

LISA FOUNDATION

BOARD MEETING

Date : October 12, 2022 (Wednesday)

Time : 6:15 PM

Location : LISA Academy, District Office

AGENDA

1. Welcome and call to order
2. Attendance and quorum
3. Student Recognition (*Presenter: Bethany Ratermann*)
4. Opportunity for the public to be heard and recognition of visitors

General Guideline for this part of Agenda:

- *Speaker should list the topics they wish to address with the board prior to the beginning of the meeting.*
- *Each speaker is given a maximum of 5 minutes to address the Board.*
- *The Board's response to the speakers' comments is limited.*

The Board President reserves the right to monitor this portion of agenda and move to the next agenda item if necessary.

Action Agenda

5. Consideration of approval of previous minutes of September 14th, 2022 board meeting
6. Consideration of adoption of agenda for October 12th, 2022 meeting
7. Consideration of reviewing & discussing LISA Academy schools' annual report detailing progress toward goals, accreditation status, & proposals to correct deficiencies. (*Presenter: Agam Altyyev*)
8. Consideration of approval of updated staff handbook (*Presenter: Dr. Necati Sahin*)
9. Consideration of approval of updated salary scale (*Presenter: Dr. Necati Sahin*)
10. Consideration of approval of engagement letter of attorney Randy Frazier regarding the tax issue (*Dr. Fatih Bogrek*)
11. Consideration of board member nomination for the vacant position (*Dr. Emir Tas*)

Information Agenda

12. Financial report and current budget status (*Presenter: Mikail Abdullah*)
13. HR report (*Presenter: Dr. Necati Sahin*)
14. Advisory board president's report (*Presenter: Ken Keplinger*)

15. Superintendent's report (Presenter: Dr. Fatih Bogrek)

16. Closing remarks and adjournment

The mission of LISA Academy is to provide an academically rigorous college preparatory program, in partnership with students, families, and the community, and guide all students in gaining knowledge, skills, and the attitude necessary to direct their lives, improve a diverse society, and excel in a changing world by providing dynamic, resource-rich learning environments.

BOARD MINUTES

LISA FOUNDATION

BOARD MEETING

Oct. 12, 2022 (6:15 PM)

**LISA Academy District Offices
10825 Financial Centre Parkway
Little Rock, AR 72211**

I. Welcome and Call to Order

These are the regular meeting minutes of the board of directors of LISA Foundation, (referred to as "Foundation") a non-profit corporation. This meeting was held on Oct. 12, 2022, at the LISA Academy District Offices. This meeting was called to order at 6:15 p.m. by Cynthia Dawson.

II. Attendance and Quorum

The following members of the board were present: Ms. Dawson, President, Board Member, and Dr. Tas, Board Member. Joining virtually were Dr. Ararat, Vice-President and Dr. Celebi, Board Member. Absent member was Mr. Higgins, Board Member. A quorum was present.

Dr. Fatih, Mrs. Ratermann, Mr. Mikail Abdullah, Dr. Necati Sahin, Mr. Aydogan Altun, Mr. Mummer Guven, and Ms. Angela Ward were also present in the meeting as school administrators and staff.

Also in attendance were Bonnie Johnson, Sabrina Lang, Anna Lang, Duane Lang, Vishake Meenche, and Muammer Huang.

The agenda and supporting materials were circulated to the members of the Board.

III. Student Recognition (Presenter: Mrs. Bethany Ratermann)

The Board recognized the great achievements of Vishak Meenachi, 7th grade from West Middle School as the only Arkansan being recognized in the top 300 for Broadcom Masters Science project. The Board also recognized the great work of Sabrina Lang for selection as the Youth Governor for the state of Arkansas as the YMCA Youth Governor. Both students receive accolades for their work and a medal from the board.

IV. Public Comment

Former Hybrid School parent Mr. Ritter came to speak about the positives that he enjoyed with the Hybrid School and the hopes he has for the curriculum in the future.

Ms. Dawson thanked him for his feedback and support to improve the Hybrid School campus.

ACTION Agenda:

V. Approval of previous minutes of the Sept. 14, 2022 board meeting

Dr. Tas made a motion to approve the minutes of the September 14 2022 Board meeting, as presented. Motion was seconded and all voted in favor.

VI. Adoption of Agenda for Oct. 12, 2022 board meeting

Dr. Tas made a motion to adopt the agenda for Oct. 12, 2022, as presented. The motion was seconded, and all voted in favor.

VII. Review of LISA Academy's schools' annual report, progress toward goals, accreditation status, and proposals to correct deficiencies. (Presenters: Agma Altyyev)

Mr. Agam shared his presentation regarding the status of ESSA scores in each building. He outlined school achievements and areas of improvement comparing 2021-2022 performance indicators. He shared concern about letter grading for schools as well as an outline to improve.

Dr. Fatih added that he spoke with DESE about the attendance misunderstanding and that actions are already being taken to address it for this year.

Dr. Tas commented that when comparing 2019 scores to 2022 the district showed wonderful performance and that it could be achieved again, so he did not want staff to feel demoralized.

VIII. Approval of Updated Staff Handbook (Presenter: Dr. Necati Sahin)

Dr. Sahin highlighted suggestions that were proposed to the staff handbook based on consultation with APSRC to align the handbook with provisions of at-will.

Ms. Dawson asked a question regarding the index and Dr. Sahin clarified it would automatically update with deletion of text.

Dr. Tas made a motion to approve the changes to the Staff handbook, as presented. The motion was seconded and all voted in favor. Motion passed.

IX. Approval of Updated Salary Scale (Presenter: Dr. Necati Sahin)

Dr. Sahin explained that subbing has been an issue, and as a result instructional coaches, nurses, and counselors have had to stand in as a substitute for classes. As a result, he proposed to include these excluded positions in the substitute payment category for a limited number of hours. He also proposed to extend the deadline for accepting additional certification paperwork until November 30 as staff are just now receiving this documentation.

Dr. Tas made a motion to approve the updated salary scale, as presented. The motion was seconded and all voted in favor. Motion passed.

X. Approval of Engagement Letter of Kutak Rock LLP (Presenter: Dr. Fatih Bogrek)

Prior to the board meeting documents were circulated regarding this engagement. Dr. Fatih explained about the tax payment policy difference in Pulaski County on leased properties. He highlighted how this is different from all of the other counties the district works with. Starting in year 2017 the taxed amount for these two campuses is around \$90,000 annually. Kutak Rock would be representing LISA to get the refund on this amount.

Bonnie Johnson clarified that the AR Constitution says that schools shall not be taxed in this manner, however because of the discrepancy when the school does not own the property this is why the assessor has taxed these two locations.

The board asked questions regarding the amount of money for legal representation as well as what could be recouped as well as how this may also be a benefit to other charters in Pulaski county.

Dr. Tas made a motion to approve the engagement letter for Kutak Rock LLP. The motion was seconded and all voted in favor. Motion passed.

XI. Consideration of Board Member Nomination for the vacant position. (Presenter: Dr. Emir Tas)

Board member Dr. Tas explained that he would be moving to another state so he would be resigning from his position on the LISA Academy Board of Directors effective Oct. 13, 2022. He reflected on his time working with the school and how pleased he has been during his tenure. He then referred the board members to their documents containing the resume of his recommendation for his replacement Dr. Tolga Ensari. He explained his extensive experience in leadership and his physical location in Russellville as a bridge between central and NWA.

Board members thanked Dr. Tas and expressed their appreciation for his service and delight to have had him on the board since 2019. He was presented a plaque for his service by the board in appreciation.

Dr. Tas nominated Dr. Ensari for the vacant position starting October 13, 2022. The motion was seconded and all voted in favor of electing Dr. Ensari to the position upon its being vacated by Dr. Tas. Motion passed.

Information Agenda

XII. Financial Report and Current Budget Status (Presenter: Mikail Abdullah)

Mr. Mikail shared his presentation update showing the current budget standings. He also highlighted the new S&P rating of BB+ for stable security because of our stable enrollment pattern resulting in stable funding. The report and findings were provided to the board.

XIII. HR Report (Presenter: Dr. Necati Sahin)

Dr. Sahin shared his written response to the teacher's concern from the last meeting and summarized the main points.

The board asked for clarification on the policy. Dr. Sahin explained that the procedure of providing the 10 days to the teachers is not specified in policy so procedurally it would be reverted back to giving all 10 days at the beginning of the year. Dr. Sahin also clarified that personal days were not taken away from staff but instead the number of working days in the calendar were reduced from 192 to 190.

Dr. Sahin said he would send out an updated email to the staff and feedback would be shared with Dr. Fatih so that if the board needed more information it would be brought to them once again.

XIV. Advisory Board President's Report (Presenter: Ken Keplinger)

Mr. Keplinger was not able to join the meeting, so the report was tabled.

XV. Superintendent's Report (Presenter: Dr. Fatih Bogrek)

Dr. Fatih shared that the Roger-Bentonville Grand Opening will be October 20 at 10:30am and that all board members are invited. He also invited all board members to the annual Thanksgiving dinner before the November board meeting. He concluded with a reminder about board training hours as well.

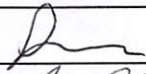
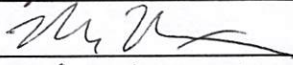
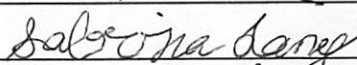
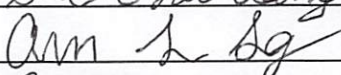
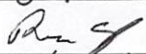
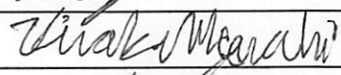
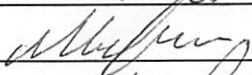
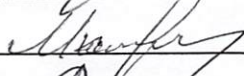
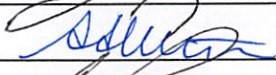
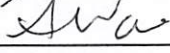
XVI. Closing Remarks and Adjournment

Motion to adjourn the meeting was made by Dr. Tas and meeting adjourned at 7:50pm.

Cynthia A. Dawson

LISA Academy Board Meeting

DATE: October 12, 2022

#	Name	Position	Signature
1	Dr. Fatih Bayrak	Superintendent	
2	Blakemann	Senior Dir	
3	Sabrina Lang	Student	
4	Ann Lang	Parent	
5	Debra L. Lang	Parent	
6	Vishak Meenah	Student	
7	Muhammed Hussain	Sr. Director	
8	Mikail Abdullah	Dir. of Accounting	
9	Dr. Necati Sahin	Asst'l Sup.	
10	Aydogan Altun	Principal	
11	Awar Ritar	Parent	
12	Angel a Ward	Director	
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			
28			
29			
30			