

APPROVED



La Cima Elementary Charter School

Minutes

Board Meeting

Date and Time

Wednesday October 24, 2018 at 6:00 PM

Location

800 Gates Avenue

Trustees Present

A. Edwards, D. Mack-Glasgow, J. Swayne, L. Joffe, L. Stephenson, N. Yahya, R. McGill Jr, S. Schaefer, T. Mitchell, Z. Heller

Trustees Absent

None

Trustees Arrived Late

A. Edwards, T. Mitchell

Guests Present

A. Hageb, Amira Boltom, G. Saint-Ange, Gem Sampsan, Jamila Gettins, Janita Ware, Jeneen Jenkins, Juan Serraty, K. McNair, Kameron Lacroix, Lauren Ricke, Melanie Muskin, N. Brinson, Venassa Irias

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

L. Joffe called a meeting of the board of trustees of La Cima Elementary Charter School to order on Wednesday Oct 24, 2018 @ 6:18 PM at 800 Gates Avenue.

C. Why La Cima

A staff member discussed "Why they choose La Cima and a place to work?"

D. Approve Minutes

L. Joffe made a motion to approve minutes from the Board Meeting on 09-26-18.
L. Stephenson seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Conflict of Interest Policy

II. Public Portion

A. Public comments

A parent stated that Tara said that the Paris trip was approved for 5 years at the Gala, and at the CETA meeting. The parent also read a letter from a former student expressing the benefits of the Paris trip.
The parent discussed changes to the school regarding its social justice system not being as tough on physical conflicts etc.
The parent discussed LaCima not having a 2nd language program and feels that LaCima has not prepared her child because she can not speak a 2nd language.

G. Saint-Ange responded to the parent concerns regarding the Paris trip, the justice system, and the 2nd language.

The parent ask why LaCima did not consider a on-line 2nd language program? G. Saint-Ange stated that LaCima wanted to get the best quality teacher for the 2nd language program and since we were not able to find a viable candidate at the time, LaCima changed its focus and waited for the best candidate for the job.

The principle stress the importance of having a teacher vs an online program.
T. Mitchell arrived late.
A. Edwards arrived late.

III. State of the School

A. Board Chair Update

G. Saint-Ange discussed the areas of focus for July-September and Oct.-December 2018..
Instructional Readiness
School Culture and Climate
Student Recruitment
Operational Readiness
Leadership Development
Staffing
High Quality Hiring
Cascading Messaging
Organizational Health
Efficient and Effective Systems

The Paris trip is not a 5 year approved project.

B. Executive Director State of the School

L. Joffe discuss the Board top priorities for next year and five year plan.

IV. Strategic Discussion

A. Academic Data

The Diagnostic Proficiency by Grade was discussed by the vice principals and principal. The topic of "why students are starting at a low standard? was discussed" A vice principal, discussed the matter and covered that the next assessment of the students will be next month. An assessment will be made 4 times within the school year to measure the overall proficiency and growth of the students.

G. Saint-Ange discussed a proposal for T.I.R (Teacher In Residence) to hire 4 additional staff to help the teachers to support grades 2-5 and special classes (art & science).

They can provide coverage for lateness and absences or step into a teaching vacancy if one is suddenly available during the school year.

This program would also create a pool of teacher candidates to ease the burden of spring/summer hiring for the following school year.

If approved, it can start tomorrow.

The Board will have to review and discuss the matter. The Board will have to review the financials..we will go to the financial section of the meeting to start the discussion.

N. Yaya asked about grants that LaCima can research, G. Saint-Agna will research this a bit more.

V. Committee Updates

A. Academic

B. Governance

C. Finance

The Academic Committee support the TIR proposal and the finance committee stated that the overall budget will be about \$142,944 which will add to the deficit totaling -\$277,203. Management hope to start this program for January 2019. L. Joffe stated that this will be something for the Board to look at and discuss later.

R. McGill discussed the Oct. forecast and the forecast of the year. Lucy made a motion to approve the July, August and September finance this was 2nd by Z. Heller, unanimous approval by the Board.

R. McGill made a motion to approve the financial documents, which includes the increase to the LaCima matching of the staff's 403b plan to 3% it was 2nd by T. Christian, this was unanimously approved by the Board.

D. Development

S. Schafer discussed growing a network of people to support the school either monetary, skills etc. The Board Members are committed to bring at least two people.

E. Board Member survey

F. Follow up items for next month

G. Scheduling Board Meeting Conflicts

VI. Executive Session

A. Executive Session

The Board discussed the current Employee Relation issue.

G. Saint-Ange discussed teacher certifications status.

G. Saint-Ange discussed the SLT restructuring for each category within the school Leadership Team.

VII. Closing Items

A. Adjourn Meeting

L. Joffe made a motion to adjourn the meeting.

L. Stephenson seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:00 PM.

Respectfully Submitted,
L. Stephenson