

INVEST Collegiate Consortium, Inc.
d/b/a INVEST COLLEGIATE – Transform
and
d/b/a INVEST COLLEGIATE – Imagine

Board of Directors

OPEN MEETING MINUTES

Meeting Date: August 22, 2016 6:30pm

Location: Phone Conference

Directors Present: Dr. Eddie Hoover, Linda Comer, Carolyn Smith, Megan Medley

Directors Absent: Debra Frazier

Others Present: Dr. Thomas Miller, executive director, Jenn Townley, Danah Telfaire

Time called to order – 6:33

Roll call

Agenda

- Motion: Carolyn moves to approve both June and July with changes to June, Linda seconds
 - o Moved to approve with changing Carolyn being absent and present
- Vote: unanimous

Head of School Updates - Imagine

- Academic Goals: focus on math for this year, video series with parents,
- Personnel Update: 7 contracts
 - o Carolyn moved, Linda seconds,
 - o Unanimous vote
- Enrollment: 817 enrolled as of today, all numbers updated in the handout, ended year at 660 last year
- Wednesday late start: went smooth, 100 families used
- Linda request: Would like to discuss at the retreat what is the disconnect between what we are doing and what the results are and how to fix that
- Finances: will adjust some, Linda requests breakdown of EC for next meeting
- Adjustment for number of students in the building: doing well, adding sound proofing
- School nurse: want to wait to get the budget figured out, have to wait until 20-day mark

Head of School Updates – Transform

- Top 10 things changed this year: put on website and handout at open house
 - o 60% New Experienced Collegiate Leaders
 - o Ongoing Professional Development & Support for Teachers
 - o Curriculum Aligned to Common Core State Standards / Core Knowledge
 - o Fine Arts Integration
 - o Focus on Student Leadership & Autonomy (Classroom/ School Ambassadors)

- Extended Blocks for ELA & MATH (90 mins)
- 1 Hour of Enrichment every day for each champion (Small Groups)
- Project Based Interdisciplinary Program- (Grade Level Through Core Knowledge)
- Enhanced Athletic Program (Track & Field, Girls & Boys Basketball & Cheerleading)
- Community Partnerships (Church Interest to sub lease starting November, tutoring program)
 - OK to sublease so long as they have insurance
- Enrollment: as of today enrollment is 433. 200 students were taken out of school system after first 5 days when they didn't show up. 4 middle school classrooms – may need to condense

Closed Session

- *NC General Statute 143-318.11(a): A public body may close a session for the following purpose: to establish, or to instruct the public body's staff or negotiating agents concerning the position to be taken by or on behalf of the public body in negotiating (i) the price and other material terms of a contract or of a proposed contract for the acquisition of real property by purchase, option, exchange, or lease; or (ii) the amount of compensation and other materials terms of an employment contract or a proposed employment contract.*
- Moved to go into closed session to discuss personnel matters and to talk with board counsel - Megan moved, Linda seconded
- Enrollment and how going to impact budget and number of individuals under contract at this time, so need to discuss changes in employment
- This conversation is to discuss strategy for reduction
 - 5 leadership, 4 office staff, 30 teachers, 8 investment teachers (5 of those with dual roles), 3 resource teachers (had 4, 1 resigned last week), 5 assistant teachers, and 2 one to one assistants
 - Phases for downsizing
 - 1 – start conversations this Friday (1/2 day of school), follow up meeting with staff on 31st after classroom observations
 - 60 EC students and growing because many students have outdated IEPs
 - Need the plan to be strategic so we don't have more losses in enrollment
 - Culture has completely changed for the positive, it can be felt, but worried about losing that culture with loss of staff
 - Dr. Hoover: When do we need to make the hard decision of budget based on enrollment; D. Miller –amount we got per student will not even cover lease and salaries for the year, so need to be very careful first 90 days
 - Local revenue could go up because we could get new students throughout the year
 - Phase II would be another 4-6 cuts
 - Lisa: Not a fan of phasing, because will continue to feel the shock waves and staff continually on edge. Must be mindful of their needs and regulators.
 - Look at demographics – age, race, gender, to make sure not skewing in a particular direction. Licensing/non-licensing could help. Contracts are at will, so
 - Megan – why not just cut salaries instead of cutting jobs, and those who can't afford the cut will leave to help in addition to the cut. Tom – we are still going to be 1.8 million over budget so that won't cover all expenses. That might be phase 2.5
 - Carolyn – do you know at this point who will or will not work based on what you are seeing. Danah – I do.
 - Lisa- when making final decisions, be helpful from legal perspective to include her on the call so that it is protected, and so that there is no question.
 - Day 20 is Sept 2nd – Tom – what do you recommend we do

- Lisa - The actual people have yet to be determined, there are a few more that are being thought through; grey area of the law – vote to give Danah permission to make the staffing changes to comply with financial needs of the school and give a date, and the board will ratify the staffing changes at the next meeting
- Move to leave closed session: Linda moved, Carolyn second; unanimous vote

Back into Open – 8:01

- Carolyn: move to authorize Danah Telfare to meet our current budgetary needs by evaluating current staff and recommending to the board necessary adjustments based on actual enrollment numbers
 - Linda 2nd – unanimous
 - Will take into consideration soon
- Dates under consideration
 - October 1st – 9:00am
- Carolyn moves to adjourn, Megan seconds
- Time of adjournment: 8:12