligence, or a knowing violation of law; (iii) the types of liability set forth in GNCC Section 14-3-851; or (iv) any

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transaction from which he or she received an improper personal benefit. For purposes of this Article, the terms "party", "proceed-ing", "director" and "liability" shall have the meanings given to them in the provisions of the Georgia Nonprofit Corporation Code which govern the indemnification of directors.

Section 3. Determination and Authorization of Indemnification. Except as provided in Section 2 of this Article, and except as may be ordered by a court, any indemnification hereunder shall be made by Globe only as authorized in the specific case upon a determination that indemnification of the member, officer, employee, or agent is proper in the circumstances because they have met the applicable standard of conduct set forth in Section 2. Such determination shall be made (a) by the Board by a majority vote of a quorum consisting of members who were not parties to such action, suit, or proceeding; or (b) if such a quorum is not obtainable, by majority vote of a committee duly designated by the Board, consisting solely of two (2) or more members not at the time parties to the action, suit, or proceeding; or (c) by special legal counsel employed by Globe for that purpose. Authorization of indemnification or an obligation to indemnify, and evaluation as to reasonableness of expenses, shall be made in the same manner as the determination that indemnification is permissible.

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Section 4. Advance for Expenses of Directors. Globe shall pay for or reimburse the reasonable expenses incurred by a Director who is a party to a proceeding, in advance of final disposition of the proceeding, if:

(a) The Director furnishes The GLOBE Academy/Globe a written affirmation of the Director's good faith belief that the Director has met the standard of conduct set forth in Section 2 above; and

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The Director furnishes Globe a written and notarized undertaking, executed personally or on the Director's behalf, to repay any advances if it is ultimately determined that the director is not entitled to indemnification.

The written undertaking required by this paragraph (b) above must be an unlimited general obligation of the Director but need not be secured and may be accepted without reference to financial ability to make repayment.

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Section 5. Insurance. Globe may purchase and maintain insurance on behalf of any person who is or was a Board Member, Officer, employee, or an agent of Globe, or is or was serving at the request of Globe as a member, officer, employee, or agent of another corporate entity, partnership, joint venture, trust, or other enterprise, against any liability asserted against them or incurred by them in that capacity, or arising from their status as such, whether or not Globe would have the power to indemnify them against such liability under the provisions of this Article.

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Section 4. This Article constitutes a contract between Globe and the indemnified Officers, Directors, and employees. No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnified Officer, Director, or employee under this Article shall apply to such Officer, Director, or employee with respect to those acts or omissions which occurred at any time prior to such amendment or repeal.

ARTICLE VI

DISSOLUTION

Section 1. The ~~Board of Directors~~Board may by written consent of not less than 2/3 of the members vote to dissolve ~~The GLOBE Academy~~Globe at any time. Except in the case of involuntary dissolution or reorganization with the purpose of continuing to operate as a public K12 charter school, if the school is in operation with students attending ~~The GLOBE Academy~~Globe at the time of dissolution, the dissolution will not take effect until the end of the then current school year.

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Section 2. In the event of dissolution of ~~The GLOBE Academy~~Globe whether voluntary or involuntary or by operation of law, none of the property of ~~The GLOBE Academy~~Globe nor any proceeds thereof nor any assets of ~~The GLOBE Academy~~Globe shall be distributed to any ~~D~~irectors, ~~O~~fficers or ~~employees~~staff, but after payment of the debts of ~~The GLOBE Academy~~Globe its property and assets shall be given to an exempt purpose within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government for the benefit of public education as selected by the then ~~Board of Directors~~Board so long as no part thereof inures to the benefit of any ~~D~~irector or ~~O~~fficer.

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ARTICLE VIII

GENERAL PROVISIONS

Section 1. *Execution of Instruments.* All checks or demands for money and notes of ~~Globe~~ shall be signed by such officer or officers or such other person or persons as the ~~Board~~ or Chair may from time to time designate.

Section 2. *Fiscal Year.* The Fiscal Year of ~~Globe~~ shall begin on July 1 and end June 30 of each year, with the initial fiscal year to commence on the date of incorporation. Not later than three months after the close of each fiscal year, ~~Globe~~ shall prepare:

- (a) A balance sheet showing in reasonable detail the financial condition of the corporation as of the close of its fiscal year, and
- (b) A profit and loss statement showing the results of its operation during its fiscal year.

Section 3. *Authorization for Expenditures.* Any ~~Director or Officer~~ may authorize expenditures of ~~no more than Twenty-Five~~ Thousand Dollars (\$25,000) ~~for each expense.~~ Each expenditure of over ~~Twenty-Five Thousand~~ Dollars (\$25,000.00), but less than ~~Fifty~~ Thousand Dollars (\$50,000) must be jointly authorized by two ~~Directors.~~ Each expenditure in excess of ~~Fifty~~ Thousand Dollars (\$50,000) must be approved by a majority of the ~~Board in attendance at the applicable meeting.~~

Section 4. *Contract Execution.* In addition to the ~~Board~~ Chair and Vice-Chair, members of the leadership team (e.g. Executive Director or ~~HOS~~Principal, Director of Operations/~~CFO~~, and/or ~~other authorized person~~ -~~Director of Policy and Partnerships~~) may execute any contract not exceeding ten thousand dollars (\$10,000) for the fiscal year without authorization from the Board. These designated leadership team members may execute any contract over ten thousand dollars (\$10,000) but below Fifteen

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thousand dollars (\$15,000) for the fiscal year upon approval by any two Directorsofficers of the Board. Designated leadership team members may execute any contract in excess of Fifteen Thousand Dollars (\$15,000) after approval by a majority of the Board-of-DirectorsBoard.

**Commented [AR2]:** Who are the designated leadership team members or should we just delete and defer to the new thresholds?

Section 5. *Charter Management Company.* Globe will not be managed directly or indirectly by a for-profit management company and/or service provider in accordance with the business league purposes of Globe within the meaning of Section 501(c)(3) of the Internal Revenue Code. The Board by a majority vote may choose to be managed directly or indirectly by a not-for-profit management company or service provider that has been certified as a 501(c)(3) nonprofit by the Internal Revenue Code.

**Commented [AR3R2]:** Sharon: we need to check with the finance committee to see what the levels are. Also, check other schools for language. Is this normal?

Section 6. *Nondiscrimination Policy.* Globe shall provide students of any race, color, national and ethnic origin all the rights, privileges, programs and activities generally accorded or made available to students at Globe. Globe shall not discriminate on the basis of race, color, national and ethnic origin in the administration of its educational policies, admissions policies, and athletic and other school- administered programs.

ARTICLE IX

AMENDMENT OF BYLAWS

The Bylaws may be amended, repealed, or altered in whole or in part, and new Bylaws may be adopted, by a two-thirds vote of the Directors entitled to vote at any meeting of the Board, duly called and at which a quorum is present.

ARTICLE X

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EMERGENCY BYLAWS

The Emergency Bylaws provided in this Article X shall be operative during any emergency in the conduct of the operations and affairs of Globe resulting from any catastrophic event, including but not limited to, national or global pandemics, because of which a quorum of the corporation's members cannot be readily assembled, notwithstanding any different provision in the preceding Articles of these Bylaws or in the Articles of Incorporation of Globe or in the GNCC. To the extent not inconsistent with the provisions of this Article, the Bylaws provided in the preceding Articles shall remain in effect during such emergency, and upon its termination the Emergency Bylaws shall cease to be operative. During any such emergency:

(a) A meeting of the Board may be called by any board member of Globe. Notice of the place, date, and hour of the meeting shall be given by the person calling the meeting to such of the members as it may be feasible to reach by any available means of communication. Such notice shall be given at such time in advance of the meeting as circumstances permit in the judgment of the person calling the meeting.

(b) A quorum shall only require at least two (2) Board member or and any other Board members available.

(c) Either before or during any such emergency, the Board may provide and from time to time modify lines of succession in the event that during such an emergency any or all officers or agents of the corporation shall for any reason be rendered incapable of discharging their duties.

These Emergency Bylaws shall be subject to repeal or change by further action of the Board, but no officer, member, or employee acting in accordance with these Emergency Bylaws shall be liable for any corporate action taken in good faith. Any amendment of these Emergency Bylaws may make any further or different provision that may be practical and necessary for the circumstances of the emergency.

## ARTICLE XI

### REQUIRED INFORMATION FOR CHARTER SCHOOL APPLICATION

Section 1. *Required Information for Public Charter School.* This Article contains information required by the Georgia School Code as follows:

Section 2. *Governance Structure of Public Charter School.* In addition to the provisions of these Bylaws, additional provisions for the governance structure are set forth in the charter contract, effective July 1, 2018 (“Charter Contract”).

Section 3. *Educational Goals.* The educational goals and objectives of Globe are set forth in the Charter Contract. The educational scope and sequence, and assessments of the corporation are set forth in the charter contract. These educational goals fulfill at least one of the purposes set forth in the Georgia School Code.

Section 4. *Curriculum.* The curriculum plan of Globe is set forth in the Charter Contract. The curriculum, together with the educational goals and programs, fulfills at least one of the purposes set forth in the Georgia School Code.

Section 5. *Methods of Pupil Assessment.* The methods of pupil assessment of Globe are set forth in the Charter Contract.

Section 6. *Admission Policy and Selection Process.* The admission policy and selection process of Globe are set forth in the charter contract.

Section 7. *School Calendar and School Day Schedule.* The school calendar and school day schedule of Globe are set forth in the Charter Contract.

Section 8. *Grade Range of Pupils to Be Enrolled.* The age or grade range of pupils to be enrolled by Globe are set forth in the Charter Contract.

Section 9. *Annual Reporting.* An annual report outlining the previous year's progress by ~~the GLOBE Academy~~ Globe to the Georgia Department of Education (“DOE”) and ~~to~~ to parents and

guardians of students currently enrolled in the school ~~and to the Department of Education~~ no later than October 1 of each year. The report shall contain, but is not limited to:

- (a) An indication of progress toward the goals as included in the charter;
- (b) Academic data for the previous year, including state academic accountability data, such as standardized test scores and adequate yearly progress data;
- (c) Unaudited financial statements for the fiscal year ending on June 30, provided that audited statements conducted by an independent Georgia licensed Certified Public Accountant will be forwarded to the local board and state board upon completion;
- (d) Updated contact information for Globe and the administrator;
- (e) Proof of current nonprofit status, if applicable;
- (f) Any other supplemental information that Globe chooses to include or that the state board requests that demonstrates Globe's success.

Section 10. *School's Commitment to Comply with Laws.*

Globe's commitment to comply with all applicable laws is set forth in the Charter Contract.

### CERTIFICATION

I, Anita Patel, Secretary of The ~~GlobeLOBE~~ Academy, Inc., a Georgia nonprofit corporation (“Globe”), hereby certify that the attached *Bylaws* were adopted by the Board of Directors of ~~The GlobeLOBE Academy, Inc.~~, in a legally called meeting held on August 2, 2017. After being put to a vote, the following directors of ~~the GlobeLOBE Academy~~, which represent the number of votes sufficient for its approval, approved these Bylaws on August 2, 2017.

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IN WITNESS WHEREOF, I have hereunto set my hand this 2nd day of August, 2017.

The ~~GlobeLOBE~~ Academy Inc.,  
A Georgia nonprofit corporation

By: \_\_\_\_\_  
Anita Patel, Secretary

**SUMMARY OF PROPOSED CHANGES TO GLOBE ACADEMY'S BYLAWS****February 26, 2020**

<b>Section</b>	<b>Current Language</b>	<b>New Language</b>	<b>Notes</b>
Entire Document	“GLOBE Academy, Inc.”, “the Board of Directors”	Use of defined terms, e.g. “Globe,” “Board”	Simplify and more precise  In the subsequent parts, if only changes of wording of defined terms, will not be shown as changed.
Art. I, Sec.1 Name	The name of The GLOBE Academy shall be used in all transactions; provided that The GLOBE Academy shall apply to conduct business under the trade name ...	The official name shall be “The GLOBE Academy, Inc.” Globe’s official name shall be used in all official business and transactions.	
Art. I, Sec. 4 Purposes		Inserting, the purpose shall not be in conflict with “[Globe’s] tax exempt status.”	Clarifying the tax status of the school
Art, II, Sec.1 General Powers of Board	- Board consists of 11 directors	<ul style="list-style-type: none"> <li>- Increased to 15 directors</li> <li>- Adding the requirement of at least 1 non-parent/guardian director</li> <li>- Deleting “a maximum of 2 directors employed or similarly engaged with the same person or entity shall be permitted”</li> <li>- Deleting the language of initial board</li> </ul>	
Art. II, Sec.2 Election, Term, Vacancies		<ul style="list-style-type: none"> <li>- Deleting initial directors</li> <li>- Adding a limitation for terms: 2 consecutive terms max</li> <li>- Updating the terms of the three classes of directors</li> </ul>	

Section	Current Language	New Language	Notes
Art. II, Sec.4		Removing “Board must operate in accordance with OCGA 50-14-1,” the deleted part becomes the new independent Sec.10.	
Art. II, Sec.5 Sec. 5.1 Regular Quarterly Meetings	Originally one section on meetings.	<ul style="list-style-type: none"> <li>- [] days of notice, to be determined</li> <li>- Added, Board Chair to decide the order of business of meetings</li> <li>- Added content about what reports need to be included in monthly agenda</li> </ul>	
Art. II, Sec.5.2 Special Meetings		Separated from the original Sec.5 to become an independent section of Special Meetings	
Art. II, Sec.5.3 Annual Meeting		To be held on a certain time every year, notice given 3 weeks in advance, for election and budget approval.	
Art. II, Sec.7 Consent of Directors	The original Sec.7 about Committees is deleted. Committees becomes the new Art. III.	The new Sec.7 is the original Sec.8, with only minor changes of terms.	
Art. II, Sec.8 Director Compensation	The original Sec.8 is now Sec.7	The original Sec.9 is now Sec.8, only minor changes of terms.	
Art. II, Sec.9 Public Records	The original Sec.9 is now Sec.8	The original Sec. 10 of Public Records is now Sec.9, only minor changes of terms.	
Art. II, Sec.10 Open and Public Meetings Act		New Section, came from the original Sec. 4 language of Open & Public Meeting Act, OCGA 50-14-1.	
Art. II, Sec.11 Conflict of interest		Comply with the Dekalb County Board of Education rules, shall not	



Section	Current Language	New Language	Notes
		participate in discussions with conflicts.	
Art. III, Sec.1 Standing Committees	New Article, new Section.	Details of the responsibilities of the committees.	
Art. III, Sec.2 Board-Appointed Committees	New Article, new Section.	Board may appoint Committees to meet needs, such committee must be chaired by a Board Member, details to be approved by 2/3 Board vote.	
Art. III, Sec.3 School-Based Committees	New Article, new Section.	Board may determine, by majority vote of Directors.	
Art. V, Sec.2 Election and Term of Office	<ul style="list-style-type: none"> <li>- Initial D/O</li> <li>- Board Election Meeting to elect officers</li> <li>- One year term</li> </ul>	<ul style="list-style-type: none"> <li>- Deleting the content of initial D/O</li> <li>- Elect officers at Annual Meetings</li> <li>- Three year term</li> </ul>	
Art. V, Sec.3 Duties	<p>(a) Chair. Chair and officers designated by Chair have authority to execute contracts requiring s seal</p> <p>(b) Vice Chair</p>	<p>(a) “all deeds, mortgages, bonds, contracts or other instruments which Board has authorized to be executed”; Adding “Chair shall have authority to institute or defend legal proceedings when members are deadlocked”; Adding “before serve as Chair again, must be off Board for at least 2 years”</p> <p>(b) Adding “Vice Chair to succeed the outgoing chair at expiration or termination of the term.”</p> <p>(e) Trustee Emeritus</p>	

Section	Current Language	New Language	Notes
	(e) newly added	For past Board members who have specialty to advice; need 2/3 approval of Board; 3-year term	
Art. V, Sec.5 Advisory Board, School Council or Parent Teacher Association	Deleted	The original content is under the new Art. III Sec.3, School Based Committees.	
Art. VI, Sec.2 Indemnification		Adding exception of Globe’s indemnification. Globe is not responsible for D/O’s gross negligence.	
Art. VI, Sec.3 Determination and Authorization of Indemnification	Newly added	Determination to indemnify is to be made by (1) majority of a Board quorum, (2) majority vote of a duly designated committee, or (3) special legal counsel	
Art. VI, Sec. 5 Insurance	Newly added	Globe shall purchase and maintain insurance for Globe-related matters for director, officer, employee, and agent.	
Art. VIII, Sec.3	<p>Authorization for Expenditures</p> <ul style="list-style-type: none"> <li>- \$10k for one director</li> <li>- \$15k for two directors</li> <li>- Over \$15k, majority of the Board</li> </ul>	<p>Proposed change</p> <ul style="list-style-type: none"> <li>- \$25k for one</li> <li>- \$50k for two</li> <li>- Over \$50k for the majority of the Board</li> </ul>	
Art. VIII, Sec.4	Designated Leadership may execute contracts over \$15k with Board authorization	<ul style="list-style-type: none"> <li>- Need to clarify who are the “Designated Leadership”</li> <li>- May need to change the threshold to be in accordance with the adjusted amount in Sec.3</li> </ul>	

Section	Current Language	New Language	Notes
Art. X Emergency Bylaws	Newly added Article	If cannot assemble a quorum in a catastrophic event, an officer/member can call a Board meeting, quorum can be one, can modify succession line, can make necessary amendments, unchanged provisions remain effective.	
Art. XI Required Information for Charter School Application	The original Art. IX	Other than changes of terms, the only change is in Sec.9. adding qualification of “currently” to “enrolled students.”	

# Cover Sheet

## Strategic Planning Committee Report

**Section:** V. Administration and Committee Reports  
**Item:** H. Strategic Planning Committee Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** 2020.04.27 Strategic Planning Committee Report.pdf



**The GLOBE Academy**

**Strategic Planning Committee Report**

**27 April 2020**

**Committee Chair:** Katie Monroe

**Report Type:** Update

**Updates**

1. Executive Director's report includes presentation of progress to date in each initiative.
2. Limitations related to budget concerns and COVID-19 disruption have paused work.
3. Plan to resume work and rewrite timeline as necessary while keeping 2025 as the goal year for completion

**End of Report**

# Cover Sheet

## Diversity Committee Report

**Section:** V. Administration and Committee Reports  
**Item:** I. Diversity Committee Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** 2020.04.27 Diversity Committee Report.pdf



## The GLOBE Academy

### Diversity Committee Report

27 April 2020

**Committee Chair:** Monique Hudson

**Report Type:** Update

**Meeting Date:** 4/15

**Updates:**

#### **How is The GLOBE addressing IEPs and distance learning?**

Seven (7) special education teachers and 6.5 special education teacher assistants reaching out to students individually. School cannot accommodate *behavior based IEPs* or pull-out because these are done in small groups and other parents can still see who is in the room with their kids in the online "meeting" platforms.

#### **How is The GLOBE addressing gifted and distance learning?**

Have or will JB is assigning units to give them extra. Teacher recommended high achievers have access to these same assignments. They have access. Not tracking time requirements under distance learning.

#### **Is The GLOBE assuring all of our students have a laptop or tablet at home? If not, can the community assist in making sure every student has a device other than cell phone?**

Grades 4-8 have chrome books 1 to 1. Made available to LC students. And we have some left. *Inquired in survey and more families came to check out additional laptops.*

#### **Has The GLOBE received any feedback regarding the efficiency of the "free" internet being offered? If it is not effective, can the community help offset the cost?**

If it is not effective, can the community help offset the cost. Inquired on survey. *No feedback regarding connectivity issues from families in the survey. Unfortunately option offered by AT&T was not as useful as originally hoped.*

#### **Is The GLOBE providing lunches or do our kids rely on DeKalb resources?**

Charter schools met with DeKalb and DeKalb decided to accommodate everyone.

#### **Are we assisting families that are unable to assist with distance learning?**

Administration has reached out to families with known challenges or families who have expressed challenges. Inquiry made in survey related to this. *Parents were contacted if they expressed a need in this area and assistance was offered/plan created. Discussion: Diversity*

*committee willing to help with students who need to live assistance and parents are unable to help (grandparents, working, ability, etc.)*

- Goals achieved in increasing socioeconomic diversity numbers by use of the weighted lottery.
- Heat map not available at this time to determine area of the county where students come from.
- Enrollment next steps happening differently due to social distancing
- Survey will be going out to newly enrolled families
- Meg interested in new ideas in the realm of recruitment and orienting new families
- Committee will not meet remainder of the school year.

**End of Report**