



Elgin Math & Science Academy

Board of Directors

Date and Time

Tuesday July 27, 2021 at 6:00 PM CDT

Location

At EMSA, students and teachers will reach their highest potential through active exploratory learning and social responsibility.

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
Opening Items			
A. Record Attendance and Guests		Doree Haight	1 m
B. Call the Meeting to Order		Kerry Kelly	1 m
C. Motion to Enter Executive Closed Session	Vote	Kerry Kelly	1 m
D. Executive Session	Discuss	Kerry Kelly	2 m
<p>The EMSA Board proposes a closed session to discuss specifically items enumerated below and in accordance with the Open Meetings Act which provides: (c) Exceptions. A public body may hold closed meetings to consider the following subjects: (1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting,**</p>			
E. Motion to Exit Executive Closed Session	Vote	Kerry Kelly	1 m

	Purpose	Presenter	Time
F. Public Comment		Melanie Gibb	1 m

Public comment: The time for public comment will take place at the end of the meeting due to the online nature of our gathering. If anyone would like to participate, we ask that you sign-in with your first and last name, subject of your comment/question and the best way for us to contact you (if you want feedback) in the comments bar provided on screen. We welcome this and consider it seriously, but we cannot respond immediately unless the President or meeting chair decides that an immediate response is needed and can be made during public comment, s/he will refer it to the appropriate person for a brief response. Due to this virtual format, individual comments and questions submitted will be read into record at the end of the meeting.

In order to allow more public input, the Board welcomes written comments or inquiries submitted before the meeting to board@emsacharter.org.

G. Announcements			3 m
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- Open House at Gymnasium August 7, 10-3. Board Members' attendance needed to lead tours.
- PTC news.
- INCS will be hosting the annual **INCS Board Governance Academy** on October 20, 4 pm to 8 pm. This training has been specifically designed for first year board members and will be facilitated by an experienced charter board trainer. We will only hold this training if we have at least 40 board members sign up. This training will provide a comprehensive orientation for new board members as well as be an opportunity for board members from different schools to meet each other. The session will be \$100 per person including dinner. Please forward this info to any new board members who might be interested. They should fill out [this form](#) if interested; registration will close July 30.

II. Community 6:10 PM

A. Community Crew	Discuss	Gary Swick	10 m
B. Approve Minutes	Approve Minutes	Doree Haight	2 m
Approve minutes for Board Meeting--Virtual on July 15, 2021			
C. Decision-Making Practices	Discuss	Kerry Kelly	2 m

- Review the decision-making pitfalls at the beginning of each meeting. Consider a rotation: pick one pitfall to focus on at each meeting.
- Decision Making Challenges and Biases:
 - Common information effect
 - Escalation of commitment
 - Failure to seek disconfirming information
 - Availability bias
 - Anchoring
 - Decision Fatigue
- As a board focus on asking at least 1 disconfirming question at each meeting

III. Financial Reports 6:24 PM

A. Monthly Financial Statements & Report	Discuss	Shanan Egger	7 m
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	Purpose	Presenter	Time
B. Staff Salary Adjustments	Vote	Adam Gray	5 m

- Increase base salaries by 4.0% over Fiscal Year 2021 levels, with the increases for returning 12-month staff effective July 1st and for returning 10-month staff, August 1st. This will apply to all returning staff regardless of length of service.
- Additional permanent salary bump of \$2,000 effective August 1st, to all teachers who have been with EMSA for three complete years and have returned for Year Four.
- Additional permanent salary of bump of \$1,000 effective August 1st to all Teaching Assistants who have been with EMSA for three complete years and have returned for Year Four.
- For TRS-eligible employees, EMSA will increase their permanent salary by an amount equal to the value of EMSA's contribution of employee TRS contribution, and will no longer make the employee TRS contribution (EMSA will continue to make the full mandated employer TRS contribution).
- Create a Task Force to study and make recommendations to the Board regarding all EMSA salaries.

C. Life Insurance Benefit	Vote	Adam Gray	2 m
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An annual expenditure of \$5,952 will provide a new benefit for all EMSA employees: \$100,000 of death & dismemberment insurance.

D. Letters of Engagement	Vote	Kerry Kelly	2 m
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Updated Principal and COO Letters of Engagement

IV. Campus Construction 6:40 PM

A. Update	FYI	Dan Alexander	5 m
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B. Repairs to Neil Building Outside of Scope of Original Construction Plan	Vote	Dan Alexander	2 m
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Approve \$65,000 in capital expenditure for Neil Building Roof/Fascia repairs, and Gutter Replacement:

- *\$15,800 for Roof Repairs
- *\$35,500 for Gutter Replacement
- *\$13,700 for Fascia/Underground water system

C. Dining Hall Floor Repairs	Vote	Dan Alexander	2 m
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V. Principal's Report 6:49 PM

Board

A. Principal's Report	Vote	Lezlie Fuhr	5 m
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Required new policies

	Purpose	Presenter	Time
Breastfeeding accommodation policy Feminine products in restrooms policy Parent Organization and Booster Club Policy Cyber Bullying Policy			

B. Back to School	FYI	Lezlie Fuhr	3 m
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Updated Return to In-Person Learning Plan
Back to School Nights

Grade Levels	Date	Time
Kindergarten	Aug. 4th	4-6pm
2nd and 3rd Grade	Aug. 5th	4-6pm
1st and 4th Grade	Aug. 9th	4-6pm
5th and 6th Grade	Aug. 10th	4-6pm

VI. Governance/Board Work Session 6:57 PM

A. K-8 Classroom Expansion Continued Discussion	Discuss	Dan Alexander and Melanie Gibb	15 m
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D Alexander will report on requests from last Board discussion.

VII. Other Business 7:12 PM

A. Audience Comments and Questions	FYI	Melanie Gibb	1 m
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Audience Comments and Questions will be read into record at this time.

VIII. Closing Items 7:13 PM

A. Adjourn Meeting	Vote	Kerin Kelly	
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