Brevard Academy

Minutes

Governance and Policy Committee Meeting

Date and Time
Tuesday May 6, 2025 at 8:30 AM

Mission:
The Mission of Brevard Academy is to prepare its students to achieve academic excellence through the Core Knowledge Sequence. Through a partnership involving students, teachers, and parents the school strives to create citizens with strong moral character and active intellectual inquiry.

Vision:
Brevard Academy: A Challenge Foundation Academy (BA-CFA) a K-8 public charter school develops and encourages motivated, intellectually curious students who are skilled in critical thinking, individual expression, and problem-solving. From their diverse backgrounds, students accept our challenge to pursue personal and academic excellence. Through this pursuit, they become confident members of their community who lead by serving others.

Strategic Goals For the this committee:

1. Ensure Academic Success for Every Student
2. Recruit, Hire and Retain Highly Effective Personnel
3. Engage Our Communities

Committee Members Present

Abe Pallas, Jennifer Iden, Jennifer Kelly, Lisa Busche, Ted Duncan

Committee Members Absent

Michael Terry, Michelle Peterson

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Abe Pallas called a meeting of the Governance and Policy Committee of Brevard Academy to order on Tuesday May 6, 2025 at 8:30 AM.

C. Approve Minutes

Ted Duncan made a motion to approve the minutes from Governance and Policy Committee Meeting on 03-31-25.
Jennifer Iden seconded the motion.
The committee **VOTED** unanimously to approve the motion.

D. Approve Agenda

Abe Pallas made a motion to Approve last meeting's minutes.
Ted Duncan seconded the motion.
The committee **VOTED** unanimously to approve the motion.

II. Policies and Actions for BOD Approval

A. Policies for BOD Approval

AI Policy

Add "The school will maintain a list of appropriate AI tools for staff use."

Add "The school will maintain a list of appropriate AI tools for student use."

Add "Overall reliance on these tools can hinder the development of critical skills such as..."

Edit "Using AI to complete assignments or assessments **without teacher approval.**"

Policy to be reviewed annually and/or as needed.

III. Policies for First Read

A.

Policies for 1st Read

Leave of Absence

Jen Kelly and Lisa Busche have concerns about the practicality of finding coverage for those staff members that are out; however, it is agreed that the LOA option is a positive for staff members. Abe Pallas discussed professional leave in terms of not being able to work while being a full time student obtaining a doctorate.

Jen Kelly and Lisa Busche feel that there should be a limit on the duration and number of times that staff can benefit from educational leave. Ted Duncan asked the committee if it should be 6 months or a year? Up to 12 consecutive months and leave must coincide with the start or end of a semester. Ted Duncan proposes once every 5 years since license renewals are every five years and staff members must be in good standing.

Minimum leave length - 1 semester; Maximum - 2 semesters

IV. Other Business

A. **Review Old Business**

Employee Pay

In an effort to support recruitment, Ted Duncan and Abe Pallas request removal of "New teachers should complete one successful year of full-time teaching at BA before recognition or advanced degrees and national board pay."

B. **Review of Other Policies**

C. **Board Action Items**

V. Closing Items

A. **Set Next Meeting Date**

B. **Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:27 AM.

Respectfully Submitted,
Abe Pallas

Documents used during the meeting

- Brevard Academy Leave of Absence (LOA) Policy.pdf

- Request to Include Exclusion in our Charter.pdf

- Draft_AI_Policy_for_SIT_Review (2).docx

This meeting is a public meeting of the BA-CFA Policy Committee in public for the purpose of conducting the School Corporation's business and is not to be considered a public community meeting.