DRAFT

The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time
Monday June 24, 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 (remote), B. Heidlberg, D. Torre Gibney, J. Clark, K. Henshaw, L. Mason, L. Norton, M. Hayes, T. Williams

Directors Absent
C. Schwenkler, L. Long

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 Jun 24, 2024 at 7:03 PM.

C. NOTE: Adrienne McMillon was absent, but sent in proxy votes, so the system would not allow us to mark her absent since she is captured as voting.

D. 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 04-29-24.
The board **VOTED** unanimously to approve the motion.

III. Budget, Bylaws, and Policies

A. Review the 2024 - 2025 Budget

B. Vote on Proposed 24-25 Budget

L. Norton made a motion to approve the proposed budget for The GLOBE Academy FY 2024-2025.
J. Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Review the Proposed Bylaws

- Highlighted Changes
  - Officer follow-on term(s) can be one year vs. three years
  - Voting updates
    - Chair may choose to not vote except where there is a tie
    - Board Members may vote by proxy
  - Nominating Committee for board members (in practice how we have run recruitment/nominations this cycle)
  - Ex-Officio definitions

D. Ex-Officio Discussion

Henshaw noted that most boards do not need to be involved in all communication.

Hayes agreed with this that they should be advisory only.

Clark discussed that the precedent is that former ex-officios were regularly part of it.

E. Vote on Ex-Officio Participation - Option 1 - Full

L. Norton made a motion to approve Option 1 (full participation) for Ex-Officio duties.
K. Henshaw seconded the motion.
The motion did not carry.

Roll Call

L. Norton	No
J. Clark	Aye
B. Heidlberg	No
C. Schwenkler	Absent
L. Mason	No
T. Williams	No
D. Torre Gibney	No
A. McMillon	Aye
L. Long	Absent
M. Hayes	No
K. Henshaw	No

F. Vote on Ex-Officio Participation - Option 2 - As Needed

L. Norton made a motion to approve Option 2 (as needed only participation) for Ex-Officio duties.
K. Henshaw seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

L. Mason	Aye
D. Torre Gibney	Aye
T. Williams	Aye
L. Norton	Aye
L. Long	Absent
M. Hayes	Aye
A. McMillon	No
J. Clark	No
C. Schwenkler	Absent
B. Heidlberg	Aye
K. Henshaw	Aye

G. Vote to approve proposed bylaws

J. Clark made a motion to Approve and adopt the proposed changes to The GLOBE Academy Board of Directors Bylaws effective immediately.
L. Norton seconded the motion.
The board **VOTED** unanimously to approve the motion.

H. Policy Review

I. Vote to approve Employee Grievance Policy

T. Williams made a motion to Approve and adopt the proposed The GLOBE Academy Employee Grievance Policy effective immediately.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

J. Vote on Student/Caretaker Grievance Policy

T. Williams made a motion to Approve and adopt the proposed The GLOBE Academy Student/Caretaker Grievance Policy effective immediately.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Strategic Plan presentation and vote

A. Strategic Plan Presentation

Many thanks to Kimberly and Breck for the next 5 years.
Daniela - keep in mind for everyone to own it - to shorten the headers to help people to remember the points.

B. Strategic Plan Vote

L. Norton made a motion to approve and adopt the proposed five-year The GLOBE Academy Strategic Plan.
K. Henshaw seconded the motion.
July 2024:

- Present and Strategize SP Implementation Support
- Website updated and community-wide email notification sent with forthcoming presentations listed
- Strategic Plan management dashboard built

August/September 2024:

- GLOBE Board Retreat

Present and Strategize SP Implementation Support

- GLOBE Faculty/Staff Retreat before pre-planning

Present and Recruit for Year 1 Implementation Team (Faculty/Staff)

- 1st Coffee Talk of the Year

Present and Recruit for Board Committees (Caregivers/Community)

- Curriculum Night

Present and Recruit for Board Committees (Caregivers/Community)

December 2024: First of ten updates to the Board on SP Progress by GLOBE Staff
The board **VOTED** unanimously to approve the motion.

V. Old Business

A. Board Training

June 30th marks the end of academic training year, so all hours need to be recorded.
Daniela noted that she went into Monday.com to update her hours.
This impacts the charter renewal and board governance and maintenance of the bonds.

VI. New Business

A. Board Schedule

Lillian noted attempting to get the number of board meetings down.
Daniela noted perhaps having fewer breaks.
Kimberly noted that having documents sent in advance helps meetings go much faster.
Role of the PTCC at Board meeting is yet to be defined with the new PTCC leadership.

B. Vote on Proposed 24-25 Board Schedule

L. Norton made a motion to approve the proposed Board Meeting Schedule for The GLOBE Academy 2024-2025 School Year.
J. Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

VII. Annual Board Member Term Voting Section

A. Completion of Term of Leigh Long

L. Norton made a motion to approve the completion of Leigh Long’s term on GLOBE’s Board of Directors effective immediately.

K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Completion of Chair of Communications Committee

L. Norton made a motion to approve the completion of Leigh Long's role as Chair of the Communications Committee effective immediately.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Renewal to the Board of Jabari Clark

L. Norton made a motion to approve the renewal of Jabari Clark to the Board for a second term of 2024-2025.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Renewal to the Board of Lillian Norton

K. Henshaw made a motion to approve the renewal of Lillian Norton to the Board for a second term of 2024-2025.
J. Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Nomination to the Board of Obse Ababiya

J. Clark made a motion to accept the nomination of Obse Ababiya and approve Obse to the Board for an initial term of 2024-2027.
L. Norton seconded the motion.
The board **VOTED** unanimously to approve the motion.

F. Nomination to the Board of Feifei Sun

L. Norton made a motion to accept the nomination of Feifei Sun and approve Feifei to the Board for an initial term of 2024-2027.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

G. Nomination to the Board of Holly Portier

L. Norton made a motion to accept the nomination of Holly Portier and approve Holly to the Board for an initial term of 2024-2027.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

H. Nomination to the Board of Andrew Dahl

L. Norton made a motion to accept the nomination of Andrew Dahl and approve Andrew to the Board for an initial term of 2024-2027.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

VIII. Executive Session

A. Executive Session

Discussed an HR matter.

IX. Personnel Contract

A. Vote on Proposed Contract

L. Norton made a motion to approve the proposed contract discussed in the Executive Session.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

X. Annual Meeting Board Committees, Roles, and Officer Votes

A. Completion of Co-Chair FTP Committee

K. Henshaw made a motion to approve the completion of Lillian Norton's role as Co-chair of the Facilities and Transportation Planning Committee effective immediately.
J. Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Completion of Co-Chair of FTP Committee

L. Norton made a motion to approve the completion of Jabari Clark's role as Co-chair of the Facilities and Transportation Planning Committee effective immediately.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Dissolution of the FTP Committee

K. Henshaw made a motion to approve the dissolution of the Facilities and Transportation Planning Committee effective immediately.
L. Norton seconded the motion.
Daniela inquired who would be leading transportation going forward. Lillian noted that the Director of Operations would continue to with this work.
The board **VOTED** unanimously to approve the motion.

D. Completion of Chair of Development Committee

L. Norton made a motion to approve the completion of Michelle Hayes' role as Co-chair of the Development Committee effective immediately.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Completion of Chair of Strategic Planning Committee

L. Norton made a motion to approve the completion of Kimberly Henshaw's role as Co-chair of the Strategic Planning Committee effective immediately.
B. Heidlberg seconded the motion.
The board **VOTED** unanimously to approve the motion.

F. Completion of Secretary Role

L. Norton made a motion to accept the completion of the Secretary role by Jabari Clark effective immediately.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

G. Secretary Nomination

L. Norton made a motion to accept the nomination of and approve to the Secretary role Holly Portier for the School Year 2024-2025.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

H. Treasurer Nomination

L. Norton made a motion to accept the nomination of and approve to the Treasurer role Adrienne McMillon for the School Year 2024-2025.
J. Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

I. Vice Chair Nomination

L. Norton made a motion to accept the nomination of and approve to the Vice Chair role Michelle Hayes for the School Year 2024-2025.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

J. Board Chair Nomination

K. Henshaw made a motion to accept the nomination of and approve to the Chair role Lillian Norton for the School Year 2024-2025.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

K.

Ex-Officio Nomination

L. Norton made a motion to accept the nomination of and approve to the Ex-Officio role Jabari Clark for the School Year 2024-2025.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

L. Development Co-Chair Nomination

L. Norton made a motion to accept the nomination of and approve to the Development Co-Chair role Obse Ababiya effective immediately.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

M. Development Co-Chair Nomination

L. Norton made a motion to accept the nomination of and approve to the Development Co-Chair role Andrew Dahl effective immediately.
K. Henshaw seconded the motion.
The board **VOTED** unanimously to approve the motion.

N. Communications Chair

L. Norton made a motion to accept the nomination of and approve to the Communications Chair role Feifei Sun effective immediately.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

O. Completion of Term of Kimberly Henshaw

L. Norton made a motion to approve the completion of Kimberly Henshaw’s term on GLOBE’s Board of Directors effective immediately.
B. Heidlberg seconded the motion.
The board **VOTED** unanimously to approve the motion.

XI. 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 8:38 PM.

Respectfully Submitted,
L. Norton

Documents used during the meeting

None

Recording to the minutes:
https://drive.google.com/file/d/1YrLmdgDPGGjMyW0C7vsRy8VWAbSLCh87/view