

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday April 28, 2025 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, D. Torre Gibney, F. Sun (remote), H. Portier, J. Tanaja, L. Norton, M. Hayes, P. Castro, T. Russell

Directors Absent

None

Guests Present

C. Elliott-Earby, Clarence Brantley, Denise Clayton-Purvis, Tamiko Jones

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 Apr 28, 2025 at 7:04 PM.

C. Vision, Mission and Core Values

Vision, mission and values read

II. Public Comment

A. Public Comment

No public comment

III. Consent Agenda

A. Approve Agenda

M. Hayes made a motion to Approve agenda.

A. McMillon seconded the motion.

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

B. Approve Minutes

D. Torre Gibney made a motion to approve the minutes from Board of Directors Meeting on 03-31-25.

B. Heidelberg seconded the motion.

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

IV. 8th Graders Presentation

A. Q&A w/ 8th Graders

8th grade leadership team has been very busy

Live assembly for peace week

Stocked sanitary supplies

Working on establishing a school store

Interviewing 7th graders

8th grade leadership asked about challenges on the Board - M. Hayes said biggest challenge is to think holistically instead of as a mother; L. Norton stated biggest challenge is finding balance between the law and what is best for school and community ; A. McMillon said to respect governance structure; B. Heidelberg said trying to balance problem solving with other parents and determining what to do and when; D. Gibney said separating board and parent role and having patience and governance structure and trust

Advice to young leadership asked - M. Hayes said looking at big picture; L. Norton said not being satisfied with status quo and growth mindset; A. McMillon advised to get

diverse experience; B. Heidelberg advised to get out of bubble and get comfortable being uncomfortable; D. Gibney advised to always look at who is not at the table and whose voice might be marginalized

V. Admissions & Lottery Update

A. Admissions and Lottery Update

T. Walker-Jones provided information about February 28th lottery update.

700 total applicants (K largest at 394; 1st 107; 6th 103 and are adding additional homeroom)

open seats at time of lottery 221 total (139 K which accounts for some retentions but additional seats have been opened; 1 seat for 1st; 1 seat for 2nd; 5 for 3rd; 5 for 4th; 32 5th; 6th grade 38 seats

M. Hayes asked about openings for 5th grade; T. Walker-Jones answered that matriculated, not always able to fill seats with STAMP testing requirements; C. Elliott answered most seats are French and Mandarin and those are harder to fill with STAMP requirements; those seats remain unfilled over the years.

L. Norton asked about attrition from 4th-5th grade and T. Walker-Jones answered that its the effect of difficulty with filling seats as most applicants for those grades are Spanish track

L. Norton asked about main drivers for attrition in those ages; D. Purdy believes that numbers are tracking well and that there are still COVID effects but we don't know why; C. Elliott says matriculation ebbs and flows

D. Gibney asked about Kittredge effect perhaps not being as much of a driver as we thought; C. Elliott explained Kittredge lottery and that ebbs and flows exist with Kittredge matriculation

Economically Disadvantaged Status:

Formula determining percentage of F/RL non-preference applications that need to be pulled to meet the goal

last year we needed 57 and had 58 applicants

this year we needed 47 applicants and we had 79

D. Clayton-Purvis explained that back out seats held for preference and take current percentage of free and reduced lunch and try to increase that percentage by 4% works well

A. McMillion asked about changes with federal policies and giving higher weight for economic disadvantage

D. Gibney asked about 4% increase each year and how GLOBE will prepare for additional needs; C. Elliott answered that curriculum was analyzed to ensure equipped with lower level and struggling learners

25-26 Waitlist

523 total (254 for kindergarten; 73 for 6th grade)

D. Gibney asked about Mandarin and how we recruit families who know Mandarin; C. Elliott says there is not a huge population of Mandarin speakers, more Vietnamese and

Korean, used to have relationship with Confucius Institute at local universities but they've been sent back to China

D. Gibney suggested about relationship with Dekalb intake office for immigrants coming from French or Mandarin speaking countries; C. Elliott says that does happen through International Student Center but C. Elliott says there's not a lot.

F. Sun said she has some networks and asked about materials to share with others; T. Walker-Jones has brochures she passes out on tours and marketing events

L. Norton asked about prospective families where child may need a boost to pass STAMP, is there a local list of places to get language improved; C. Elliott said there used to be a Chinese private school close by but closed

D. Gibney asked about offering classes in after care enrichments; C. Elliott said could be a problem with allowing ECP with non-GLOBE students

Sibling Category - new policy has moved up some waitlisted siblings who were moved up the waitlist so it is positively impacting GLOBE

A. McMillion mentioned great retention on Spanish and more open seats in other tracks and that changes the student/teacher ratio and D. Clayton-Purvis commented it is about replacement vs retention

VI. New campus update

A. New campus update & Vote for additional funds

Overall in green status for on-time move-in

Working through shared parking lot amendment with Clairmont Presbyterian

School needs vs original parking lot has changed - engineers are providing what is feasible with buses being able to fit

Church owns money in escrow for parking lot repaving but trying to see what we can do with next steps

Next steps:

Move in plan shared with staff today

Work toward new parking lot agreement in May

Inspections and certificate of occupancy expected in May for the existing buildings

Background Project Updates

Board approved \$9M in total construction costs

Contingency funds are outside of construction budget (\$14M total project budget)

Original contingency was \$633,235

Approved usage is \$138,008

Forecasted exposures is \$549,151

New Projected Total: -\$53,924

Since March new contingency costs:

- fire hydrant leak repair \$25K

- mandated tree removal \$8K

- fire marshal walk through \$25K

D. Torre Gibney made a motion to Increase contingency funds by \$150,000 to complete project.

B. Heidelberg seconded the motion.

D. Gibney asked about why \$150k when we are only at -\$53k expected; L. Norton answered we aren't necessarily going to use it all but want to make sure we have buffer

A. McMillion asked about identifying these funds as contingency

L. Norton answered how cost savings go into contingency fund

T. Russell asked about where does \$150k comes from and do we have it; D. Purdy said we do have it and it's from GLOBE's bank account

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

Clairmont Frontage Project Update:

Civil engineer creating frontage upgrade drawings (assuming we lose fight against new 50 ft setback)

All county departments except Transportation verbally approved

Moving forward with drawings

Have performance bond

Estimate from Winter construction is \$350,000 but anticipate it could be done for less

This just gives us idea of how much it could cost

Not in the \$15M bond

M. Hayes asked about deadline and if one is going to be created; C. Elliott said good question and that Dekalb got grants to update Clairmont and North Druid and maybe Clairmont and Lavista

A. McMillion asked whether this would impact move-in and it will not

B. HVAC vote

Current HVAC system at UC is at end of life and requires replacement

December 2024 Board voted to approve HVAC replacement in budget up to \$500,000

L. Norton made a motion to allow Operations to move forward with RFP and select vendor with help of subcommittee and enter into a contract.

M. Hayes seconded the motion.

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

VII. Committee Updates

A. Cultural Engagement Update

Had a great first meeting

T. Russell explained her role and name change

She had some guiding questions

Set priorities

Discussed gaps in curriculum and providing cultural competence training could help teachers as they are making selections

Considered parent liaison for Amharic speaking families, with special outreach to fathers

Discussed gender equity and cultural experience

Will have one more meeting before school year is over

A. McMillion asked about recruitment on committee beyond staff; T. Russell answered first step was faculty and then opening up to parents

L. Norton asked about building the focus areas of the committee into the strategic plan; T. Russell answered that will be topic for next meeting.

B. Finance Committee Update

Nothing to note in current month's financials

Proposed FY 2026 Budget

Increasing in After School Budget by 7% due to inflation and student population growth

Largest bucket of revenue received - QBE and Local Funding 11% increase due to inflation and student pop growth

Don't know what we get from Dekalb until their budget is approved

Dekalb has increased 3% property tax so budgeting that in

DOE Grant assuming flat

Other income (field trips, ESSER); ESSER was COVID grants which are going away and this year was the last year so our budget for other income will be down 44%

L. Norton asked about nutrition and D. Clayton-Purvis answered that we will not be affected next year

D. Gibney asked about ESSER grants and how it was used and if we were accounting for it going away. D. Clayton-Purvis answered we did.

Increase in insurance premiums due to new campus

Inflation factored into increases

Maintenance and operations is 50% increase but this will likely be reduced because it accounts for keeping present LC open

Total expenses go up 11%

Timeline for Budget:

Public meetings 5/8/25 8 a.m. - 9 a.m.

5/22 5 p.m. - 6 p.m.

Final approval by Board June 2025

Submit for Bond Compliance

Approve Final Revised FY24-25 July/August

C. Development

Annual Fund - \$123,249 (goal is \$150,000)

Fundraising - \$137,796 (goal is \$150,000)

Encouraged Board and Administration to give at 100%

Reminders were sent for Annual Fund

Working with Governance to bring Development Co-Chair by June

Working on rebuilding committee volunteers

A. Mcmillon asked about pledged income and pledged income is not included in above numbers; might be lagging a bit because pulled before new donors

L. Norton commented that investors see percentage of Board participation so important to get 100%

D. Gibney asked about where we are historically with goals; M. Hayes said annual fund has dropped in past few years and not met goal

D. Gibney asked about giving reports; D. Purdy answered that we have in the past.

A. Mcmillon agreed annual report would be very good.

D. Gibney recommended impact statements

D. Gibney also recommended explaining shortfall of public funding for charter schools vs. other public schools

L. Norton suggested using a digital format for the annual report to allow for interactive experience

D. Governance

Reminder for Board to complete their training

Track it in Monday.com

Has to be reported to the state by name of who has done what

June 30th is deadline

New is 15 hours

Existing is 9 hours

Mandatory ones are webinars

Will be working to backfill Director at Large position

VIII. 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 8:37 PM.

Respectfully Submitted,
L. Norton