



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 at 7:00 PM.

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