

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



IVA Board Meeting
Wednesday, September 23, 2020

7:00 p.m.

Online via ZOOM Meeting



Minutes

1. Call to Order: 7:05pm

- Thank you and welcome
- Roll call: Eric Churchill, Joshua Ross, Steve Porter, Karyn Pace, Jamie Whitaker Campbell, Howie Fitzgerald
- Janet Moore entered at 7:10pm
- ABSENT: Richard Williams, Dan Hertzler
- Also present: Jason Baehr, Laura Cipperly, Dustin Schmidt, James McGrath, Jacquie Bryant, Summer Sanders
- Items on the agenda: Consent Agenda (May and August Meeting Minutes, Check and Credit Card Registers, MS Employee Manual Updates). Main Agenda: August financials, Learning Continuity and Attendance Plan, Jamie Whitaker Campbell Appointment, Principal Compensation, Enrollment and Marketing Plan.

2. Reports

- General updates – HS (James and Summer)
 - I. We are a finalist for Charter School Growth Fund seed grant which is a potential \$250K! CSGF will fly out to visit next month and James may tap some board members for that visit.
 - II. The HS went from \$7K revenue projection in the spring and has now jumped to \$330K in income!
 - III. Back to School Night went really well. Engaged and witty teachers helped with high parent participate. Summer and Family Alliance planned things well. Teachers rotated instead of parents. Good community connection despite virtual environment.
- General updates – MS (Jacquie)
 - I. First Parent Academy of the year is next Thursday.
 - II. Annual Family Fund Process is going well. Fewer people giving more these days.
 - III. No thought to marketing yet. Still onboarding students and staff to virtual learning.
 - IV. Back to School Night was highly attended. Parents seemed to learn a lot about how virtual learning works.
 - V. 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.

3. Understanding our Mission and Recognition

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- Jacquie and Dustin are going to update us on conversations they are engaging in and planning for that look at our mission and how it relates to the recent call for social justice.
 - I. Systemic Social Justice and our Mission – how do they complement one another, how do we center these discussions and curriculum changes within our mission.
 - II. MS and HS brought in an organization (CCEJ) for professional development. Jacquie also wants to create an advisory to lead this effort.
 - Staff was able to ask their questions through journal writing. Jacquie shared some of these questions with the board.
 - Staff will sign up to lead a topic during PD. Topics include empathy, race and the police, etc.
 - III. How does the mission support our social justice goals? Jacquie is working on her leadership style, using thinking routines as a leader, aligning our mission to these conversations.
 - IV. Dustin added his thoughts. He thinks that the students may be less intimidated by these tough conversations than the adults and school leaders. HS uses lots of learner directed resources and learner centered experiences to empower its students to practice virtue. The Abolitionist Movement critique of Character Education guided how they are critiquing the school model. HS discussed this during their August PD. They want to build curriculum supporting our model and the idea of being explicitly antiracist. How do we reflect and contribute to authentic conversations?

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

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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

- May and August Meeting Minutes
- Check and Credit card registers
- 20-21 employee handbook updates (middle school)

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? Yes, two sentences will be deleted from the May minutes, and the person taking the minutes will be added to the minutes.

<i>Motion: Eric Churchill moves to approve the consent agenda, inclusive of the May and August Meeting Minutes, Check and Credit Card Registers, and the 20-21 Employee Handbook Updates.</i>
<i>Second: Steve Porter</i>
<i>Discussion</i>
<i>All in favor: Eric Churchill – yea; Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore - yea</i>
<i>All opposed: None</i>
<i>Abstentions: None</i>
<i>Item#</i>

7. Business Items

Board governance

I would like to move the board governance and appointment of Jamie Whitaker Campbell to the top of the agenda.

Background:

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- Jamie is a Talent Development Program Manager at FIRST AMERICAN TITLE INSURANCE CO. In this role she leads needs analysis, strategy, development, and implementation of talent development. She is also the founder of LIVING & LEADING CONSULTING, where she also serves as a Coach/Organizational Consultant, providing focused strategies and resources to enhance leadership competency and efficacy for individuals (coaching) and teams.
- Before that, she held several different positions in academia including Interim Dean/Associate Dean at Biola University’s School of Humanities & Social Sciences. In this role she led and oversaw the programmatic, operational, and fiscal health of 8 academic departments.
- She received her Juris Doctor (J.D.), Law Degree from Georgetown University Law Center and her Bachelor of Arts (B.A.), in humanities from Biola University.

Vetting Process:

- Recommended by Steve Porter; Steve, Karyn, and Eric met with her; she met with the school leaders; one month nomination period.

<i>Motion: Eric Churchill moves to appoint Jamie Whitaker Campbell to the IVA BOD for a period of 1 year term.</i>
<i>Second: Steve Porter</i>
<i>Discussion</i>
<i>All in favor: Eric Churchill – yea; Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore - yea</i>
<i>All opposed: None</i>
<i>Abstentions: None</i>
<i>Item#</i>

Board Training – Brown Act. Josh and Janet can do the on-demand training by mid-October.

Fund Development

NA

Finance

HS:

- Biggest change from last month is additional \$120K more income due to accounting measures. We reallocated the funds into different expenditures, not all of the funds, but enough to make a significant impact on the HS

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budget.

- Also, there were several other sources of additional revenue.
- Cash Flow is in great shape!
- The loan forgiveness process hasn't been initiated by the government yet.

<i>Motion: Eric Churchill makes a motion to approve the August Financials for both the Middle School and High School.</i>

<i>Second: Joshua Ross</i>

<i>Discussion</i>

<i>All in favor: Eric Churchill – yea; Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore – yea; Jamie Whitaker Campbell - yea</i>
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<i>All opposed: None</i>

<i>Abstentions: None</i>

<i>Item#</i>

MS:

- Federal funding has come in. There were worries about a great reduction in ADA last spring, but there has been no reduction. MS thought there would be a negative operating income last spring, but instead we have a \$40K positive operating income.
- The federal government will be deferring large amount of funds February through June. We must be careful about cash flow.

Academic Oversight

HS: Learning Continuity and Attendance Plan. This was presented to the board last month, and allowed outside stakeholders to participate in the plan. Testing is included – the data from NWA and state tests provides needed information for stakeholders.

<i>Motion: Eric Churchill moves to approve the Learning Continuity and Attendance Plan for the High School.</i>

<i>Second: Howie Fitzgerald</i>

<i>Discussion</i>

<i>All in favor: Eric Churchill – yea; Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore – yea</i>

<i>All opposed: None</i>

<i>Abstentions: Jamie Whitaker Campbell</i>

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MS: Learning Continuity and Attendance Plan – Instead of the LCAP, schools need to address distance learning, mental/emotional wellness and other aspects related to the Covid learning environment through this plan.

<i>Motion: Eric Churchill moves to approve the Learning Continuity and Attendance Plan for the Middle School.</i>
<i>Second: Janet Moore</i>
<i>Discussion</i>
<i>All in favor: Eric Churchill – yea; Joshua Ross – yea; Steve Porter – yea; Karyn Pace – yea; Howie Fitzgerald – yea; Janet Moore – yea</i>
<i>All opposed: None</i>
<i>Abstentions: Jamie Whitaker Campbell</i>
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Disciplinary

NA

Policy

NA

Facilities

NA

Leadership Oversight

Typically, compensation in schools is on a schedule, but principals and executive directors are not on a salary schedule. The MS staff has received a 3% increase, including Amos and Dama. The Compensation Committee will meet this week to discuss the MS Principal Salary increase. The board will vote on this during the next monthly meeting.

Marketing

HS: Laura Cipperly is the Outreach Coordinator at the HS.

- Lower enrollment this year than last year (100 vs. 122).
- March-June is heavy enrollment/marketing time, but everything was cancelled due to Covid Shutdown. Many events were cancelled such as a basketball tournament with the Boys & Girls Clubs; a skate competition with several community partnerships; an art event; an 8th

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grade grad night with IVA. Also, ground initiatives and outreach to other LB events didn't occur due to Covid Shutdown.

- Website remodel looks great, but still a work in progress. Also, the website company is doing online targeted ads.
- We don't historically get leads in the summer, but this summer we did generate a few.
- Ten students from the MS enrolled at the HS!
- Community Care and Marketing – Jaime can help Laura and Summer think through how community care can impact marketing.

8. Comments on items considered in open session - None

9. New Items of Business for Future Approval - None

10. Announcements – MS Compensation Meeting TBA

11. Announcement of closed session items- We do not have any closed session items tonight. Per gov't code 54956.8 items related to litigation may be done in closed session.

Nothing in closed session

12. Report on items considered in closed session – NA

13. Call to adjourn – 9:11pm

Respectfully submitted: Karyn Pace, Board Secretary

Approved: November 4, 2020 Board Meeting