



Four Lakes Education, Inc.
NOTICE OF REGULAR MEETING OF THE BOARD OF DIRECTORS
August 13, 2020 @ 11:00 AM

Four Lakes Education, Inc. Board Members are hereby notified of the Board meeting to be held
via conference call # 888.824.5783 Passcode: 26800664#
Please contact 253-606-5060 for additional assistance
Community notification posted at the following locations:
WIVA/ISWI/DCAWI office, McFarland School District office, and McFarland Public Library

- 1) Call to Order
 - 2) Roll Call
 - 3) Routine Business
 - a) Approval of Agenda
 - 4) Communication
 - a) WIVA/DCAWI/ISWI Updates
 - 5) Submission, Discussion, Approval of Items:
 - a) Approval of Board Meeting Minutes from June 25, 2020
 - b) Employee Benefit Renewal/Client Service Agreement with Insperity
 - c) WIVA, DCAWI, ISWI Webcam Policy
 - d) New Hire Contract Payoff
 - e) Board Support of K12 We Stand Together Initiative
 - f) WIVA/DCAWI/ISWI FY20 12+0 Finances
 - g) WIVA/DCAWI/ISWI FY21 1+11 Finances
 - 6) Acknowledgement Items:
 - a) Staffing Report
 - b) Insight School Enrollment Process & Website
 - c) Annual K12 National Price List presented per EPSA
 - d) Negotiations b/w McFarland, Four Lakes, & K12 to support McFarland students online during COVID pandemic
 - e) Annual Alternate Accountability Forms to Office of Educational Accountability
 - f) Survey Satisfaction Presentation
 - 7) Motion to adjourn
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Date: August 13, 2020
Note Taker: Molly Gallman

Participants:

Voting Board Member: Robb Kahl, Dean Gille, David Sachs, Laura Cataldo

Non-Voting Board Members: Christine Pribbenow

WIVA Academic Team Members: Fadia Afaneh, Erin Haugom, Carrie Cherney, Molly Gallman, Becky Eberhardt, Cindy Worden, Desiree Rahmlow, Justine Johnson

K12 Regional Team: Ed Depersis, Todd McIntyre

Insperty: Rick Crawford

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| Agenda Item: 1) Call to Order | 11:02 |
| Discussion: 2) Roll Call 3) Routine Business a) Approval of Agenda i) Discussion: Roll Call and approval of agenda ii) Motion: To approve agenda, by Dean Gille iii) Second: David Sachs iv) Vote: Motion Carried | |

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| Agenda Item: 4) Communication | 11:03 |
| Discussion: a) WIVA/WIDCA/ISWI Updates i) Fadia stated current WIVA Enrollment is 2630 - 302 students for K2, 434 for 3-5, 747 for 6-8 and 1244 for WIVA HS. DCAWI Enrollment is 133 students with most students being juniors and seniors. ISWI has 152 students currently approved with almost all students being in 12 th grade. Fadia provided news articles with links on page 4 of the Board Report. Fadia also provided Virtual Engagement Events and Activities on Pages 4 and 5 of the Board Report. Robb Kahl asked if there is an increase in enrollment due to COVID and Fadia responded that we have seen an increase in enrollment. | |

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| Agenda Item: 5) Submission, Discussion, Approval of Items: | 11:08 |
| Discussion: a) Approval of Minutes from June 25, 2020 i) Discussion: No discussion ii) Motion: To approve minutes from June 25, 2020, by Dean Gille iii) Second: David Sachs | |

- iv) Vote: Motion Carried
- b) Employee Benefit Renewal/Client Service Agreement with Insperty
 - i) Discussion: Fadia spoke to Pages 7 & 8 of the Board Packet. The medical plan has gone up 6% with no changes to anything else. Fadia is asking the Board to approve the cost of 6% and no change in contribution for employees. Rick Crawford stated there is an ongoing relationship and 6% is more favorable than last year. If approved, will then move into OE period so employees have the opportunity to review benefits and make changes, which will be approximately the middle of September. There is a scheduled meeting with Insperty and staff on August 18th to go over information. OE is an annual OE opportunity for Medical, Dental and Vision from September 16th to the following September 16th of each year. The Healthcare Flex Spending Account operates on a separate Calendar Year cycle and will continue on that cycle. Employees will have a separate OE period for Healthcare Flex Spending in November.
 - ii) Motion: To approve the Employee Benefit Renewal/Client Service Agreement with Four Lakes absorbing the 6% increase, by David Sachs
 - iii) Second: Dean Gille
 - iv) Vote: Motion Carried
- c) WIVA/DCAWI/ISWI Webcam Policy
 - i) Discussion: Fadia spoke to Page 9 of the Board Packet and stated increased webcam usage will help with engagement with students. Fadia did propose this request to K12 Legal and for now they just need Board approval to add the policy for webcam usage.
 - ii) Motion: To approve Webcam Policy, by Laura Cataldo
 - iii) Second: Dean Gille
 - iv) Vote: Motion Carried
- d) New Hire Contract Payoff
 - i) Discussion: Fadia stated the team has found three candidates for teaching positions but because of it being so late in the year, their school district is requiring contract payout. Robb Kahl asked if we anticipate more late-in-the-year teaching positions and Fadia stated possibly. Laura Cataldo asked if the payment is made directly to their school or the individual, Fadia stated payment goes to the school district. Becky Eberhardt spoke and stated her newly hired teacher had to personally pay the school, or she would not have had her resignation approved. Desiree Rahmlow also stated an employee had to personally pay the school. Robb Kahl asked to have a practice in place in the future that states if the teacher pays, she will be reimbursed by the Board instead of cutting a check to the school. Fadia stated will put a practice in place. Cindy Worden stated if board does approve, that there be consideration that if an employee leaves before the end of the school year, that the money be repaid to the school board. Laura Cataldo stated K12 reserves the right to seek reimbursement for the buyout amount.
 - ii) Motion: To approve recommendation of payout and condition that teacher will have to repay K12 if they leave before the contract year, by Laura Cataldo
 - iii) Modified Motion: Motion to approve request to approve the teacher buyout with the provision if employee leaves within the contracted year, the Board reserves the right to request the payout amount, by Laura Cataldo
 - iv) Second: Dean Gille
 - v) Vote: Motion Carried

- e) Board Support of K12 We Stand Together Initiative
 - i) Discussion: Fadia stated Jerry Deschane requested Four Lakes Board to adopt the K12 initiative. Fadia read the K12 We Stand Together Initiative out loud from Page 11 of the Board Packet – “At K12, we power “Education for Any ONE.” For us, that is more than a tagline – it’s an underlying philosophy. We believe that Black lives matter. And we will work to help create real change toward racial equity. As an education company with 20 years of experience in online learning, we’re in a unique position to promote diversity and inclusion in the classroom and beyond for students, teachers, and all those involved in preparing our young people for successful futures. In addition to our existing programs, we are committing to the following new diversity and inclusion initiatives.” Scholarships for Students of Color, National Forum for Equity in Education, Courses on Systematic Racism and Black History, Expanded Career Pathway in Responsible Law Enforcement, Increased Diversity in Our Workforce and Dedicated Volunteer Efforts. Jerry Deschane is looking for Board approval to adopt the commitments. Todd McIntyre stated this is a great idea.
 - ii) Motion: To approve the Four Lakes Board adoption of the K12 We Stand Together Initiative, by Laura Cataldo
 - iii) Second: Dean Gille
 - iv) Vote: Motion Carried
- f) WIVA/DCAWI/ISWI FY20 12+0 Finances
 - i) Discussion: Ed Depersis spoke to Pages 12-19 of the Board Packet
 - ii) Motion: Motion for approval of 12+0 Finances, by Laura Cataldo
 - iii) Second: Dean Gille
 - iv) Vote: Motion Carried
- g) WIVA/DCAWI/ISWIFY21 1+11 Finances
 - i) Discussion: Ed Depersis spoke to Pages 20-29 of the Board Packet
 - ii) Motion: Motion for approval of 1+11 Finances, by Laura Cataldo
 - iii) Second: Dean Gille
 - iv) Vote: Motion Carried



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| <p>Agenda Item: 6) Acknowledgement Items:</p> | <p>11:41</p> |
| <p>Discussion: a) Staffing Report</p> <p>Discussion: Fadia Afaneh stated there have been 4 K8 staff members, 6 HS staff members, 3 Special Education staff members and 1 Student Support Team staff members that have resigned since the June 25th Board Meeting. There have been 16 K8 staff members, 9 HS staff members, 7 Special Education staff members and 1 Student Support Team new hires. Internal Moves consist of 2 Advisors moving to teaching positions, 1 K8 teacher moving to HS Team as a HS Science Teacher, 1 K8 teacher transitioned into the K8 Guidance Counselor Roll and 1 HS English teacher</p> | |

transitioned to a HS Social Studies teacher. The New Hires are based on enrollment numbers and back fills, including internal moves.

b) Insight School Enrollment Process & Website

Discussion: Fadia stated adjustments have been made to the ISWI enrollment due to feedback from DPI. ISWI will have their own enrollment portal and new ISWI webpage activated within 2-3 weeks. Due to the cap of 250, DPI wanted to make sure we have a random selection process in place. Fadia has been working with K12 Legal and DPI to ensure the process is being handled correctly. If the cap is reached, families will be asked if they want to enroll in WIVA since ISWI is full and then the parent/s can consent to transfer the student to WIVA.

c) Annual K12 National Price List presented by EPSA

Discussion: Fadia spoke to Pages 30-61 in the Board Packet. The only change is there will be a fee of \$120/student that will be covered by the school. Other than that, the price list remains the same.

d) Negotiation b/w McFarland, Four Lakes, & K12 to support McFarland students online during COVID pandemic

Discussion: Fadia stated we have been working with McFarland to clear up negotiating prices. Todd McIntyre stated K12 has been in contact with the McFarland School District and wants to continue to be a good partner to the McFarland School District as they are dealing with unprecedented times. McFarland School District is requesting a discounted fee, instead of passing along the full student fee of \$5000. Todd McIntyre is proposing crafting a simple MOU for McFarland School District, Four Lakes and K12. Todd recommends the Board pass resolution authorizing Jerry Deschane to finalize and execute MOU on behalf of the Board before school starts.

i): Motion: Authorizing Jerry Deschane to execute any MOU or Contract with McFarland and K12 as it relates to Open Enrollment during these unprecedented times, by Laura Cataldo as stated.

ii) Second: David Sachs

iii) Vote: Motion Carried

e) Annual Alternate Accountability Forms to Office of Educational Accountability

Discussion: Fadia states there will be no 2019-20 state or federal accountability report cards and ratings due to the COVID-19 pandemic. The Office of Educational Accountability does not plan for schools to submit 2019-20 alternate accountability data or forms to OEA.

f) Survey Satisfaction Presentation

Discussion: Fadia spoke to Pages 62-65 of the Board Packet where she provided results from a Parents Satisfaction Survey & Strong Start Survey. WIVA, DCAWI and ISWI are no longer participating in the same Orientation schedule and the Strong Start program has been customized.



Agenda Item:

7) Adjournment

i) Discussion: No discussion

ii) Motion: Motion to Adjourn, by Laura Cataldo

iii) Second: Dean Gille

iv) Vote: Motion Carried

11:55

