

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday March 18, 2024 at 7:00 PM

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

Directors Present

A. McMillon, B. Heidelberg (remote), C. Schwenkler, D. Reynolds, D. Torre Gibney, J. Clark (remote), K. Henshaw, L. Ferro Borges, L. Long, L. Mason, L. Norton, M. Hayes, T. Williams

Directors Absent

None

Guests Present

C. Elliott-Earby

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

L. Norton called a meeting of the board of directors of The GLOBE Academy to order on Monday Mar 18, 2024 at 7:03 PM.

C. Vision, Mission and Core Values

II. Consent Agenda

A. Approve Agenda

L. Norton made a motion to approve the agenda.
The board **VOTED** to approve the motion.

B. Approve Minutes

L. Norton made a motion to approve the minutes from Board of Directors Meeting on 02-26-24.
The board **VOTED** to approve the motion.

III. Board Leadership Votes

A. Vote - Board Chair Resignation : Drew Reynolds

L. Norton made a motion to accept Drew Reynolds' resignation of the Chair role of the GLOBE Board of Directors effective 03/18/2024.
L. Long seconded the motion.
The board **VOTED** to approve the motion.

B. Vote - Completion of Service by Drew Reynolds

L. Norton made a motion to accept the completion of service by Drew Reynolds from the GLOBE Board of Directors effective 03/18/2024.
L. Long seconded the motion.
The board **VOTED** to approve the motion.
L. Long made a motion to accept Lillian Norton's resignation of the Vice Chair role of the GLOBE Board of Directors effective 03/18/2024.
K. Henshaw seconded the motion.
The board **VOTED** to approve the motion.

C. Vote - Lillian Norton as Board Chair

L. Long made a motion to nominate Lillian Norton as the Chair for the remainder of 23-24 school year effective 3/18/24.
K. Henshaw seconded the motion.
The board **VOTED** to approve the motion.

D. Vote - Resignation of Lorena Borges: Treasurer

L. Norton made a motion to accept Lorena Borges' resignation as the GLOBE Treasurer effective 3/18/2024.

L. Long seconded the motion.

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

E. Vote - Completion of Service of Lorena Borges

L. Norton made a motion to accept the completion of service by Lorena Ferro Borges from the GLOBE Board of Directors effective 03/18/2024.

L. Long seconded the motion.

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

F. Vote - Adrienne McMillon Resignation: Development

L. Norton made a motion to accept the resignation of Adrienne McMillon as the Development Committee Co-chair.

L. Long seconded the motion.

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

G. Vote - Adrienne McMillon Treasurer

L. Norton made a motion to nominate Adrienne McMillon as the Treasurer for the remainder of the 2023-2024 school year.

L. Long seconded the motion.

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

H. Vote - Adrienne McMillon Finance Chair

L. Norton made a motion to nominate Adrienne McMillon to the Chair the Finance Committee.

L. Long seconded the motion.

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

IV. New Campus Update

A. New Campus Update

- BDR/Winter continuing value engineering, still need HVAC feedback
 - Currently at \$8.84M (down \$100K from GMP)
 - Room to move since no feedback received on HVAC yet
- Passed 1 of 3 reviews for plat consolidation and have responded to the comments of the outstanding 2
- Engaged Azalea Circle neighborhood leader and church on traffic flows
 - Aligned on making Azalea Circle (west) intersection with Clairmont Road right-in, right-out only - all submitting support letters for DOT
- New unknown risk: potential mandatory upgrades to the Clairmont-facing strip of land adjacent to the street

- Freespace to contact County Development Review Officer for clarification
- May require a variance from Commissioners Terry & Spears

V. Committee Updates

A. Governance

- 24-25 Officer Position Nominations
 - Chair - Lillian Norton
 - Vice Chair -
 - Treasurer - Adrienne McMillon
 - Secretary - Michelle Hayes
- Board Position Recruitment
 - Development Chair(s)
 - Communications Role

The board discussed whether the Vice Chair role will remain open for 2024-2025 as it has been done so in the past. Lillian was asked whether she would remain in the role beyond one year, and she stated she could commit for at least one year. Leigh suggested we should be thinking about who will be next to get them trained up.

VI. New Business

A. Strategic Planning Working Session

March 18th - Briefing of Draft Strategic Plan to Board

April & May - GLOBE Faculty, Staff, and Leadership refine plan in coordination with Strategic Planning Development Committee

Early June - Strategic Plan sent to Board for final review

June Board Meeting - Vote to adopt on Strategic Plan

Leigh asked whether GLOBE Trot should be more tactical and staff led versus board strategy.

Strategic Plan will contain a one-pager to be distributed to the staff.

Student Success

Improve in overall academic rigor, e.g. through use of common measurements of student growth (standardized testing, grading systems, etc.), communications from teachers to parents on students' performance, and defined/documented strategies for sustained academic excellence.

Financial Sustainability and Growth

Create and align on a development strategy for sustained financial growth and operational viability of the school.

Communications and Engagement

Better communication between teachers and parents, school leadership and faculty/staff, Board and Leadership Team, school and community (e.g. more consistent communication styles across teachers/classes, transparency in leadership decision making)

Data-Driven Insights and Decision-Making

Improved use of data and analytics to aid decision making, identify areas for improvement, and improve communications.

Leadership, Recruitment, and Professional Development

Develop strategy for improved teacher recruitment and retention and identify opportunities for faculty/staff career growth, professional development, and leadership opportunities

Facilities and Transportation

Documented strategy and policies for improving facilities and transportation options.

B. Vote to Accept the 25-26 GLOBE School Calendar

L. Norton made a motion to accept the proposed GLOBE 25-26 school calendar.

L. Long seconded the motion.

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

C. Executive Session

D. Vote to increase salary of executive director

L. Norton made a motion to increase the annual salary of the current Executive Director of The GLOBE Academy, effective 3/18/24.

L. Long seconded the motion.

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

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:50 PM.

Respectfully Submitted,

L. Norton