

LISA FOUNDATION

BOARD MEETING

Date : August 27, 2020 (Thursday)

Time : 6:15 PM

Location : LISA Academy, District Office

AGENDA

1. Welcome and call to order
2. Attendance and quorum
3. Survey results (*Presenter: Luanne Baroni*)
4. Staff recognition (*Presenter: Dr. Fatih Bogrek*)
5. 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

6. Consideration of approval of previous meeting minutes of July 30th, 2020
7. Consideration of adoption of agenda for August 27th, 2020 meeting
8. Consideration of approval of updated staff handbook (*Presenter: Necati Sahin*)
9. Consideration of approval of updated salary scale (*Presenter: Necati Sahin*)
10. Consideration of approval of LISA Academy face mask policy (*Presenter: Angela Ward*)
11. Consideration of approval of additional attorney contract (*Presenter: Angela Ward and Dr. Fatih Bogrek*)
12. Consideration of approval of LISA Academy school employee COVID-19 emergency leave policy (*Presenter: Necati Sahin*)

Information Agenda

13. Financial report and current budget status (*Presenter: Osman Kucuk*)
14. Superintendent's report (*Presenter: Dr. Fatih Bogrek*)
15. Closing remarks and adjournment

LISA FOUNDATION

BOARD MEETING

August 27, 2020 (6:15 PM)

**LISA Academy District Office (via Google Meet)
10821 Financial Centre Parkway,
Little Rock, AR**

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 August 27, 2020, via Google Meet due to inclement weather stemming from Hurricane Laura. The meeting was called to order at 6:16 p.m. by Ms. Cindy Dawson, Board President.

II. Attendance and Quorum

The following members of the board were present via google meet. Ms. Cindy Dawson, President; Dr. Emir Tas, Vice President; Dr. Erhan Ararat; and Dr. Celebi, Secretary/Treasurer. A quorum was present.

School staff and administration attendance: Dr. Fatih, Mr. Sahin, Ms. Ward, Ms. Baroni, Ms. Ward, Mr. Kucuk, Mr. Guven, Mr. Bee, Mr. Hasan, Mr. Yasar, Mr. Aziz, Ms. Bowen, Mr. Spencer Ward, Ms. Taylor and school attorney, Caitlin Campbell were present via Google Meet.

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

III. Survey Results (Presenter: Luanne Baroni)

Ms. Baroni presented a comparison of the staff and parent surveys conducted at the end of 1st semester 2019-2020 and at the end of the school year.

IV. Staff recognition (Presenter: Dr. Fatih Bogrek)

Dr. Fatih recognized IT staff members Mr. Guven, Mr. Aziz, Mr. Yasar and Mr. Ward for their excellent work preparing the schools to open with technology materials and support. He also recognized Mr. Bee for implementing the Schoology program effectively. He also recognized Operations staff members Ms. Ward, Ms. Bowen, Ms. Strawser and Ms. Taylor for their work in preparing

buildings for the start of school. Each recognized staff member will be presented with an engraved plaque.

V. Opportunity for the public to be heard

No members of the public requested to be heard.

VI. Consideration of approval of the minutes of previous meeting minutes of July 30th, 2020

Dr. Ararat made a motion to approve the minutes of the previous meeting of July 30th, 2020.

The motion was seconded by Dr. Celebi

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

VII. Consideration of approval of agenda for August 27th, 2020 meeting

Dr. Ararat made a motion to approve the minutes of the previous meeting minutes of July 30th, 2020.

The motion was seconded by Dr. Celebi

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

VIII. Consideration of approval of updated staff handbook (Presenter: Necati Sahin)

Mr. Sahin presented some recommended changes to comply with new Title IX requirements. He also reviewed a proposed change to the Bereavement policy to include brother and sister. The final issue presented by Mr. Sahin was a COVID-19 emergency leave policy that is required by the state. This policy will not be in the handbook, but a separate policy.

Dr. Celebi made a motion to approve the updated staff handbook.

The motion was seconded by Dr. Tas

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

IX. Consideration of approval of updated salary scale (Presenter: Necati Sahin)

Mr. Sahin presented a few new items in the salary scale, including the addition of a librarian, Director of Payroll and Director of Accounting positions. The two Director positions would replace the Director of Finance and the Comptroller position. He also presented a recommended new stipend for the Head Mental Health Counselor position.

Dr. Celebi made a motion to approve the updated salary scale

The motion was seconded by Dr. Tas

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

X. Consideration of approval of LISA Academy face mask policy (Presenter: Angela Ward)

Ms. Ward explained the need for a policy and a process for enforcing the policy. The recommended that the new policy be added to the student handbooks.

Dr. Celebi made a motion to approve the LISA Academy face mask policy

The motion was seconded by Dr. Tas

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

XI. Consideration of approval of additional attorney contract (Presenters: Angela Ward and Dr. Fatih Bogrek)

Dr. Fatih and Ms. Ward explained the need for legal representation with strong Special Education experience. More than three law firms were contacted for the RFQ. Dr. Fatih and Ms. Ward recommended working with Sharon Street, who comes strongly recommended by our current attorney.

Dr. Tas made a motion to approve the additional attorney contract.

The motion was seconded by Dr. Celebi

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

XII. Consideration of approval of LISA Academy school employee COVID-19 emergency leave policy (Presenter: Necati Sahin)

Mr. Sahin indicated that he covered this item when he presented agenda item number 8.

Dr. Tas made a motion to approve the LISA Academy school employee COVID-19 emergency leave policy.

The motion was seconded by Dr. Celebi

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

The board followed this action item with a discussion of the previously approved staff handbook changes – Agenda Item 8.

Dr. Tas made a motion to expunge the previous approval of the updated staff handbook.

The motion was seconded by Dr. Ararat.

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

The board then discussed a reconsideration of the updates to the staff handbook to include other family members more broadly.

Dr. Tas made a motion to approve the updated handbook to include brother, sister, stepchild, stepbrother, and stepsister in the Bereavement Policy.

The motion was seconded by Dr. Ararat

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

XIII. Financial report and current budget status (Presenter: Osman Kucuk)

Mr. Kucuk reported that there was nothing unexpected in the current budget status. July revenue received was \$2,042,549.17 and expenditures were \$722,299.50.

Fund end balance was \$7,563,968.02

All finances are in order. The new budget will be finalized in September and should be ready for board approval at the next meeting.

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

Dr. Fatih reported over 3,400 students are currently enrolled in our schools. Approximately 1,400 students are on-site and approximately 2,000 are virtual. Schools are going well so far. Ms. Baroni is serving as the District Point of Contact for COVID-19 reporting and liaison with ADH. The West HS received final approval for occupancy of the new building on Sunday before school started on Monday.

XV. Closing remarks and adjournment

Dr. Tas made a motion to adjourn the meeting.

The motion was seconded by Dr. Celebi

ROLL CALL

Dr. Celebi	Aye
Ms. Dawson	Aye
Dr. Ararat	Aye
Dr. Tas	Aye

The meeting was adjourned at 7:32 p.m.

Cynthia S. Dawson