

We seek to foster meaningful growth in intellectual character virtues in a thoughtful, challenging and supportive academic environment.



IVA Board Meeting Minutes

Wednesday, November 4, 2020

7:00 p.m.

Online via ZOOM Meeting



1. Call to Order: 7:08pm

- Thank you and welcome
- Roll call: Eric Churchill, Joshua Ross, Steve Porter, Karyn Pace, Howie Fitzgerald, Richard Williams
- Janet Moore entered at 7:10pm
- ABSENT: Dan Hertzler, Jamie Whitaker Campbell
- Also present: Jason Baehr, Jana Hughes, James McGrath, Jacquie Bryant, Summer Sanders
- Items on the agenda: Consent Agenda (September Meeting Minutes, Check and Credit Card Registers). Main Agenda: September financials, HS Parent Survey Results, Eric Churchill and Joshua Ross Appointments, Principal Compensation, Closed Session.

2. Reports

- General updates – HS (Summer Sanders)
 - I. The students and staff have been thinking about the school's identity and purpose. They're reminded why and how we utilize the virtues to guide interactions with one another and the world.
 - II. They had their first in-person parent meeting recently, and although it felt foreign, it went well.
 - III. Ms. Sanders discussed the value of science, and how the questions they ask are explored in all the subjects.
 - IV. There is lots of student interest in entertainment and sports, so the HS has partnered with the LA Clippers Mentoring Program for their Career and College Day.
 - V. The HS continues its Community Meetings and Virtue Ceremonies.
- General updates – MS (Jacquie Bryant)
 - I. Intervention Coordinator continues to contact students at risk. MS also continues to get hot spots out to students and to do parent outreach.
 - II. Ms. Bryant is pleased with how the strategic plan continues to guide practical decisions.
 - III. Perpetuating our model is part of our strategic plan. One example of this happening: Jana Hughes is leading professional development at Little Owl, a preschool near IVA (see more below).
 - IV. In August 2021, IVA will submit its third charter submission to LBUSD. Jacquie needs the board to consider how we can gather advocates within the city for this process. We will talk about this more as the year progresses.

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3. Understanding our Mission and Recognition (Jana Hughes)

- Ms. Hughes is a 7th year teacher at IVA. She discussed how she is perpetuating our model in the community.
 - I. Ms. Hughes is using an IVA model of professional development – how the curriculum can help engagement – with Little Owl.
 - II. Ms. Hughes has enjoyed this tremendously. Little Owl staff has been quite receptive, communicating with Ms. Hughes that they are finding their work more meaningful.

4. Public Hearing

Public input is important for the success of the school. Therefore, we would like to provide a forum for guests to address the school board on topics of relevance to the school. Public hearing items should be brought to the board chairman and the instructions for doing so are posted on the website. Any items can also be brought to the board chair during the meeting. Any items brought to the board that are not on the agenda cannot be discussed by the full board due to the requirement for public notification through the Brown Act. However, items discussed during the open session can be put on future agenda at the board's request.

5 Public Comments on Current Agenda Items

Additionally, we would like to provide the public an opportunity to comment on agenda items, **which have been posted.**

If you wish to address the board ON AN AGENDA ITEM, and have not previously submitted a request, please verbally notify the chair at this time.

6 Consent Agenda Items

- September Meeting Minutes
- Check and Credit card registers

After reviewing the items on the consent agenda ahead of the meeting, are there any items directors would like removed from the consent agenda for full board discussion?

Any minor changes to be made to items remaining on the consent agenda? No

Motion: Steve Porter moves to approve the consent agenda, inclusive of the September Meeting Minutes and the MS and HS Check and Credit Card

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| <i>Registers.</i> |
| <i>Second:</i> Joshua Ross |
| <i>Discussion</i> |
| <i>All in favor:</i> Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore – yea; Richard Williams - yea <i>All opposed:</i> None <i>Abstentions:</i> Eric Churchill |
| <i>Item#</i> |

7. Business Items

Board governance

Richard Williams is leaving the board. We thank him for his three years of fantastic service.

Steve Porter nominates Joshua Ross and Eric Churchill each for two-year terms. This begins the one-month nomination period. If any board members would like to talk with these two members, do so during this month. We will vote on their nominations in December.

Fund Development – Jacquie Bryant

Film crew is filming on our MS campus and a local celebrity is gifting us \$25K!

Finance

MS: Jacquie Bryant

- Principal compensation and some fees have made some changes since last month.
- September cash balance is positive.

HS: James McGrath

- Cash balance is same as last month.
- Discussion about the PPP funds.
- HS will move the PPP funds to the MS.

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| <i>Motion:</i> Steve Porter makes a motion to approve the September Financials for both the Middle School and High School. |
| <i>Second:</i> Janet Moore |
| <i>Discussion</i> |

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| <p><i>All in favor:</i> Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore – yea; Richard Williams - yea <i>All opposed:</i> None <i>Abstentions:</i> Eric Churchill</p> |
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| <p><i>Item#</i></p> |
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Academic Oversight

HS: Parent Survey Results

- Mr. McGrath wondered how these results would turn out during this time of distance learning.
- We had a solid 57% response rate and the results were very good overall. The question regarding academic standards is lower than normal, but Mr. McGrath attributes this to distance learning.
- LACO wants positive SPED growth, and Mr. McGrath explained our students' growth is above national growth.

Disciplinary

NA

Policy

NA

Facilities

High School lease expires in June. Mr. McGrath has applied for Prop 39. The HS has saved on cleaning services, the backyard services were terminated, and there was no increase in rent.

The MS landlord gave us a three-month reduction in cleaning costs.

Leadership Oversight

The MS principal salary is currently 17% below industry standards. Based on this information and the strong financial position of the Middle School, the Compensation Committee is recommending a 6% increase to the principal salary, which includes 2.3% COLA and a 3.7% raise. This proposed increase will bring the principal salary to 15% below industry standards. The Compensation Committee will continue to endeavor to bring this salary and other IVA salaries more in line with industry standards.

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| <i>Motion: Steve Porter moves to approve a 6% increase for the Middle School Principal Salary to be paid retroactively through July 1, 2020.</i> |
| <i>Second: Howie Fitzgerald</i> |
| <i>Discussion</i> |
| <i>All in favor: Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore – yea; Richard Williams - yea</i> |
| <i>All opposed: None</i> |
| <i>Abstentions: Eric Churchill</i> |
| <i>Item#</i> |

Marketing

We will discuss the High School website next month.

8. Comments on items considered in open session - None

9. New Items of Business for Future Approval - None

10. Announcements – None

11. Closed Session – We moved the closed session at 8:28 p.m.

12. Announcement of closed session items – We returned to open session at 8:41 p.m. Two items for litigation were discussed. No board action was taken.

13. Call to adjourn – 8:42 p.m. Next meeting December 2, 2020.

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| <i>Motion: Steve Porter moves to adjourn the meeting at 8:42 p.m.</i> |
| <i>Second: Janet Moore</i> |
| <i>Discussion</i> |
| <i>All in favor: Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore – yea; Richard Williams - yea</i> |
| <i>All opposed: None</i> |
| <i>Abstentions: Eric Churchill</i> |
| <i>Item#</i> |

Respectfully submitted: Karyn Pace, Board Secretary

Approved: December 10, 2020 Board Meeting