



ARKANSAS VIRTUAL ACADEMYSM

Meeting Minutes
Regular Meeting
Board of Directors
May 7, 2018

Present

Board Members

Ann Clemmer
Dr. Gary McHenry
Jess Askew
Paige Gorman
Steve Davis

Staff

Amy Johnson
Bethany Johnson
Karen Ghidotti
Amanda Felton
Kristin Allen
Gina Moore
Ashley Holder
Scott Sides
Vanaja Duraiswamy

Guests

Karen Young

Preliminary Items

Call to Order

A regular meeting of the Arkansas Virtual Academy Board of Directors was called to order at 4:01 p.m. on May 7, 2018 at the Arkansas Virtual Academy office by Dr. Gary McHenry.

Roll Call

The roll call was taken by Dr. McHenry.

Approval of Minutes

ACTION: Dr. McHenry asked for a motion for the March 12, 2018 meeting minutes to be approved. Steve Davis moved to approve. The motion was seconded by Ann Clemmer and was approved unanimously as presented.

Board Chair's Report

Annual Board Training Update

Dr. Gary McHenry asked for an update on the Annual Board Training. The dates for training will be October 1st and 2nd and Head of School, Dr. Scott Sides, stated he will send a calendar invite for a date placeholder.

Action Agenda Items

Policy – Employees Holding Elected or Appointed Office

Dr. McHenry turned the floor over to Dr. Sides to explain the policy. Dr. Sides explained the K12 annual site visit review and audit of policy by the visiting team. One of the items, as had been determined by the site visit team, was a policy pertaining to employees holding elected or appointed office. The purpose of this policy would be to eliminate any barriers for an employee to seek/hold an office so long as it would not impede the work day of an employee. The board expressed a desire to table this action item until the specific state law requirement could be provided as well as other examples of other state entity policies.

ACTION: Item Tabled.

ACTION: Jess Askew motioned to move the Opportunity Growth Model item to the next item of business. The motion was seconded by Steve Davis and was approved unanimously as presented.

Opportunity Growth Model

Academic Administrator, Amy Johnson, presented the Opportunity Grow Model explaining the timeline, and the levels for instructional and administrative support staff. Mrs. Johnson described the data points and the committee process that would be utilized to place teachers and administrative staff at the appropriate level. Mrs. Johnson also presented the evaluative rubrics that would be used. Dr. McHenry asked if there were any concerns that any board member would like to express. Hearing none, Dr. McHenry asked if Dr. Sides

was seeking board's approval to proceed with this growth model. Dr. Sides noted the work responsibility and distinction made between individuals who lead a team of people versus instructional and administrative support staff. Mrs. Johnson presented levels for administration in the growth plan associated with each. Dr. Sides described the compensation element of the Opportunity Growth Model. Dr. McHenry indicated that he would accept a motion to approve the Opportunity Growth Model as presented by Dr. Sides and Mrs. Johnson.

ACTION ITEM: Ann Clemmer made the motion to approve the Opportunity Growth Model as presented. Jess Askew seconded the motion, and it was approved unanimously.

Pay Change to Semi-Monthly

Dr. Sides presented a change in the ARVA pay schedule from monthly to semi-monthly where board employed staff would be paid on the 15th and last day of the month for services rendered as opposed to only once per month.

ACTION ITEM: Paige Gorman made the motion to change to semi-monthly pay. Steve Davis seconded the motion, and it was approved unanimously.

Bonus for School Year 2017-2018

Dr. Sides presented a proposal for bonus pay that would also provide a bridging effect in the change to the semi-monthly pay schedule. Dr. Sides proposed that the bonus for the current year be set at a level to operatively move forward with the Opportunity Growth Model with the established baseline amounts of \$1,200 and \$3,000. In addition to these amounts, additional funds would be paid to make whole the gross amount of pay that would have normally been paid to employees on the 15th of the month in lieu of the approved change to a semi-monthly pay schedule. Dr. McHenry opened the floor for motions.

ACTION ITEM: Jess Askew made the motion that instructional and administrative support staff will receive a bonus of \$1,200 with respect to percentage of full time employment and admin will be receive a bonus of \$3,000. Paige Gorman seconded the motion, and it was approved unanimously.

ACTION ITEM: Jess Askew made the motion to pay the one-time additional amount to bridge the gap between the bonus and gross monthly pay in order to have a smooth transition to semi-monthly pay for employees. Steve Davis seconded the motion, and it was approved unanimously.

ARVA Employee Benefits – Alexander and Company

Dr. Sides introduced Karen Young with Alexander and Company. Dr. Sides turned the floor over to Karen Young. Alexander & Co works with schools to design benefits packages. 98% of their business is serving schools. Alexander and Company has successfully served schools in the state of Arkansas. She described the process that Alexander & Company follows in establishing the benefits package for staff. It was noted by Mrs. Young that Alexander & Company doesn't ask for a contract, as they desire both parties to be satisfied with the products and services whereby the school's commitment would be ongoing based on satisfactory services.

ACTION ITEM: Jess Askew made the motion to move with Alexander & Co with the expectation that the Head of Schools will come back with a report on the status of Alexander & Co in May of 2019. Steve Davis seconded the motion, and it was approved unanimously.

Mission and Revisioning

Dr. Sides presented the proposed mission and vision statement as included in the board materials. Mrs. Johnson expressed the importance of this development in improving professionalism and focus in our continued progress. Dr. Sides requested that the board approve the proposal to move forward with conversations for input on mission and vision from staff.

ACTION ITEM: Jess Askew made the motion proposing that administration move forward with the conversations mission and vision statement with staff. Paige Gorman seconded the motion, and it was approved unanimously.

Lease

Dr. Sides discussed attributes of the developing lease at Union Station and the comparison with the previous space that had been previously reviewed. It was noted that the lease negotiations were near complete. Dr. Sides requested approval from the board to move forward with the lease upon completion of the agreement so long as there were no material changes in the developing lease.

ACTION ITEM: Steve Davis made the motion to give Scott the authority to move forward with consummating the lease once final details are completed. Jess Askew seconded the motion, and it was approved unanimously.

Head of School's Report

Statewide Online Testing

Dr. Sides celebrated a successful testing execution effort where 99% of students had participated in state testing. Dr. Sides described the important contributions of the District Testing Coordinator and Site Coordinators. The testing event was described as a very successful outcome when considering that 20 sites statewide required the successful creation of appropriate infrastructure with all associated logistical detail to test students throughout the state. Dr. Sides mentioned that between he and Mrs. Johnson, every test site throughout the state had been visited.

Celebrating Students' Successes

Mrs. Johnson mentioned that we have graduation coming up with 8 students graduating with a 4.0. She also mentioned that ARVA students who participated in DECA National Conference and ARVA was the very first virtual school to compete in the National DECA Conference. It was reported that ARVA's graduating students had earned over \$700,000 in scholarships this year. Mrs. Johnson also mentioned the K-8 celebration will be at Little Rock Baptist on Friday at 10 AM with Prom to follow at 7 PM, with graduation taking place on Saturday at Little Rock Baptist at 1:00 PM. It was shared that practice would begin at 10 am and all participating board members were asked to be in attendance by 12:30 pm. The total of 90 students graduating this year was a celebrated success.

Public Comments

None

Adjournment

Meeting was adjourned by Dr. Gary McHenry at 6:02.

Minutes submitted by: Bethany Johnson – Financial Analyst

Approved by: Scott Sides- Head of School