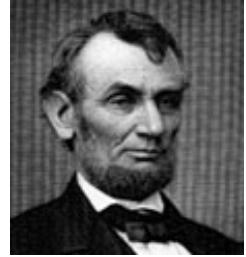




The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.



Lincoln Academy Board of Directors

Regular Business Meeting

Minutes for Monday, March 12, 2018

Lincoln Academy

Student Center

6:30 p.m.

1. Preliminaries

- a. Call to Order: President Phil Courtney called the regular business meeting to order at 6:36 pm.
- b. Welcome to Guests and Introductions
 - i. LA staff members present: Megan Brinkerhoff, Kathy Sievering
 - ii. Community Members present: Lori Frederickson, Dennis Frederickson, Eric Slinger, and Breeze Digor.
- c. Roll Call
 - i. Directors present were: Phil Courtney, Nina Sloan, Lori Woods, Janelle Johnson, Sarah Wasinger, and Jeff Baucum.
 - ii. Directors Late (after Roll Call): Dan Burrows - excused
- d. Hearing of Persons: None.

2. Consent Agenda: The following items were approved by general consent:

- a. Minutes of the last regular business meeting held 02/12/2018 with no changes.
- b. Tonight's agenda with no changes.

3. Reports to Board

- a. HUB International – The Board listened to a presentation offering an option for property and casualty insurance that could provide a cost savings.
- b. School Safety and Security – Staff members Kathy Sievering (school psychologist) and Megan Brinkerhoff (social worker) offered an overview of institutional and district procedures for school safety and security.
- c. Principal's Report – Principal Janelle Johnson presented her written report (as posted). She also gave a brief budgetary update to the food services program, and informed the Board, at this time, of the removal of the Spanish program, and there was some discussion.

4. Committee Reports

- a. Finance
 - i. Budget Update: Postponed to next month.
 - ii. Compensation Sub-Committee – The Compensation Committee presented a brief

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presentation, offering updates to their proposal from the February board meeting, and Principal, Janelle Johnson offered budgetary considerations to make the proposal pliable, and there was some discussion.

1. Approving and Adopting Salary Bands 9.1 and 9.2: **Motion 15-03-2018**

Nina Sloan motioned to adopting the new Salary Bands 9.1 and 9.2 as proposed, to be adopted in the 2018/2019 school year. Sarah Wasinger seconded and it was unanimously approved.

2. Approving a one-time bonus for teachers affected by the years of service who were frozen: **Motion 16-03-2018**

Nina Sloan motioned to approve a one time \$5000 bonus per teacher for the 18 teachers whose years of service were frozen due to the economic downturn. Sarah Wasinger seconded, and after intentional discussion, 0 approved and 6 opposed – the motion did not pass.

3. Hiring Bonuses: **Motion 17-03-2018**

Nina Sloan motioned to appropriate \$11,000 toward a discretionary fund allowing hiring bonuses of up to \$3000 per position to be adopted in the 2018/2019 school year. Dan Burrows seconded the motion and it was unanimously approved.

b. Development

- i. Committee Chair, Nina Sloan gave an update on the coming Tech Trek 5K & Digital Dash.

c. Governance

- i. Board Election: **Motion 18-03-2018**

Dan Burrows moved that we conduct an election from April 17th – 20th via paper ballot in the office. A check sheet of eligible voters will be kept in the office. The motion was seconded by Lori Woods and unanimously approved.

d. Facilities

- i. Committee Chair, Lori Woods reviewed her Facilities report (as posted) and there was some discussion.

e. School Accountability Committee

- i. Committee Chair, Sarah Wasinger gave the Board an update on the results of the school survey. A summary report will be provided at the next Board meeting.

5. Old Business

a. Board Workshop Schedule

- i. The Board had a discussion about holding a workshop to discuss the Principal Job Description and Evaluation Tool to prepare for the evaluation scheduled in April. It was agreed the evaluation will happen on April 9th and the evaluation of the tool will be

postponed.

- b. Strategic Plan Update – The Board reviewed the status of Strategic Plan initiatives.

6. New Business

- a. 2018-2019 School Calendar: **Motion 19-03-2018**

Lori Woods moved to approve the 2018/2019 School Calendar as posted. Jeff Baucum seconded. 5 approved and 1 opposed. The motion passed.

7. Board Training Module: Improving Board Performance

8. Announcements

- a. PTO asks that we please log our volunteer hours.
- b. The PTO announced the upcoming auction and asked for a Board Basket.

9. Board Lessons Learned and Action Items

a. **Lessons Learned**

- i. The District is most likely not putting a Mill Levy on the ballot in November.

b. **ACTION ITEMS**

- i. Compile “homeless” board policies into a single document – Dan
- ii. Create a proposal to discuss an ends and means policy change regarding changes to the budget. – Dan
- iii. Notify - Insurance Policies for Property Corp and Building Corp - Phil
- iv. Recruit and Invite new potential board members – All
- v. Schedule Board Photos and upload bios – Nina
- vi. Board Training Module to be completed by April Meeting: When Things Go Wrong
- vii. High level review/education on charter school financials prepared for Board workshop– Jeff
- viii. Create weekly Committee adverts for the Lincoln Loop - Nina
- ix. Connect with Kristi Geisz about a communications plan for upcoming Board Elections – Nina and Dan
- x. Amend the bylaws regarding Board Elections – Dan Burrows
- xi. Secure last year’s ballot from Dan or Kristi Geisz – Nina Sloan
- xii. Board follow up to Parent Survey – divide list for Board members to make calls - Sarah

10. Announcements

- a. Next regular BoD meeting – Monday, April 9th @ 6:30 PM - Student Center
- b. Next PTO Meeting – Tuesday, March 20th @ 6:30 PM Library – Jeff Baucum

11. Adjourn: At 11:38 PM, the regular business meeting of the Lincoln Academy Charter School Board of Directors was adjourned by general consent.

Minutes respectfully submitted by:

Nina Sloan, Secretary

Lincoln Academy Charter School Board of Directors

Approved by unanimous consent 4/9/2018

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