APPROVED

Arco Iris Spanish Immersion School

Minutes

Board Meeting & Executive Session

Date and Time
Tuesday February 22, 2022 at 6:00 PM

Location

Public: Zoom only
Join Zoom Meeting
https://us02web.zoom.us/j/85371068909?pwd=TkpjR0dBNFM4bWplZEhRdGRzU2hJQT09

Meeting ID: 853 7106 8909
Passcode: 1Uzghf

Directors Present
C. Billings (remote), C. Staudenraus (remote), E. Hatch (remote), S. Stevens (remote), S. Trivedi (remote), S. Zephirin (remote), T. McCoy (remote)

Directors Absent
None

Ex Officio Members Present
C. Brodniak (remote), M. Ston (remote)

Guests Present
Sarah Herb, OSBA (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Billings called a meeting of the board of directors of Arco Iris Spanish Immersion School to order on Tuesday Feb 22, 2022 at 6:00 PM.

II. Executive Session

A. Executive Director

Moved to executive session at 6:01pm.

*Sarah Herb gave update on the Executive Director search.
*Christa shared options for hiring an interim director for the 2022-2023 school year.
*Sarah Herb shared information on logistics of contract negotiations.

Executive session ended at 6:15pm.

III. New Buisness

A. Contract Negotiation

Open Session opened at 6:16pm.

Christa shared that we did not have a finalist for our executive director search. As a result, the Board has pivoted into a new direction. We will hire an interim director for the 2022-2023 school year. The Board has a candidate in mind for this position. The Board came to consensus that Christa Billings will negotiate a contract with interim candidate. Board agreed to use the current contract parameters.

Sarah Herb left the meeting at 6:21pm.

B. Approve Meeting Minutes 01/20/22 Meeting

S. Zephirin made a motion to To approve all the meeting minutes listed in today's agenda, as presented. Board Meeting on 01-20-22.
S. Trivedi seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

C. Billings	Aye
T. McCoy	Aye
S. Zephirin	Aye
S. Trivedi	Aye

Roll Call

E. Hatch	Aye
S. Stevens	Aye
C. Staudenraus	Aye

C. Approve Meeting Minutes 01/24/22 Meeting

S. Zephirin made a motion to To approve all the meeting minutes listed in today's agenda, as presented. Board Special Session & Executive Session on 01-24-22.
S. Trivedi seconded the motion.
The board **VOTED** to approve the motion.

D. Approve Meeting Minutes 01/24/22 Meeting

S. Zephirin made a motion to To approve all the meeting minutes listed in today's agenda, as presented. Executive & Special Session Board Meeting on 02-16-22.
S. Trivedi seconded the motion.
The board **VOTED** to approve the motion.

E. Approve Meeting Minutes 02/01/22 Meeting

S. Zephirin made a motion to To approve all the meeting minutes listed in today's agenda, as presented. Special Session & Executive Session Board Meeting on 02-01-22.
S. Trivedi seconded the motion.
The board **VOTED** to approve the motion.

F. Approve Meeting Minutes 02/15/22 AM Meeting

S. Zephirin made a motion to To approve all the meeting minutes listed in today's agenda, as presented. Executive & Special Session Board Meeting on 02-15-22.
S. Trivedi seconded the motion.
The board **VOTED** to approve the motion.

G. General Public Comment

No public comment

IV. Executive Director

A. Directors Report

Student Achievement

- Ralph working to create TAG service plans.
- Winter Easy CBM testing completed, and used to inform report cards.

Climate and Culture

- We are now allowing parent volunteers back into the building! BSD recently approved this change.
- Interviews have started with J-1 candidates for next year.
- Sub shortages continue to be a challenge and impact staff morale. Admin providing additional planning time for teachers on the already scheduled professional development days.
- Admin provided update on the recent vandalism in the bathroom, and steps taken to repair our school climate.

Professional Development

- Focus for remainder of the year on effective student intervention, data collect, and equity/inclusion
- Michelle working to increase the PD budget for next year, back to pre-pandemic levels

Hot Topics

- Facility improvements are wrapping up today! Thanks to Chris for spearheading this.
- 6th grade voted to create an inside mural as their project with the upcoming artist in residence.

Decisions Needed

- Teacher retention concerns. Other Charter schools are offering bonuses to staff to help with this. Michelle proposed a spring break bonus for all staff, and then a re-signing bonus for licensed staff that return next school year. Board voted to allow the Finance Committee to make a decision on this based on current budget numbers.
- Michelle presented COLA increase suggestions for next year (5% minimum up to 8% depending on increase from BSD or State School Fund). Finance committee to consider this when making budget for next year. Next year's budget needs to be finalized by April 15th.
- Dress code challenges with outer wear, especially in Middle School. Michelle and Chris to roll out plan to revisit enforcement of dress code. Board members suggested focusing energy on students who are following the rules. Admin to report back at next meeting. Board not ready to revisit dress code policy at this time.
- Discussed major calendar dates for 2022-2023.
- Updates for Mask Mandate decision needed starting on March 31st.
    - Our PACE attorney says we will not have protection from liability if we end the mask mandate.

- As of now, if we lift the mask mandate, it will likely mean more students and staff will be required to quarantine if there is a positive case. It may mean moving to online school if we can't find coverage for increased staff absences.
- Michelle shared info from staff survey.
- Board will make final decision at March 17th meeting.

E. Hatch made a motion to allow the finance committee to decide on possible bonus for up to $500 per staff member for current year, and licensed resigning bonus up to $1500 per person for the start of the 22-23 school year.
C. Staudenraus seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Zephirin	Aye
S. Stevens	Aye
S. Trivedi	Aye
T. McCoy	Aye
C. Staudenraus	Aye
E. Hatch	Aye
C. Billings	Aye

S. Stevens made a motion to adopt the 2022-2023 school calendar dates, as presented.
E. Hatch seconded the motion.
Professional development dates to be added soon.
The board **VOTED** to approve the motion.

Roll Call

S. Trivedi	Aye
T. McCoy	Aye
S. Stevens	Aye
E. Hatch	Aye
S. Zephirin	Aye
C. Staudenraus	Aye
C. Billings	Aye

V. PTO

A. PTO Report

- Spirit wear is happening monthly.
- We have a parent interested in the PTO President position for next year!

VI. Finance

A. Treasurers Report

- § ADMw received for (Month): $ 252,034
- § Total income for (Month): $ 345,556
- § Cash balance for (Month): $ 2,018,052
- § Accts Receivable for (Month): $ 57,578
- § Net gain/loss for (Month): $ 20,012

VII. Governance

A. Governance Report

There may be a parent interested in the board member facility position.

VIII. Development

A. Development Report

- Sarita to bring fundraising visual thermometer to school for display. Christa sending monthly fundraising totals to the committee.
- Sarah and Sarita applied last weekend for the Take it to the Court grant with The Trailblazers. Chris provided helpful information to use in the grant application.

IX. Closing Items

A. Action Items

*Michelle and Chris to roll out dress code plan, bring feedback to next meeting
* Michelle to put 2022-2023 school dates into calendar form
* Sarita to work on thermometer goals
* Michelle to bring bonus suggestion to finance committee

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:07 PM.

Respectfully Submitted,
C. Billings