

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday August 29, 2022 at 7:00 PM

Location

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_TqHG9vkXTE2XmMZ_Q223MQ

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

C. Schwenkler (remote), D. Reynolds (remote), J. Clark (remote), K. Henshaw (remote), L. Ferro Borges (remote), L. Long (remote), L. Norton (remote), L. Pacheco (remote), M. Hayes (remote), T. Barnes (remote), T. Williams (remote)

Directors Absent

None

Ex Officio Members Present

R. Hudak (remote)

Non Voting Members Present

R. Hudak (remote)

Guests Present

Aaron Pirrotta (remote), Adrienne McMillon (remote), Ashley Morris (remote), Beverly Marshall (remote), C. Blunt (remote), C. Elliott-Earby (remote), Caitlin Fox (remote), Chip White (remote), Christina Bowden (remote), Christina Steiner (remote), Courtney Flowers (remote), Damon McMillon (remote), David Thompson (remote), Eli Trowbridge (remote), Emily Gossett (remote), Farah Chang (remote), Jesse Frasier (remote), K. Holder (remote), Kathleen Holmes (remote), Katie Patel (remote), L. Hancock (remote), L. Hertz (remote), LaShayla Clark (remote), Lisa Padron (remote), Lois Hertz (remote), M. Adams (remote), Meghann Adams (remote), Mira Williams (remote), Mo Nadizadeh (remote), Olga Tadesse (remote), Priscilla Noble (remote), Robyn Brandman (remote), Stephanie Gumbis (remote), Tasha Aham (remote), Vilma Villalobos (remote), Wesley Ingwersen (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

D. Reynolds called a meeting of the board of directors of The GLOBE Academy to order on Monday Aug 29, 2022 at 7:02 PM.

C. Vision, Mission and Core Values

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

II. Public Comment

A. Public Comment

Beverly Marshall made the following public comment:

Gifted Learning - I understand that this year the classroom teachers are always supposed to handle the gifted curriculum. After I initiated an email at the beginning of the year I received an email that said I should communicate with the homeroom and language teacher. I understand that the UC only has this resource 2 days a week - the gifted children aren't receiving any structured instruction ' there's no way I can reach all of the kids for extension.' I really have to rely on the teachers to tell me more of what the 'students' needs are.

Last year - kids that were identified and qualified for specialized learning received time with the coordinator. Has this changed and why? Additionally, in emails where Gifted was being discussed...there was a comment that Globe Academy was first and foremost

a Dual Language Institute (DLI)...as if to imply students and teachers had to choose between gifted or dual language curriculum.

In early 2022 GA legislature signed HB 1178 (Parents Bill of Rights) provides protection from the infringement of my direct the upbringing and education of my minor child's moral or religious training and the right to review all instructional material. Already this year I wrote my students' teacher and requested them not to discuss in the classroom any conversation concerning sex education/politics/social and ethic commentary without giving my husband and the opportunity to review in advance. In this situation, I disagreed with the moral or religious messages being made and asked the teacher to adopt a policy to refrain from personal commentary and ask GLOBE to promote parental involvement and the review of material (from different viewpoints) around sensitive topics. It happened again today with the topic of abortion.

Aaron Pirrotta made the following public comment:

For those of you who don't know me, my name is Aaron Pirrotta. I have a spouse who is an English TA at the lower campus and a child on the 2nd grade French track. I am speaking today about 2 major issues: 1) Safety concerns surrounding our fire alarm system at lower campus AND 2) Misleading communications sent by the administration last week

First - Safety Concerns-

-On Tuesday, August 23rd lower campus had a fire drill. The alarms sounded for less than 10 seconds and immediately stopped functioning. At this exact time smoke started to develop in the lower level of lower campus. Its entirely likely that these two events are connected. From my wife's position as a teacher in the building, the fire alarms malfunctioned - resulting in the need to call the fire department. Furthermore, it is our understanding that as of NOON today, the system has not been fixed. One day without a working alarm system is concerning, much less almost an entire week. We have asked the administration and leadership teams for updates and have been given mixed responses such as "we are working on it", "it is a priority" and it "might already be fixed." These answers just aren't good enough for us concerned parents and our children. We want to know the plan for repair, the timeline, and documentation from the fire marshal showing the fire alarm system has been restored to its proper functionality.

Second - Communications-

-Unfortunately, we have spoken at past board meetings about TRUST and the damage caused by sending misleading communications. We again need to raise this issue. We were extremely disappointed on Tuesday to receive an email from Christi saying in the title "Fire Drills a Success". The communication continued to state that the fire drills "went very well." While some details were given about the events at lower campus...the content of the email was extremely misleading. The fire drill on Tuesday showed extreme

equipment FAILURES. These are issues that SHOULD be communicated to parents so that there is transparency and accountability.

We know that systems break. And honestly it is no one's fault. That is what doing the test is for. Everyone at lower campus on Tuesday knows the alarm failed. But unfortunately, teachers and parents don't know the plan to fix it.

Please publish a plan to fix to the same email distribution list originally used. AND I raise again, a suggestion I believe I raised to Christi previously, that the HOS should spend more time at lower campus to improve communication between LC and UC. I would expect her onsite for the next drill.

I know its only been a week since the event. But we do not feel comfortable waiting a month for the next board meeting to bring these issues to light, hence our choice to speak this evening. We will continue to advocate for the safety of the students and teachers at GLOBE and will demand truth and accountability from our leadership team.

Thank you.

III. Consent Agenda

A. Approve Agenda

The amended agenda and minutes were approved by consent without objection.

B. Approve Minutes

T. Williams made a motion to approve the minutes from Board of Directors Meeting on 06-21-22.

L. Pacheco seconded the motion.

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

C. Master Facilities Planning

Jesse Frasier and Mo Nadizadeh of BDR Partners provided an overview of the improvement options relative to the Master Facilities Plan. The following goals for improvement for Lower Campus are as follows:

- Consolidate K-5 in one location
- Repair/replace HVAC in Lower Campus
- Improve carpool/parking
- Maintain outdoor education/recreation space

The following goals for improvement for Upper Campus are as follows:

- Remove 4th and 5th grades from Upper Campus

- Need for dedicated offices
- Gymnasium improvements for competition
- Utilization of acquired parcels of land
- 6th - 8th grades from four to six classes

IV. PTCC Report

A. PTCC Report

There was no formal report this month. Stephanie reported on the following items:

- The new PTCC Leadership Team is as follows: Ana Teixeira (new Co-Chair); MJ Levine (new Secretary); and there are vacancies in the following positions: GLOBE Awareness PAC Lead and Fundraising PAC Lead
- Volunteers are need for the Auction planning crew, Spirit Night Coordinator
- PTCC Budget: in the process of being finalized and will be sent out for vote and comment in early September
- Start of the school year: staff lounges are stocked; orientation for lunch staff; spirit wear sale (online and in-person)
- Upcoming events: Ice Cream Social (9/6 for Lower Campus, 9/8 for Upper Campus); Upper Campus Book Fair 9/26 - 9/30; International Fest is back (10/2)

V. Administration and Committee Reports

A. Heads of School Reports

Priscilla Noble provided Upper Campus updates and Cutia provided Lower Campus updates.

B. Finance Committee Report

There was no formal report this month. The amended budget was included in the agenda packet. Luis reported the following:

- Separating the net of After School Program and Nutrition, the main impacts on the budget were positive (QBEF - \$365K; Grants - \$450K; \$210K) and negative (Instruction - \$420K)

L. Pacheco made a motion to approve the amended FY 22 budget.

L. Ferro Borges seconded the motion.

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

C. Development Committee Report

Drew reported the following as it relates to the Capital Campaign:

- Goals
 - Conduct feasibility study during Fall 2022 semester
 - Begin work January 2023
- Solicited proposals for feasibility study starting in May/June 2022. Received from Alexander Haas, Sinclair and Townes, Bridge Philanthropic Consulting
- Selecting a firm process. Anticipated start will be late September or early October

D. Charter Renewal Committee Report

There was no formal report this month. Jabari reported the following:

- Charter renewal package has been submitted. Big thanks to all involved!
- Completed interview with DCSD on August 2nd
- Submitted requested revisions on August 19th
- Awaiting final decision from DCSD in September

VI. Committee Updates - Written Reports Only

A. Committee Reports

Committee updates were included in the agenda packet.

VII. New Business

A. Board Term Renewal: Luis Pacheco

D. Reynolds made a motion to elect Luis Pacheco to a new Board term.

K. Henshaw seconded the motion.

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

B. Election of Board Secretary

D. Reynolds made a motion to elect Jabari Clark as the new Board secretary, effective immediately.

T. Barnes seconded the motion.

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

C. Policy re: Resolving Conflicts

Drew reported the following regarding the policy on resolving conflicts:

- DCSD has requested GLOBE recommend a process for resolving conflicts that may come up between DCSD and GLOBE
- In developing the policy, the legal counsel for GLOBE assisted. Policy includes requesting a mediator to help navigate the conflict between GLOBE and DCSD

D. Reynolds made a motion to to adopt the 'Resolving Conflicts' policy as written.
J. Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Policy re: Waste, Fraud & Abuse

Teri reported the following regarding the policy on fraud, waste and abuse:

- Often referred to as the 'whistleblower policy' in non-profit context. GLOBE adopting a more narrow term of 'Fraud, Waste, and Abuse'
- Focus on outlining a process for individuals to report fraud, waste, and/or abuse of public or donated funds at GLOBE

T. Williams made a motion to adopt the 'Fraud, Waste, and Abuse' policy as written.
L. Ferro Borges seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Strategic Planning Committee Recruitment

Kimberly provided the following update:

- The committee will specifically focus on preparing for AY 22-23 and executing the developmental year AY 23-24 for the new strategic plan of GLOBE to be implemented AY 2024-2029

VIII. Executive Session

A. To discuss personnel matters.

Motion made by Drew to move to executive session to discuss personnel matters. Motion seconded by Luis. **Motion approved by all present.** Moved to executive session at 9:12 p.m. Motion to leave executive session made by Drew. Motion seconded by Luis. **Motion approved by all present.** Returned from executive session and meeting called back to order at 10:06 p.m.

D. Reynolds made a motion to approve the FY 22 ED evaluation.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

IX. Closing Items

A. Adjourn Meeting

The next scheduled meeting is set for September 27, 2022 at 7 p.m.

C. Schwenkler made a motion to adjourn the meeting.

L. Pacheco seconded the motion.

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

K. Henshaw made a motion to adjourn the meeting.

L. Ferro Borges 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 10:13 PM.

Respectfully Submitted,

K. Holder

Documents used during the meeting

- FY22-23 Amended Budget_Draft.xlsx
- 2022_08_18_globe_development_committee_meeting_minutes.pdf
- 2022_08_11_communications_committee_meeting_minutes.pdf
- 2022_08_11_governance_committee_meeting_minutes.pdf
- Whistleblower Policy - v2.docx
- Executive Session Affidavit August.pdf