

Board of Governors Regular Meeting
Irvington Community Schools, Inc.

Tuesday, May 25, 2021
Irvington Community Middle School

Pursuant to article II, section 5 of the bylaws of Irvington Community School, Inc. (the “corporation”), a regular meeting of the corporation’s Board of Governors was held on May 25, 2021, at the Irvington Middle School Gymnasium.

Carrie Kriech, Interim Chair and Vice-Chair, presided over the meeting and, finding that proper notice of the meeting had been given under I 5-14-1.5 et seq., called the meeting to order at 6:01 p.m.

The following board members were present and available to vote on matters presented to the board: Carrie Kriech, Interim Chair and Vice-Chair, Christina Arrom, Secretary; Richard Berger, Treasurer; Jodi Lannan, Member; Jamie Scott, Lainey Collins, Member; Keith Huehls, Member; Amy Johnson, Member; and Jwan Davidson, Member.

The following board member was not in attendance: Tim Harris, Member.

ICS leadership in attendance:

Tim Mulherin, Chief Executive Officer; Chris Ashmore, Director of IT; James Welter, Director of Testing; Deanna Dehner, ICES Principal; and Loryn Venekamp, ICMS Principal.

Other attendees included Geoffrey Cherry, financial consultant.

I. Opening Items

a. Record Attendance and Guests

Attendance was confirmed by roll call.

b. Call the Meeting to Order

With nine board members in attendance, KRIECH observed there was a quorum present to transact business and called the meeting to order at 6:01 p.m.

c. Review and Approve April Meeting Minutes – Vote

Meeting minutes from the April 27, 2021, Regular Board Meeting were presented and approved. Motion to approve the minutes entered by BERGER, and second to motion was SCOTT. No objections. Board members present at the April 27 meeting, ARROM, BERGER, LANNAN, COLLINS, and SCOTT approved the meeting minutes. KRIECH, HUEHLS, JOHNSON, and DAVIDSON abstained from voting. The Governance Committee will review the matter of voting on minutes for absentee members at prior meeting.

d. Education Board Partners and Engagement Survey

KRIECH shared that the ICS Board of Governors will be engaging with Education Board Partners for board development. An EBP survey was distributed to all members of the board and the CEO and is due June 1st.

II. CEO Report

a. OEI Board Assurance Form

As is customary at this time of year, MULHERIN requested that all of the BOG members sign the annual OEI Board Assurance Form, specifically concerning the 2019-2020 Annual Accountability Reports. Included in the digital Board packet were Core Questions 1 and 3 for review. HUEHLS asked if the Board Assurance is the core questions. KRIECH responded that the Board Assurance document is proof that each board member has done his/her due diligence and read the reports.

b. Summer Learning Lab Update

MULHERIN reported that ICS intends to be fully open, at the usual classroom pre-pandemic capacity, when school reconvenes on July 26 for the 2021-2022 school year. ICS will not be offering distance learning options.

For summer school specifically, three-feet social distancing will be observed per the Centers for Disease Control and Prevention's latest guidelines, and masking will be required of all students and staff. There are approximately 250 students participating in ICS's first summer school session in the corporation's history. MULHERIN noted that most likely, summer school will take place for the next several years.

c. Pre-K Planning Update

MULHERIN reported that 10 out of 15 spots have already been filled.

d. ESSER II and ESSER III Updates

MULHERIN reported that for ESSER II, ICS applied for \$1.9 million allocation. ICS will be using the funds to add 15 employees across the organization for three years (notably, the majority of new personnel being classroom aides), improvements to facilities such as portable air purifiers for every classroom, curriculum to help address learning loss recovery efforts, and more. The ICS ESSER III application is due in June, and ICS will be applying for the approximately \$4 million allocation. Funds will go towards additional staffing from ESSER II extending to a third year, technology such as smartboards and Chromebooks for students and staff, facilities upgrades such as water bottle refilling machines and touchless soap and towel dispensers. KRIECH asked if curriculum was part of the funding (yes, as noted above). WELTER explained that funding is limited to addressing student learning loss and social and emotional recovery. LANNAN asked if these funds pertaining specifically to classroom aides are going to be disbursed to the elementary, middle, and high school. MULHERIN stated that most of the aides will be assigned to the elementary school; however, the high school is getting an English Language Learner assistant, adding that there will be cross-organizational support through a social worker, Social-Emotional Learning programming, and restorative

practices. ARROM stated that we should keep sustainability and fundraising in mind to sustain these initiatives past the 3-4 year timeline.

e. Strategic Plan Update

MULHERIN recommended that the executive committee revisit the strategic plan from a facilities standpoint in supporting growing the number of students the school corporation services.

f. Signage Project Update

MULHERIN reported there is a delay due to zoning and exception interpretation among several involved city departments; therefore, the original target date of June 30th for completion is unlikely.

g. Title IX Policy Draft - vote

Motion to approve the Title IX policy entered by JOHNSON, seconded by BERGER.

Discussion from HUEHLS included how this policy would affect transgender women in playing on the girls high school teams and whether to keep the original language of Title IX that does not include gender identity/expression in it. JOHNSON shared that it's very unsettled legally right now, and she defers to our legal counsel, Alex Curlin, who helped draft the policy. MULHERIN shared we need to have the policy on our website and there was discussion around how to share this information with students.

KRIECH roll calls to move Title IX Policy. One opposed. Motion carries to approve Title IX Policy.

h. Stephanie Brinsley's Letter of Thanks

MULHERIN shared school counselor Stephanie Brinsley's letter of thanks for donations from BOG members to underwrite graduation cap and gowns for students in need.

i. Graduation Update

MULHERIN provided an update about the IPA graduation location, which is Northview Middle School. Commencement will take place on Saturday, June 12, at 2:30 p.m.

III. CFO Report

a. April Financials

CHERRY provided an update on April financials. He reported that ICS has 112 days of cash on hand and a very strong debt service coverage ratio; all financial management tracking ratios are strong at this time. Overall, ICS is in a solid financial position.

b. 2021-2022 SY Budget Planning Update

CHERRY stated the board will have a draft of the budget in early June for review, to be approved at the June Board of Governors meeting. The compensation review now underway and ESSER II and III impacts on the budget are being considered, thus slowing the delivery of the draft budget to the board.

MULHERIN shared there are no major changes to the budget year over year.

Staff merit increases this year can reach 4% based on performance evaluations, a first in many years, thanks to the organization's healthy financial position. CHERRY shared that ICS is underway with a market analysis comparing compensation rates of local public charter schools and several Metropolitan School Districts with that of ICS. Previously, the last compensation review occurred four years prior; going forward, such a marketplace check will occur on an annual basis. Compensation will be adjusted whenever deemed appropriate and budget permitting.

HUEHLS asked whether we have done an analysis on the new vouchers and the impact it could have on our school. We have not. Vouchers have negligible, if any, impact on ICS enrollment.

IV. Committee Reports

a. Governance Committee Report

i. Articles of Incorporation Update

JOHNSON shared that the board is updating the Articles of Incorporation, specifically and simply involving an updating of the name of the CEO within the document.

ii. Conflict of Interest Disclosures - *Vote*

JOHNSON shared the four disclosed conflicts, with discussion ensuing. HUEHLS moves to waive the conflicts of interest, and LANNAN seconded the motion. The motion carried unanimously.

iii. Executive Committee Slate - *Vote*

JOHNSON presented the slate for the Executive Committee which includes: Carrie Kriech as Chair, Christina Arrom as Vice Chair, Rick Berger as Treasurer, and Jwan Davidson as Secretary. HUEHLS moved to approve the slate; SCOTT seconded the motion. The motion carried unanimously.

b. Advancement Committee Report

i. Flower Sale

SCOTT shared an update on the flower sale, which exceeded the goal, with more than \$5K in sales, and profit over \$2K. A similar fundraiser is being considered for the fall.

ii. Committee Chair Change

KRIECH shared that the new chair for the Advancement Committee will be board member Jamie Scott.

c. Academic Committee Report

i. Committee Purpose Statement Status

LANNAN reported that the committee drafted a statement of purpose. The goal is to finalize the statement and present it at the June meeting.

V. Other Business

KRIECH thanked the staff for their dedication and service this past year.

VI. Closing Items

a. Adjourn meeting – vote

JOHNSON made a motion for meeting adjournment, which was seconded by HUEHLS. Motion carried unanimously. The meeting adjourned at 7:22 pm. The next Board of Governors Regular Meeting will be held on June 22, 2021, in-person at the ICMS Gymnasium.