



*NCVA is a community of students, families and educators dedicated to expanding educational choice through innovative and technology-rich instructional practices, and accountable for developing each student's full potential for academic and post-secondary success.*

## **July 11, 2016, Regular Board Meeting Minutes**

<b>Board Members Present</b>		<b>Board Members Absent</b>	<b>Others in Attendance</b>
Dr. Steve Moody	Sara Struhs		Chris Withrow, Executive Director
Brenda Robertson	Cathy Zambrano		Dr. Joel Medley, Head of School
Dr. Diana Freeman	Sarah Waltman		John Kramer, K12
			Dan Jetta K12
			Matt Estella Banyan

### I. CALL TO ORDER

Dr. Steve Moody called the meeting to order at 5:01 pm. Before conducting business, a roll call was taken by the Executive Director to ensure that a quorum of the board existed.

Before moving through the meeting's agenda items, the board's mission was read to help drive the actions and deliberations.

**ACTION:** Cathy Zambrano made a motion to adopt the agenda as presented and approve the meeting minutes; it was seconded by Sara Struhs. The motion passed unanimously and the agenda was adopted.

### II. COMMUNICATIONS:

No requests for a public comment were received.

### III. CONSENT ITEMS:

- a. Personnel Recommendations

**ACTION:** Dr. Diana Freeman made a motion to approve the consent items as presented, and it was seconded by Cathy Zambrano. The motion passed unanimously and the agenda was adopted.

#### IV. DISCUSSION ITEMS:

- a. 2016/17 Handbook – the Head of School provided an overview for the board regarding the modifications of the Parent and Student handbook. These primarily consisted of inserting the previously- approved board calendar, adding language to the Academic Integrity Policy, being more specific in the Multi-Tiered Systems of Support protocol, changing the grading policy to a ten point scale for grades 3-11, and modifying attendance language to match the process.
- b. Benefits – John Kramer provided an overview of the documents sent to the board. Matt Estella provided a high-level overview of the four documents explaining their purpose, comparisons of plans, and changes in the benefits. The new proposed plan has points in which it will cost more in some areas and less in others for the employees. The proposed plan is considered “Gold” standard and complies with the Affordable Care Act. The plan offered attempts to provide a level of care similar to the plan currently in use. The proposed plan premium will be higher for NC Learns, Inc. compared to the previous plan; in doing thus, it provides little negative impact on the employees. Dr. Diana Freeman expressed her appreciation for the efforts to provide a great and affordable plan for the staff.
- c. Dr. Steve Moody led a discussion of the proposed Bonus plan for staff prepared by Dr. Joel Medley. Dr. Joel Medley offered a brief overview of the plan. Dr. Moody asked the board members three questions
  - i. Should we consider providing a bonus to the staff?
  - ii. What constitutes a returning bonus?
  - iii. What data would the board like to use for the evaluation?Each board member took turns sharing his or her observations of the plan submitted. There was a consensus that the members wanted to engage in discussion and research to flesh out the details. Further expressed was a need to base decisions on student academic data and not the completion of duties assigned. Dr. Moody tasked the Executive Director with scheduling time with the committees to discuss the details and generate a task list of items that need to be researched.
- d. Mrs. Cathy Zambrano presented an overview of the invoices.

#### V. ACTION ITEMS:

- a. Approval of Invoices

**ACTION:** Cathy Zambrano moved to approve the invoices submitted; the motion was seconded by Sara Struhs. The motion passed unanimously.

b. Approval of 2016/2017 Handbook

**ACTION:** Sara Struhs moved to approve the 2016/2017 Handbook; the motion was seconded by Sarah Waltman. The motion passed unanimously.

VI. CHAIRPERSON COMMENTS

Dr. Moody thanked everyone for attending, reminded the board the committees would begin reviewing the bonus proposal and to review the benefits proposal.

VII. ADJOURNMENT

Motion was made to adjourn the meeting Sara Struhs and properly seconded by Brenda Robertson. The motion passed unanimously. With the completion of all agenda items and no new business items, the meeting was adjourned.