



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday July 27, 2020 at 7:00 PM EDT

Location

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_bEocL6qySZ2bc_JZF4m6YQ

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.

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
Opening Items			
A. Record Attendance and Guests	Discuss	Ryan Hudak	
B. Call the Meeting to Order		Ryan Hudak	
C. Vision, Mission and Core Values	Discuss	Ryan Hudak	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">• Community: We are inclusive, and we nurture and support one another.• Respect: We treat ourselves and each other with kindness and dignity.• Empathy: We strive to understand and share the feelings of others.• Sustainability: We aim to conserve our resources for optimal use in the present and future.• Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.			

II. Public Comment

7:05 PM

A. Public Comment	FYI	Ryan Hudak	5 m
Please note: 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.			
III. Consent Agenda			7:10 PM
A. Approve Agenda	Vote	Ryan Hudak	5 m
B. Approve Minutes	Approve Minutes	Ryan Hudak	5 m
Approve minutes for Board of Directors Meeting on June 29, 2020			
IV. PTCC Report			7:20 PM
A. PTCC Report	FYI		5 m
V. Administration and Committee Reports			7:25 PM
A. Academic Committee Report	Discuss	Drew Reynolds	5 m
B. Communications Committee Report	Discuss	Jonathan Clues	5 m
C. Development Committee Report	Discuss	Meghann Adams	5 m
D. Diversity Committee Report	Discuss	Monique Hudson	5 m
E. Executive Director Evaluation and Support Committee Report	Discuss	Ryan Hudak	5 m
F. Facilities Committee Report	Discuss	Ryan Hudak	5 m
G. Finance Committee Report	Discuss	Luis Pacheco	5 m
H. Governance Committee Report	Discuss	Aba Rogers	5 m
I. Strategic Planning Committee Report	Discuss	Katie Monroe	5 m
J. Executive Director's Report	Discuss	Christi Elliott-Earby	5 m
VI. Old Business			
VII. New Business			
VIII. Executive Session			8:15 PM
A. To discuss a legal matter.	Discuss	Ryan Hudak	15 m
IX. Closing Items			8:30 PM
A. Adjourn Meeting	Vote	Ryan Hudak	

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 June 29, 2020

DRAFT



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday June 29, 2020 at 7:00 PM

Location

Via Zoom

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_CKhJ0lrNRdSIMFGXHKgNcQ

After registering, you will receive a confirmation email containing information about joining the webinar.

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.

Directors Present

A. Patel (remote), 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)

Directors Absent

None

Guests Present

Amberly Toole, C. Blunt (remote), C. Elliott-Earby (remote), Christina Steiner, D. Clayton-Purvis (remote), Dabney Evans, David Thompson, J. Limor (remote), Jessica Woods, K. Angel (remote), K. Holder (remote), L. Hancock (remote), L. Hertz (remote), Lauren Hise, Lauren Lindquist, Leeandra Darbouze, Melanie Marks, Michel Hudson, Michelle Rios, Rachel May, Robin Brosnan, Robyn Brandman, Tramaine Quarterman, Vilma Villalobos

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 Jun 29, 2020 @ 7:00 PM at
Via Zoom

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_CKhJ0lrNRdSIMFGXHKgNcQ

After registering, you will receive a confirmation email containing information about joining the webinar.

C. Vision, Mission and Core Values

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

II. Public Comment

A. Public Comment

Dabney Evans suggested The GLOBE establish an ad hoc COVID task team and solicit participation from subject matter experts, whereby the task team can provide input prior to the beginning of the upcoming school year. She indicated that she has reached out to offer her expertise, along with other parents, and the responses have been either non-existent or inadequate.

Lauren Hise reiterated her stance that those who are immunocompromised should have due consideration as it relates to a distance learning alternative for the upcoming school year. She stated that she hopes that distance learning will amount to a good amount of structure and the school day will mirror that of an in-person school day with guided instruction from a teacher.

Lauren Lindquist expressed her disappointment in the lack of transparency in the plans for the upcoming school year. She indicated that she has offered up her expertise, but did not receive a response. She suggested that additional transparency is needed to ensure a safe and smooth return for the 2020-21 academic year.

III. Consent Agenda

A. Approve Agenda

Ryan made a motion to amend the agenda for the purposes of acknowledging the service of Sharon, the outgoing Board chair. Luis seconded the motion. **Motion approved by all present.**

There was a video presentation along with remarks by Chip, Anita, Denise, Robyn Brandman and a gift presentation to Sharon. Special thanks to Ryan's wife for making the delivery.

B. Approve Minutes

A. Rogers made a motion to approve the minutes from Board of Directors Meeting on 06-01-20.

R. Hudak 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. Michelle Rios extended gratitude to Sharon on behalf of PTCC.

V. Administration and Committee Reports

A. Diversity Committee Report

Sharon read the following letter on behalf of the Board:

Dear GLOBE Community,

We are closing out the school year at The GLOBE Academy at a time of great turmoil and change in our country. The violent deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and Rayshard Brooks have highlighted how systemic racism and violence continue to marginalize and oppress people of color. These events strike at the heart of GLOBE's mission to develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.

At GLOBE, we believe Black Lives Matter. We condemn racial violence, racism, and white supremacy. We honor the diversity of our GLOBE community, and we call on members of our community, including board members, administrators, teachers, parents, and students to join together in working to dismantle more than 400 years of racism in our school and in our community.

We acknowledge that racism involves both individual acts of prejudice as well as systemic forces that create advantage based on skin color. As such, GLOBE will aim to eradicate individual prejudices and also dismantle the systems that enable racism to flourish.

To engage in this work, here are steps we believe GLOBE is poised to take, starting in Fall 2020:

In Classrooms:

- Improve strategies to reduce racial disparities in academic achievement, school discipline, attendance, and other key indicators of school success
- Identify and implement anti-racist pedagogies that promote diversity, equity, and inclusion
- Offer opportunities for discussion of racial issues and racial justice across grades and campuses
- Be sensitive and responsive to experiences of Black and Brown students, staff and families

In our School Community:

- Retain a vetted consultant with a proven track record of assisting organizations in creating a more inclusive, diverse, and equitable environment to guide GLOBE in the implementation of GLOBE's strategic plan
- Review and revise GLOBE's vision, mission, and core values to specifically incorporate building a diverse and inclusive community
- Include diversity metrics in the Executive Director's monthly dashboard at board meetings (including board, staff and student diversity)
- Commit to clear, transparent communication on diversity, equity, and inclusion

- Provide staff with the knowledge, resources, and skillset needed to create learning environments free of prejudice and discrimination
- Hire and retain staff to reflect the cultural, racial, and linguistic diversity of our students, and ensure that our work environment is safe and welcoming to all employees
- Incorporate professional goals focused on diversity, equity, and inclusion in staff performance reviews

GLOBE strives to have a school environment that is welcoming to and supportive of our Black and Brown students, teachers, staff and families. The Board invites you to let us know when we have missed the mark in that regard. I encourage our GLOBE community to ask teachers, staff, and families to inquire about each other and offer support.

Together we can help to make sure our children will live in a just world.

Warmly and with gratitude,
Your GLOBE Academy Board of Directors

A copy of the minutes from the Diversity Committee's special meeting on June 22nd were included in the agenda packet.

B. Academic Committee Report

A formal report was included in the agenda packet.

C. Communications Committee Report

A formal report was included in the agenda packet.

D. Development Committee Report

A formal report was included in the agenda packet.

E. Executive Director Evaluation and Support Committee Report

There was no formal report this month. The committee met this month to finalize Christi's end-of-year review. Sharon and Ryan meet with Christi every Friday. There are two review periods: a mid-year review and end-of-year review. In the previous Board meeting, the Board provided their feedback on the review. The executive director receives a formal review by the Board each year.

F. Facilities Committee Report

There was no formal report this month. The committee did not meet this month. Discussions have continued regarding connecting the two buildings at UC. Christi, Denise and Jerry are working to come up with the budget for the project.

G. Finance Committee Report

There was no formal report this month. Luis indicated that they are waiting for the county to finalize the QBE formula for students, therefore for the first two months of the school year, there will be a spending resolution in the amount of \$2 million. Denise stated that because the county does not know their funding, they have decided to fund the charter schools in July according to how they are currently funded and in August, they are going to "true it up" because they expect to have the QBE figures in the next week or so. Denise indicated that she expects that there will be a decline in funding. According to Denise, 80 percent of the expenses are payroll-related, as she indicated that she and Christi have worked hard to cut the budget to the bone in order to keep people on staff and ensure that there are no furloughs or staff reductions.

Luis made a motion to extend up to \$2 million for July and August in lieu of a formal budget. Ryan seconded the motion. **Motion approved by all present.**

Monique made a motion to proceed with securing the contract with Conscious Roots, the selected DEI vendor for the contract that has been received and reviewed. Chip seconded the motion. **Motion approved by all present.**

H. Governance Committee Report

There was no formal report this month. The committee did not meet this month. The staff handbook is ready to be reviewed by outside counsel for input. The Board has given their comments on the bylaws and their input will be incorporated into the revised bylaws.

I. Strategic Planning Committee Report

There was no formal report this month. The committee did not meet this month.

J. Executive Director's Report

A formal report was included in the agenda packet. A discussion was held about the exit surveys.

VI. New Business

A. Board Elections: Board Member Terms

Aba made a motion to renew the coterminous Board terms for Ryan and Monique. Motion seconded by Drew. **Motion approved by all present.**

B. Board Elections: Board Officers

Katie made a motion to elect Ryan as the new Board chair. Motion seconded by Monique. **Motion approved by all present.**

VII. Executive Session

A. To discuss a personnel matter.

Motion made by Monique to move to executive session to discuss a personnel matter. Motion seconded by Chip. Motion approved by all present. Moved to executive session at 9:05 p.m. Motion to leave executive session made by Monique. Motion seconded by Drew. **Motion approved by all present.** Returned from executive session and meeting called back to order at 9:19 p.m

Ryan made a motion to present the ED performance review with the one amendment that was discussed in executive session. Motion seconded by Chip. **Motion approved by all present.**

VIII. Closing Items

A. Adjourn Meeting

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

J. Clues made a motion to adjourn the meeting.

K. Monroe 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 9:26 PM.

Respectfully Submitted,
K. Holder

Cover Sheet

PTCC Report

Section: IV. PTCC Report
Item: A. PTCC Report
Purpose: FYI
Submitted by:
Related Material: 2020.07.27 PTCC Report.pdf



PTCC MONTHLY REPORT

July 27, 2020

PTCC Goals

Increase PTCC Volunteerism 2020-2021 event planning in virtual environment while continuing to create and support our community

Enhance accessibility of PTCC events for all GLOBE families.

Support teachers and admin for a successful distance learning environment

MONTHLY OVERVIEW

Open Positions

- Open positions: Fundraising (1); GAP (1)

PTCC Onboarding

- Individual meetings were held with all PACs to help with setup, events and budgeting.

PTCC Budget

- All PACs are reviewing their budgets now taking the virtual learning start of school into consideration and we hope to vote on the 2020-2021 school year budget during the August LT Meeting. After that, it will be sent to the parent body for approval.

Upper Campus Scoreboard

- The PTCC LT voted during our last meeting to increase in favor of spending additional funds from the original \$3,000 designated to sponsor the scoreboard for the gym as per the quotes received. PTCC will reimburse the \$4,443 + \$650 (\$5,093) for installation to the school once work is completed.

Lower Campus Teacher Lounge Renovation

- Facilities PAC has been coordinating with Jerry Ross for renovations to start last week in July or 1st week in August.

Fund-A-Project

- School informed us that the books have not been ordered yet and that they are planning on revisiting it at the end of August and hopefully ordering books in September.

Spirit Wear Update



- New spirit wear vendor - Tulip Cakes . Website to be announced soon!

Lower Campus GLOBE Mascot Mural

- Owl is sketched and has started to be painted. Will be finished sometime next week.

School Orientation

- Volunteer survey and supporting documents have been provided to Megan Brown so they can be included as part of the package that will be sent to parents.

Upcoming Events

- We would like to continue to host our community building events and are in the process of brainstorming on “Plan V” (Plan Virtual). Ideas are welcomed.
 - Want to ensure that we can continue community building events and providing services to all
 - Ice-Cream Social - virtual trivia option being explored.
 - Orientation
-

Cover Sheet

Academic Committee Report

Section: V. Administration and Committee Reports
Item: A. Academic Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.07.27 Academic Committee Report.pdf



The GLOBE Academy

Academic Committee Report

27 July 2020

Committee Chair: Drew Reynolds - dreynolds@theglobeacademy.net

Report Type: Update

Updates:

- Academic Committee met on July 23, 2020
 - Race conscious curricula
 - GLOBE parent Melinda Rodriguez gave a brief presentation on anti-racism resources and curricula, including “We Are” (<https://www.weare-nc.org/>) and “Wee The People” (<https://www.weethepeopleboston.org/>).
 - The committee discussed the role of the DEI vendor this Fall in taking the lead on this work and will continue conversations about how to engage children with conversations about diversity, equity, and inclusion.
 - Target language learning
 - Committee discussed and renewed GLOBE’s commitment to dual language immersion. The committee shared challenges and opportunities that are anticipated as a result of teaching remotely.
- Next scheduled meeting:
 - August 13th 10AM.
 - Data Report: “GLOBE students at a glance.” -> detailed demographic and enrollment data for the coming year

End of Report

Cover Sheet

Communications Committee Report

Section: V. Administration and Committee Reports
Item: B. Communications Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.07.27 Communications Committee Report.pdf



The GLOBE Academy

Communications Committee Report

27 July 2020

Committee Chair: Jonathan Clues

Report Type: Update

Updates:

The Communication Committee met via Zoom on Tuesday July 21st.

Present were:

- Christi Elliott-Earby (Executive Director)
- Katrice Mines (Dir. Of Communications)
- Ryan Hudak (Board Chair)
- Jonathan Clues (Committee Chair)
- Leigh Long (Committee Member)

We discussed the following

1. Re-Confirm Members, Role and Responsibility of the Communication Committee
 - a. We discussed the boundaries of the board (not reaching into everyday business),
 - b. Also the responsibility of the GLOBE team to work collaboratively with the Board for the greater good of the Academy.
 - i. Leverage experience and different viewpoints
2. Projects: Sprint vs. Epic
 - a. We spoke about how there was a lot going on, and that overall things were going well.
 - b. However, we discussed surprise that some major projects/deliverables had not come through the Communication Committee
 - i. For example: New website
 - c. We discussed use of an online collaboration tool to keep projects/roles clear, but the idea was rejected
3. Review Process/Policy/Expectations for outbound messages:
 - a. We discussed how different messages and projects needed different input/approval.
 - b. We spoke briefly about Scheduled/regular messages vs. time-sensitive messages vs. urgent messages vs. sensitive messages
 - c. We discussed concern on the last minute/late weekend rush on important topics and the lack of Committee input/procedure/approval
 - i. For example: Recent key communications on School Opening, Racial Justice

- d. To determine a good procedure – Ryan suggested a matrix that would help a decision tree.
 - i. Christi offered to take the first try at this
 - e. The Communication Plan was mentioned.
 - i. Neither Ryan, Jonathan or Leigh had seen it
 - ii. Katrice shared it for review at a later date, and agreed to review and discuss at the next Committee Agenda,
 - iii. Goal to include in the September Board Meeting
4. New Web Site
- a. We spoke about the great job getting such a large site live, despite some challenges
 - b. We noted that there were several issues
 - c. We discussed how Katrice was soliciting feedback?
 - i. She said that email was just fine and she would keep a central ‘to do’ list
 - ii. Jonathan forwarded all emails received to date from Sharon, Aba, Kevin and Robyn
 - d. Looking to add the video experience in more prominent position
 - i. Needs IT help
5. Board Reporting Dashboard/Metrics for Month of June
- a. Discussed the importance of establishing baseline data and looking for trends
 - b. Agreed we didn’t need 40 data lines, rather just a few from the website, social media and outbound email campaigns
 - c. Jonathan to create an online spreadsheet for Katrice to complete monthly
6. To-Do List before next meeting
- a. We discussed the board Org Chart
 - i. Jonathan to update (with Sharon removed) and distribute to Committee
 - ii. Ryan to suggest further changes, based on members that are no longer active
 - iii. Katrice would like to link to the website
7. Any Other Business
- a. It was noted that the last board meeting was live on YouTube and Katrice said linking to it was working well
 - b. Christi asked after her Committee recommendation, James Bratton
 - i. Jonathan let he know he had emailed but at the time had not heard back
 - ii. UPDATE: I have since heard back and conversation is pending
 - c. Leigh offered her content writing services to assist the GLOBE team wherever it would be helpful
 - d. With the meeting concluded, we set the next appointment for Friday August 14th at 10am

End of Report

Cover Sheet

Development Committee Report

Section: V. Administration and Committee Reports
Item: C. Development Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.07.27 Development Committee Report.pdf



The GLOBE Academy

Development Committee Report

21 July 2020

Committee Chair: Meghann Adams

Report Type: Update

Updates:

1) 2019-2020 Fundraising Results

- a) 2019-2020 Fundraising Goal: \$250,000; 2% of operating budget
 - i) Annual Fund: \$112,900 (Square 1 Art = \$6,300 of this total)
 - ii) GLOBE Trot: \$137,600
 - iii) GLOBE Rocks: \$9,900
- b) Total gross raised: \$260,500; 104% of fundraising goal
- c) Fundraising Expenses: \$16,600
- d) Total net raised: \$243,800; 98% of fundraising goal

2) Donor Relations

- a) Donor thank you letters went out July 1
- b) 32 active recurring donors (brings in about \$3,000/month)
- c) Cleaning up inactive/declined cards
- d) Reaching out to active recurring donors and ask about recognition
- e) Sending letters to Leadership and Advocate Circle donors

3) Fund Development Plan

- a) Met with key fundraisers on July 22 – developed fundraiser calendar
- b) Fund Development Plan to be distributed to board by the end of July

4) School-led Fundraisers – Likely all will be virtual this year

- a) GLOBE Trot - \$130,000
- b) Square 1 Art - \$4,000
- c) GLOBE Rocks - \$7,500

5) Grants

- a) CARES Act Grant
 - i) School paying for more of the technology needs because the grant was delayed
 - ii) Cover nurses, counselors, pandemic coordinator, technology contract services, foggers and cleaning supplies
- b) DEI - Teach Diversity, rolling deadline, Katrice taking the lead

6) Next Development Committee Meeting via Zoom: Tuesday, August 18, 2020 @ 7:30 pm

End of Report

Cover Sheet

Finance Committee Report

Section: V. Administration and Committee Reports
Item: G. Finance Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.07.27 Finance Committee Report.pptx

The Globe Academy – Finance Committee - Agenda

Item	Purpose
FY2021 Budget – QBE Funding Update and Tentative Schedule	FYI
FY2020 Financial Results, Budget Amendments – Audit Process	FYI
Technology Purchase	Vote

The Globe Academy – Finance Committee – QBE Funding Update and Tentative Schedule

- Georgia DOE released the FY21 STATE funding numbers early this week. DCSD has not yet provided us with our official funding number, which includes GLOBE's share of local revenue, but based on conversations with them and our initial estimates we believe that GLOBE will be seeing a significant reduction in per pupil funding, but in line with our expectations.
- We feel that we are close enough to start the formal budget process next month

The Globe Academy – Finance Committee – Financial Statements

	Actual	Original Budget	Actual as % of Budget	Amended Budget	Amended as % of Budget	% Change
Income						
10-000 Revenues						
1215 Club Dues	11,640	6,000	194%	12,000	97%	100% <i>Greater than projected</i>
1220 Donations	29,538	1,000	2954%	30,000	98%	2900% <i>Moved PTCC here</i>
1225 Fund raising/Misc. Sales	260,554	250,000	104%	250,000	104%	No change
1340 After School Program Revenue	462,133	480,000	96%	480,000	96%	No change
1611 Lunch Payments	47,494			50,000	95%	<i>Newline item</i>
1701 Field Trip	93,606	102,000	92%	102,000	92%	No change
1910 Rental Income	15,000			15,000	100%	<i>Newline item</i>
3120 Total Quality Basic Education F	12,134,246	11,083,000	109%	12,100,000	100%	9% <i>Greater than projected per pupil funding</i>
4300 Categorical Grants - Direct from Federal Government	7,721			8,000	97%	<i>E-rate - new</i>
4510 Child Nutrition Program Service Grant	46,643			47,000	99%	<i>Newline item</i>
4520 DOE Grant Income	124,282			125,000	99%	<i>UC and LC Facilities and Security Grants</i>
5510 Grants Other Than State Or Federal	500			500	100%	<i>FACE Grant</i>
Total 10-000 Revenues	13,233,357	11,922,000	111%	13,219,500	100%	11%
Expenses						
10-1000 Instruction	6,715,542	6,833,000	98%	6,833,000	98%	No change
10-2100 Pupil Services	410,119	444,000	92%	444,000	92%	No change
10-2210 Improvement of Instruct Service	8,689	9,000	97%	9,000	97%	No change
10-2213 Instructional Staff Training	96,329	140,000	69%	97,000	99%	-31% <i>Lower than expected PD spending</i>
10-2220 Educational Media Services	70,454	83,000	85%	71,000	99%	-14% <i>Change in staffing</i>
10-2300 General Administration	453,019	139,000	326%	454,000	100%	227% <i>Moved ED and new Comms Dir here; Strategic Plan; insurance</i>
10-2400 School Administration	1,093,141	1,473,000	74%	1,100,000	99%	-25% <i>Moved ED out; no AHOS LC</i>
10-2500 Support Services-Business	302,449	335,000	90%	335,000	90%	No change
10-2600 Maint & Oper-Plant Services	1,132,516	672,000	169%	1,133,000	100%	69% <i>MOPS underbudgeted originally ; \$110k reimbursed via grants</i>
10-2900 Fundraising Activities-	16,678	17,000	98%	17,000	98%	No change
10-3100 School Nutrition Program	166,881	90,000	185%	167,000	100%	86% <i>New program - \$100k offset by NSLP & Lunch revs</i>
10-3300 ASP Operations	473,356	426,000	111%	474,000	100%	11% <i>Higher than projected expenses (MOPs allocation)</i>
10-5100 Debt Services	146,419	256,000	57%	147,000	100%	-43% <i>Principal erroneously included in original budget</i>
Total Expenses	11,085,594	10,917,000	102%	11,281,000	98%	3%
Net Operating Income	2,147,763	1,005,000	111%	1,938,500	111%	93%

The Globe Academy – Finance Committee – Technology Purchase

- We are seeking approval for ~\$175K dollars for Ipads and Chromebooks

Item	Purpose
Apple : Ipads	\$95,575.00
FY2020 Financial Results, Budget Amendments – Audit Process	\$81,740.37
Total	\$177,315.37

Cover Sheet

Governance Committee Report

Section: V. Administration and Committee Reports
Item: H. Governance Committee Report
Purpose: Discuss
Submitted by:
Related Material: Globe Revised Bylaws 2020.pdf

BYLAWS OF
The GLOBE Academy, Inc.
a Georgia nonprofit corporation
Approved by the Board of Directors on _____, 2020

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 official name , shall be used in all official business and transactions; provided, that, GLOBE 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 shall be located in the State of Georgia and GLOBE shall at all times maintain a registered agent at the address of the registered office.

(a) *Other Offices.* 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. GLOBE shall be governed by its Articles of Incorporation and its Bylaws.

Section 4. *Purposes.* The purpose of 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 set forth in Section 5 of this Article I. The mission of 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 equipped to make a positive impact in the world.

Section 5. *Tax Exempt Status.* 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, GLOBE shall act, and shall take such actions, to ensure compliance with its tax-exempt status under the Code. GLOBE is not organized and shall not be operated for profit. No part of the property or the net earnings of GLOBE shall inure to the benefit or be distributable to any of its Directors, officers, or other private persons, except that 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. GLOBE shall be primarily supported by government grants for the operation of a public charter pre-K through 12th 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 Code. Notwithstanding any other provisions of these Bylaws, 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 GLOBE shall be managed and directed by its Board. The Board shall be empowered to determine the size of the Board, provided that the Board shall consist of not less than five (5) nor more than fifteen (15) Directors with voting rights. Additionally, the Executive Director (“Executive Director”) of GLOBE, will serve as an ex-officio (non-voting) member of the Board. The Board will include at least two (2) parent-guardians of current students at 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. The Board shall set policy, appoint officers, and perform its duties as set forth herein.

Section 2. *Election, Term, Vacancies.* 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. 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 GLOBE, Directors serving on the Board, Committee members serving on a Board-Appointed and standing Nominating committee, or Advisory Board members. at the annual meeting set forth in Section 5(c) of this Article below. Directors may serve additional terms of up to three (3) years upon a majority vote of the Directors, but under no circumstances may a Director serve more than six (6) consecutive years on the Board. It is preferred that potential Directors serve at least six (6) months on a Board committee prior to being nominated to a Board position.

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.

Section 4. *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 expressly waive such absence by a two-thirds (2/3) vote of the Directors present at that meeting.

Section 5. *Location and Conduct of Meetings and Minutes.* The minutes of any meeting shall be taken by the Secretary and be available to the Directors and any interested party including GLOBE staff, parents and students.

Section 6.

(a) *Regular Meetings.* The Board shall meet no less often than quarterly. Regular Meetings of the Board may be held at such time and at such place as may be determined by the Board in accordance with the Open and Public Meets 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 upon the Board Chair's request.

(b) *Special Meetings.* A Special Meeting of the Board may be called by the Board Chair or by any two (2) members of the Board. Notice of the time and place of all such meetings shall be given to each member of the Board by telephone, mail, fax or e-mail, in person or by other reasonable means in accordance with the Open and Public Meetings Act. Any member of the 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 need be stated in the notice or waiver of notice of such meeting.

(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, in accordance with the Open and Public Meetings Act, for the purpose of electing Directors and offices, and for the transaction of such other business as may come before the meeting ("Annual Meeting").

Section 7. *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 (1) equal vote.

Section 8. *Compensation of Directors.* Directors shall not be entitled to any compensation for their services as Directors or members of any committee of the Board, except that by resolution of the Board, a Director shall be allowed reimbursement for any reasonable expenses incurred on behalf of GLOBE and expenses, if any, for attendance at each meeting of the Board.

Section 9. *Public Records.* GLOBE is subject to and shall comply with the Georgia Open Records Act §50-18-70 *et seq.* GLOBE shall maintain its adopted policies, budgets, meeting agendas and minutes and shall make such documentation available for public inspection.

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.* Directors shall comply with the ethics and conflict of interest provisions applicable to members of the DeKalb County Board of Education under State Law. Directors 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 (1) or more committees, each of which shall consist of at least one (1) 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 Board Chair shall appoint the members and chairperson of such

the Standing Committee, which must be a member of the Board, with approval of the majority of the Directors present at the applicable meeting. Any member of such committees thereof may be removed by either the Board Chair or the appointed committee chairperson whenever, in the Board 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.

Charter Renewal Committee: This committee leads the planning for GLOBE's charter renewal.

Communications Committee: This committee works to make sure that the GLOBE brand and vision are clearly communicated amongst stakeholders and throughout the GLOBE community.

Development Committee: This committee oversees GLOBE's largest fundraisers, including the annual fund, to meet GLOBE's budgetary needs.

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 Executive Director, Board and other relevant stakeholders..

Facilities Planning Committee: This committee oversees implementation of facility renovations and maintenance.

Finance Committee: This committee works with the Executive Director and Chief Financial Officer ("CFO") to create the upcoming fiscal year budget.

Governance Committee: This committee is responsible for recruitment, nomination, orientation, training, and evaluation of Directors in accordance with the bylaws and policies and practices approved by the Board.

Executive Director Evaluation and Support Committee: This committee is responsible for designing and developing, in conjunction with the Executive Director, a year-round process for the Board to continually strengthen its partnership with the Executive Director, 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 Executive Director's performance.

Strategic Planning Committee: This committee is responsible for creating, reviewing, and proposing changes to the school's long-term strategic plan.

Section 2. *Board-Appointed Special Committees*. In addition to the standing committees, the Board Chair may appoint other special committees ("Special Committees") to fulfill a need. Special Committees are

temporary committees which are dissolved once the specific issue they were created for has been addressed. Any designated Special Committee shall be chaired by a member of the Board. The duration of the Special Committee, Special Committee members, and duties shall be outlined by the Board Chair and presented to the Board and approved by two-thirds (2/3) vote.

The Board is GLOBE's legal representative body and has final authority to approve all recommendations made by committees.

Section 3. *School-Based Committees.* The Board may establish an Advisory Board, School Council, parent advisory committees 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 committees or advisory boards 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 Board 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 the Board Chair, 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 become effective only upon the Board's acceptance.

Section 2. *Filling Vacancies.* If the office of any officer or Director becomes available by an increase in the number of Directors before the Annual Meeting or becomes vacant prior to the expiration of such Director's term, 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 Board 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 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) *Board Chair* shall be the senior executive officer of GLOBE, who shall have general and active management of GLOBE. The Board Chair shall see that all orders and resolutions of the Board are carried into effect. The Board Chair and officers designated by the Board Chair shall have the power and authority to execute 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 to some other officer or agent of GLOBE, or is required by law to be otherwise signed or executed. The Board Chair shall have the authority to institute or defend legal proceedings when the members are deadlocked. Unless otherwise determined by the Board, the Board Chair shall also have the title of "President." An individual may serve as Board Chair again as long as they have served their entire term and remain off the Board for a minimum of two (2) years before serving on the Board as Board Chair again.

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

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

(d) *The Treasurer* of GLOBE shall assure that the GLOBE CFO keeps and maintains, or causes to be kept and maintained, adequate and correct accounts of the properties and business transactions of GLOBE, including accounts of its assets, liabilities, receipts, disbursements and fund balances. The books of account shall be open to inspection by any Director during GLOBE's business hours.

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 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 GLOBE as may be directed by the Board. The Treasurer shall assure that the CFO disburses the funds of 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 GLOBE. The Treasurer shall present a financial report of operations since the last preceding regular Board meeting, to the Board at all Regular Meetings. The Treasurer shall have such other powers and perform such other duties as may be prescribed from time to time by the Board.

The Treasurer shall ensure that all members of the board fully comprehend the financial matters of GLOBE and receive reliable and timely Board reports 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. The Treasurer shall assure that all records of GLOBE's school accounts are kept current. The Treasurer shall handle all work related to GLOBE's financial affairs with integrity and care. The Treasurer shall propose fiscal policies and internal controls for board approval.

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 to review the books of GLOBE and provide an annual response on the audit and adequacy of internal controls to the Board.

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

(e) *Director Emeritus.* The Board may also establish Director Emeritus membership to honor past Directors who have specialized knowledge or qualifications to act in an advisory capacity. The Board Chair and Executive Director will nominate past Directors 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.

ARTICLE VI

LIABILITY AND INDEMNIFICATION

Section 1. The officers, directors ("Directors") and members of GLOBE shall not be personally liable for the debts, liabilities or obligations of GLOBE.

Section 2. *Indemnification.* GLOBE shall indemnify and hold harmless to the fullest extent permitted by the Georgia Nonprofit Corporation Code ("GNCC"), any individual who is a party to a proceeding because he or she is or was a Director or Officer against liability incurred in the proceeding 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 GLOBE; (ii) in all other cases, that his or her conduct was at least not opposed to the best interests of GLOBE; 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 GLOBE 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 GLOBE or is subjected to injunctive relief in favor of GLOBE for: (i) any appropriation, in violation of his or her duties, of any business opportunity of GLOBE; (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 transaction from which he or she received an improper personal benefit. For purposes of this Article, the terms "party", "proceeding", "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.

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 legal or court action, prior to the final disposition of such action, if:

(a) The Director furnishes to the Board 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

(b) The Director furnishes to the Board a written and notarized undertaking ("Undertaking"), executed personally or on the Director's behalf, to repay any advances to Globe if it is ultimately determined that the Director is not entitled to indemnification hereunder. The Undertaking required by this paragraph (b) may be unsecured but must be an unqualified obligation of the Director.

Section 5. *Insurance.* GLOBE shall purchase and maintain insurance on behalf of any person who is or was a Director, 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.

Section 6. 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 VII

DISSOLUTION

Section 1. The Board may by written consent of not less than 2/3 of the members vote to dissolve 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 GLOBE at the time of dissolution, the dissolution will not take effect until the end of the then current school year.

Section 2. In the event of dissolution of GLOBE whether voluntary or involuntary or by operation of law, none of the property of GLOBE nor any proceeds thereof nor any assets of GLOBE shall be distributed to any Directors, Officers or employees, but after payment of the debts of 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 so long as no part thereof inures to the benefit of any Director or Officer.

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 Board 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 (3) 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.* The Board Chair or the Treasurer may authorize expenditures of no more than Ten Thousand Dollars (\$10,000) for each expense. Each expenditure of Ten Thousand Dollars and one cent (\$10,000.01) or over, but less than Twenty Thousand Dollars (\$20,000) must be jointly authorized by both the Board Chair and the Treasurer. Each expenditure of Twenty Thousand Dollars (\$20,000) or more 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, Director of Operations/CFO, and/or other authorized person) may not execute any contract exceeding Ten Thousand dollars (\$10,000.00) for the fiscal year without authorization from the Board.

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.

Section 6. *Nondiscrimination Policy.* GLOBE is an inclusive establishment. GLOBE shall not discriminate on the basis of race, color, national and ethnic origin, sex, sexual orientation, gender and/or gender identity.

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 (2/3) majority vote of the Directors entitled to vote at any meeting of the Board, duly called and at which a quorum is present.

ARTICLE X

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 Director 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 require only a minimum of two (2) Directors.
- (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 (1) 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 (1) 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 GLOBE to the Georgia Department of Education (“DOE”) and to parents and guardians of students currently enrolled in the school 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 Contract;
- (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, [____], Secretary of The GLOBE Academy, Inc., a Georgia nonprofit corporation (“GLOBE”), hereby certify that the attached *Bylaws* were adopted by the Board of Directors of GLOBE, in a legally called meeting held on [____]. After being put to a vote, the following Directors of GLOBE, which represent the number of votes sufficient for its approval, approved these Bylaws on [____].

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

IN WITNESS WHEREOF, I have hereunto set my hand this [____] day of _____, 2020.

The GLOBE Academy Inc.,
A Georgia nonprofit corporation

By: _____
[____], Secretary

Cover Sheet

Strategic Planning Committee Report

Section: V. Administration and Committee Reports
Item: I. Strategic Planning Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.07.27 Strategic Planning Committee Report.pdf



The GLOBE Academy

Strategic Planning Committee Report

27 July 2020

Committee Chair: Katie Monroe

Report Type: Update

Updates:

Katie and Christi met 7/8/2020 to discuss approach to regular reporting on the Strategic Plan in the upcoming academic year

1) Executive Director's monthly report will include progress/areas of focus in different initiatives of the Strategic Plan

2) Katie and Christi will work together to present comprehensive updates to Board at ~3 month intervals

3) Board members have access to the Strategic Plan dashboard and can contact Katie with questions

- Uncertainties with adaptations that will be necessary in the continuing pandemic make some areas of the Strategic Plan difficult to progress. Christi and Katie acknowledge this reality and intend to focus on areas that can meaningfully progress and have high priority, for example DEI initiative, Vision of Teaching Excellence, Recruiting & Retention of teachers

- Sessions are planned with Conscious Roots (DEI vendor) on 7/31 and 8/3. Session with Northstar and Conscious Roots collaboratively planned for 8/21.

End of Report

Cover Sheet

Executive Director's Report

Section: V. Administration and Committee Reports
Item: J. Executive Director's Report
Purpose: Discuss
Submitted by:
Related Material: 2020.07.27 Executive Director's Report.pdf
GLOBE 2020-21 Calendar.pdf

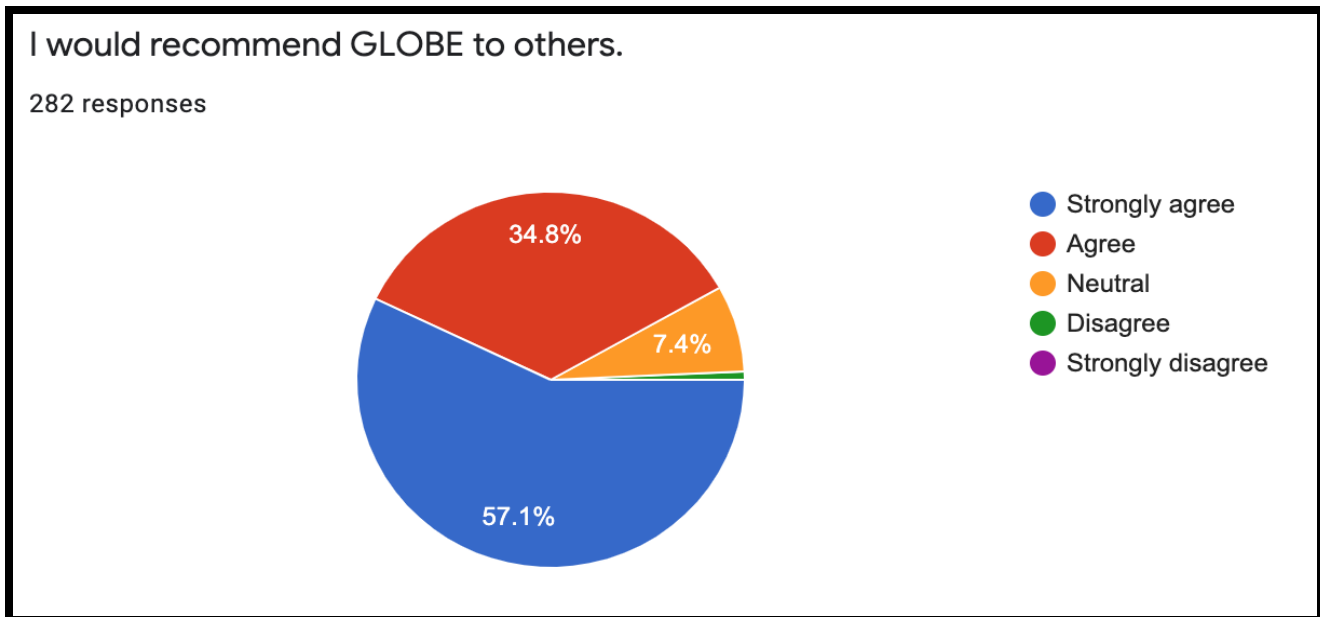


Executive Director Report 7/27/20

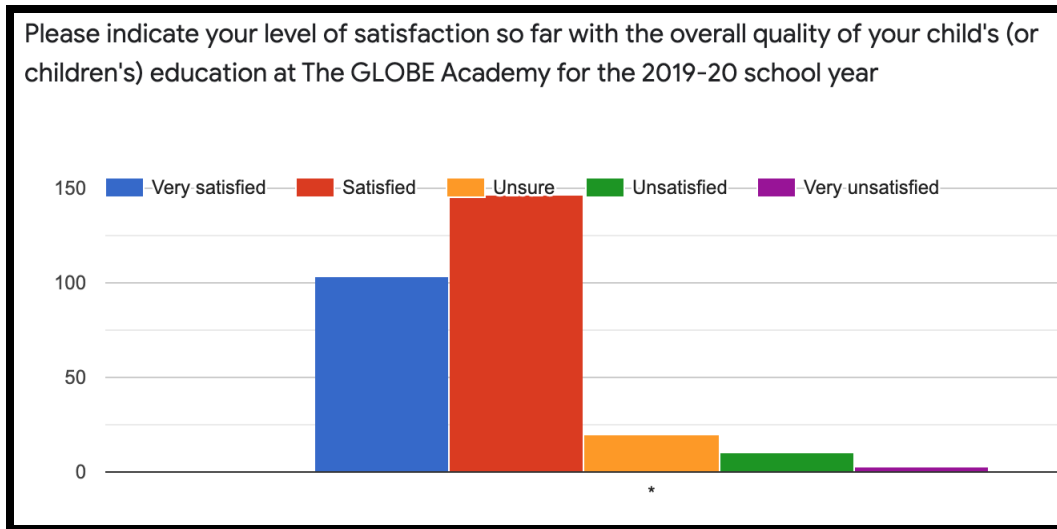
Updates

Parent Satisfaction Survey results 2019/2020 school year.

- Are you familiar with the key charter promises we have made in our charter contract? 47% yes, 27% no, and 26% unsure
- Do you believe that the school's policies, procedures, and practices support a safe environment? 95% yes and 5% no
- What is your PRIMARY reason for choosing The GLOBE Academy? 68% DLI, 15% a better option from my home school, 8% low teacher/student ratio, 7% constructivism, 3% other



36% 52% 7% 4% 1%



Strategic Planning - Updates

Our Focus for this year is DEI in all areas of our Strategic Plan.

Digital Learning

Virtual start to school year 2020/2021. Devices will be deployed the week of August 10th. We are hoping to receive our CARES funding for one to one devices. Until then, we will have one to one devices for 4th-8th graders and on a needs basis for K-3rd graders. As soon as this changes, we will send out information for K-3 devices for all if needed.

Live classes will take place 4 days every week. Wednesdays will be all distance, online, independent learning. These days will be for teachers to record needed classes, RTI meetings, special ed meetings, staff meetings, grade level meetings, and providing feedback on student work. Live classes will consist of small group instruction, small group check ins, whole group mini lessons, whole group instructions, and morning meetings.

School Supplies will be updated and sent out in the digital learning updates in the weekly reminders. You will eventually need all the supplies on the list when we return to the building. If they have all been purchased please hold on to them. The weekly reminders will have the essential supplies that will be needed at home by grade level in the updates.

This year will look different from the Spring. I want to reiterate what a great job out staff did creating a plan from scratch and implementing distance learning without any training. We were building the plane as we took off. Even though we did a great job, we knew that it would not suffice for the fall. Through research, parent feedback, and our own reflection we have made

changes to ensure we can give students a great fall experience even though we are not face to face at the beginning of the year.

ECP: Extended Care Program, There will be an opportunity for parents of essential workers and families that qualify for free and reduced lunch to apply for M-F care.

Parent Digital Learning Handbook Sent out to parents later part of the week of August 3rd
 Parent Sessions August 10th and 11th

Enrollment

We started the 19/20 school year with 992 students

We ended the school year with 979 students

From returning students we currently have 894 (including 8th that graduated)

Enrollment estimates for 20/21 school year:

K	144	# 43 on K list out of 457
1	144	#7 on 1st waitlist out of 216
2	144	#3 Spanish, #1 French, --/Mandarin)
3	144	#1 Spanish, #3French, #2Mandarin
4	124	
5	108	
6	96	#21 on 6th grade out of 119
7	95	
8	91	
Total	1090	

The GLOBE Academy | 2020-2021 CALENDAR

(Pending Board Approval)

27-31 Pre-Planning Days

JULY '20						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY '21						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

1 Winter Break
 4 Post/Pre Planning Day
 5 First Day of 2nd Semester
 18 Dr. M. L. King, Jr. Day

3-11 Pre-Planning Days
 17 Orientation
 19 First Day of School

AUGUST '20						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY '21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

15 Presidents' Day

7 Labor Day

SEPTEMBER '20						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH '21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

12 Teacher's Workday/
 Professional Development Day

7-8 Conference Days

OCTOBER '20						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

APRIL '21						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

5-9 Spring Break

3 Teacher's Workday/
 Professional Development
 Day
 23-27 Thanksgiving Break

NOVEMBER '20						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY '21						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

27 Last Day of School
 (Early Release Day)
 28 Post Planning Day

18 Last Day of 1st Semester
 (Early Release Day)
 21-31 Winter Break

DECEMBER '20						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE '21						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

First/Last Day of Semester
 Holiday/Break (School Closed)
 Professional Learning Day-
 Virtual day for students.
 Conference Days-Virtual day for
 students
 Pre/Post Planning

82 Instructional Days

95 Instructional Days