APPROVED

Sankofa Montessori

Minutes

Governance Committee Meeting

Date and Time
Thursday April 9, 2026 at 10:00 AM

Location
Meeting ID 601 495 1069

Through a culturally responsive, child and family-centered Montessori education, Sankofa Montessori ensures that all of our students develop the knowledge, skill, and agency to have a life of purpose.

Committee Members Present
A. Nash (remote), K. Karacalidis (remote)

Committee Members Absent
E. Moore, S. Harvey

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

K. Karacalidis called a meeting of the Governance Committee of Sankofa Montessori to order on Thursday Apr 9, 2026 at 10:07 AM.

C.

Previous Meeting Minutes

A. Nash made a motion to approve the minutes from Governance Committee Meeting on 03-12-26.
K. Karacalidis seconded the motion.
The committee **VOTED** unanimously to approve the motion.

II. Governance Task

A. Executive Directors Employment Agreement

- Getting feedback from DeKalb Brilliance about their ED structure
- Proposed budget for SY 26-27 aligns with proposed structure
- Question regarding insurance coverage to make sure that budget can balance

B. Upcoming Policy Review/Creation

Maternity Leave Policy

- Reviewed policy
- Sending additional questions/concerns/edits to Sarah for review
- Need clarification on how leave time should be calculated (hours v. days) to reduce potential confusion
- More details needed on approval process
- Change timeframe of employment from 6 to 12 months (to align with FMLA time period)
- Need additional information regarding additional 6 weeks available (language unclear as written; Kim will get explanation from Sarah)
- Changes needed in Transition Back to Work section
- Do we need to add language related to create a pump room/space?

Maternity Policy still needs work before full board can vote on it

C. Charter Task

Meeting minutes

- Dinged for missing minutes
- Kim checking to see which are missing to make sure we are up to date

Board Retreat

- On task list
- Determine when/if that can be scheduled

Board recruitment check-in/transitions off

- New members settling in and engaged
- Need to begin work on additional member recruitment anticipating transitions off the Board
- Need to discuss succession planning

Budget Hearing

- In person meeting April 15
- Line of credit on agenda for the meeting (needs to be voted on)

Civil Rights Report

- Kim checking with Sarah about that

Board Training

- Kim checking with Gregory to get his training done

III. 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 11:11 AM.

Respectfully Submitted,
K. Karacalidis