Tina Yarovsky brought the meeting to order at 6:37pm.

April 2021 Meeting Minutes

Mike Davison moved to approve the April minutes as-is. Rebecca Shapiro seconded. All approved. No opposed.

Open Space for Public Comment

No attendees for public comment.

State of the School

- This is officially the last week of the 2021 school year. Last day with students is Wednesday 6/16. Graduation was last Friday, 6/11
- Legal Update: Robert Markin from Chico & Nunes representing Polaris, along with several other charter schools (all part of INCS) in addressing questions from the OIG (Office of Inspector General). Responses were submitted to the OIG on 5/20.
- Facility Update: External capital improvements (roof) continue. Recently installed gym floor was damaged due to water leakage during rain – administration is working with CPS to address. In addition, large divots in rear parking lot and playground area (being caused by heavy equipment) will need to be addressed.
- Staffing Update: Currently searching for 1st, 4th and SPED
• Enrollment Update: 410 as of now. Last year at this time, were at 360. Second grade is the biggest issue (currently with 30 students); Michelle is confident that K will increase above current level (35 students). Tammy Vance and EAs are working on recruiting. Goal is to reach 430 students. We are currently over-enrolled in 4th, 6th and 8th grade, but will likely lose someone prior to August.

• Charter Renewal Update: Renewal application due 7/30.
  o Academic Performance: Will average the last 3 SQRP ratings before pandemic. We’re at a 3.4, which puts us in the ‘Meets’ rating.
  o Financial Performance: We will land either in the ‘Meets’ or ‘Exceeds’ range
  o Operational Performance: We recently got our scorecard. The lowest performing piece is in the Diverse Learner Supports / Services area. But the overall rating is ‘Meets’. Since we’re at least at ‘Meets’ for each section, site visits from CPS are not required. INCS is suggesting we request a 7-year renewal. Nothing is needed from the BOD at this time. Do BOD members need training certificates? Michelle to confirm that everyone’s certificates are complete.

• Preparing for SY 2021/22: Staff is updating literacy and math curriculum, building libraries with a focus on culturally-responsive texts, contracting with EL Education and Illustrative Math for whole staff professional development.

• In future board meetings, plan to include two additional staff members: Lisette Sanchez (Finance), John Lydon (Director of Academics)

• Proposed one-time COVID Bonus to all staff:
  o $1K bonus per person, totaling $67K
  o $1.5K bonus per person, totaling $100K
  o $2K bonus per person, totaling $134K

  See vote below in Finance committee overview

Board Committee Updates

Finance Committee Review

• School Year 2021 / 2022 budget reviewed: Assumes 430 students, full staffing, a +3% salary increase.
• Current budget is balanced. If we fall short of 430 students, with cash on hand of $3.7MM, we have buffer should revenue fall short.
• Is projected salary increase in line with inflation? With inflation currently at +4%, we should revisit at the appropriate moment.
• Sam Bottum moved to approve the budget; Rebecca Shapiro seconded. All in favor of passing the budget as presented. No one opposed.
• BOD responded positively to one-time bonus proposal from M. Navarre. Would be paid before end of June. Sam Bottum moved to create a $2K per person bonus pool for the staff. Rebecca Shapiro seconded. All in favor. None opposed. T. Yarovsky will craft some language from the BOD as a thank-you for the staff.
Governance Committee Review

- Two directors need to resign board immediately before the end of their terms, given other commitments:
  - Keith Muhammad – Term ends August 2023
  - Rebecca Shapiro – Term ends January 2022
- Discussion focused on need to increase BOD pipeline. Board is aligned with developing additional avenue(s) to identify and recruit potential Directors.
- Tina Yarovsky volunteered to give more focus to Governance to rebalance committee assignments.
- In addition, Michelle Navarre is supportive of John Lydon and Tammy Vance participating. Michelle committed to attending first meeting.
- Melanie Madigan, major donor, started a tutoring program – what can we learn from her? Let’s not reinvent the wheel.
- Mike Davison considering creation of a pilot program with his company.
- Melanie Domer will set up an initial brainstorming meeting.

Development Committee Review

- Finished year at $267K, -$81K below target
- Virtual fundraising event attendance: 56 people (115 last year). Zoom fatigue!
- Major Gifts Program: Next step is to review with Darren Snyder + Joel Pomerenk.

At 8:28pm, Michelle Navarre moved to adjourn the meeting. Sam Bottum seconded. All agreed.