

October 11, 2022

CALL TO ORDER by PRESIDENT FOUNTAIN

MINUTES recorded by SECRETARY LOCICERO

ROLL CALL : PRESENT: FOUNTAIN, STONE, LUTTRELL, O'NEAL, LOCICERO, PALMER, HARRIS, SILVER, NOHRENBURG, PARENT ADVOCATE: LARABEE

#### I. APPROVAL OF MINUTES

From meeting September 27, 2022: Minutes to be approved at 10/25 meeting

#### II. PROPOSED CHANGES TO AGENDA ADOPT AGENDA

LUTTRELL motioned to move Public Comment to top of meeting, since there was a large group present of Football parents, cheer parents and community members. LOCICERO 2<sup>nd</sup>. Motion Passed 8 to 1.

Several Cheer Team parents expressed concern over students receiving a "BAND" text ( a text type team communication APP) that the entire Cheer Team was suspended (see print of copy of text provided to each board member by a parent) without a determination of which students broke rules/reason/cause being given, the impact it would have on student's permanent records, or any examples of what the team members did or did not do. Parents elaborated with concerns of injuries not being disclosed and the need for better communication between the coaches and parents. Pointed out that not all parents are on the BAND APP, and some parents may be blocked from BAND, so it is not the best method of communication to reach all parents. Additionally, members of the cheer team told not to communicate with each other.

Parents indicated that they've followed the protocol chain of making the Athletic Director aware of concerns and the principal, but they do not feel heard, so they are coming to the board, for help in understanding, as the school process requires.

HARRIS motioned to "stay" the suspension until our legal counsel had a chance to verify the legality of the suspension action, STONE 2<sup>nd</sup>

DISCUSSION: Drew Palmer asked HARRIS to withdraw the motion and instead ask Principal Cruickshank to investigate a reverse of the suspension. HARRIS respectfully declined to because he did not support putting her in the position to go against her staff.

*HARRIS contends motion passing would have temporarily lifted the suspension until our Legal Counsel confirmed/annulled the validity of the suspension. If Counsel stated the School, or its representatives, possess the legal authority to enforce the suspension the "stay" is lifted and suspension remains in place without challenge.*

Board Members asked Mrs. Cruickshank if she knew the nature of the suspension, the cause or details of it, prior to the "BAND APP" text going out to all. Was this a punishment she was in favor of or supported for reasons we may not know of? Also, was she consulted prior to the mass text of suspension. She indicated that she did not have all the facts and wanted to go back and review the details with DORN and Coaches to determine the best path. She also clarified that individual students were NOT suspended; team activities were suspended. She felt that the coaches likely used the term, "suspension" in a non-school terminology way.

HARRIS motion was seconded by STONE, it was put to a vote and, again, the motion was rejected.

PALMER suggested that Mrs. Cruickshank exercise her discretion, by speaking with the AD DORN and Cheer coaches, as soon as possible on Wednesday, to gather the facts and decide on the suspension moving forward.

Board agreed with directive that Mrs. Cruickshank would request that the coaches come in to meet with her and Athletic Director, to get the full details of the decision, so that all would be aware of the details and would be part of the decision-making and solution process, if need be. Parents and community members in audience were accepting of this suggestion.

*For ease of clarification after lengthy detailed discussion: The board did not overturn or ask Mrs. Cruickshank to overturn the Cheer coach's decision. The request was to investigate the decision immediately, since Cheer class, games and practices were being impacted and notify the Cheer team and the parents of the finding of that meeting and plan to move forward.*

Public Comment from football parents: Requesting more transparency from the Athletic Department, i.e., a budget, plan of action, strategic plan. Several football team “boosters” put together a suggested Athletic Handbook/Football Plan, Nutrition plan and such, which was presented to DORN. No implementation or feedback given, thus far. Volunteers wanted to start a “Touchdown Club” but were rebuffed without an explanation.

A volunteer at the recent home football game reported that she along with several other parent volunteers were yelled at near the football stadium gate, by a school/athletic department volunteer. Of note, the head coach’s wife Michelle Green was part of the group of helpers and was yelled at, as well. STONE said she was present and witnessed this encounter and it was very uncomfortable and unnecessary. STONE and Board members offered an apology for the mistreatment and inferred that this was not our standard way of treating parents who are there to help. Board Member LUTTRELL’s wife was also mistreated by the same person and shared this with CRUICKSHANK and received an apology from the person. LARABEE indicated that she has been concerned. O’NEAL said she has been asked about these encounters and feels the optics are bad. STONE asked about whether we are following the school’s Conflict of Interest Policy and Anti Nepotism Policy.

A football dad offered public comment that an Athletic Dept. Game Day plan needs to be made, enforced and supported, as he was told things “were handled” and yet he arrived to the stadium on game day and the majority of the items were not, in fact, handled, for example painting of the football field. He says communication and clear delineation of goals and a list of ways volunteers can help, is needed. Feels that the administration is not hearing the needs or requests for solutions.

Another football dad suggested communication, team spirit, working together, transparency and a goal for the greater good was tantamount to a successful program. Said we need a donation management system. Another parent in audience said we already have one in house, but an Athletic Dept. volunteer said it would not be used.

CRUICKSHANK noted the concerns and plans to review, to see where positive change can be made. Board asked parents in attendance to remember many of the situations are brand new and considered normal for a “startup” school and we are committed to finding solutions as new opportunities to improve arise. We need to know the things that are not working, so we can help fix them or explain them.

### III. Introduce Guests

#### IV. Reports

- Principal Report- Mrs Cruickshank- Report sent out prior to the meeting. 471 students currently enrolled. Cognia call for Accreditation is 10/12. Report will be given at 10/25 board meeting. List of new events for master calendar given. Our Sharks are making waves all over town.
- Athletic Director- report sent to board prior to meeting. Update on fall sports. \$250,000 check from Tolbert received. 5K race update. Baseball field prep underway. STONE reminded that she is still waiting on login info for CheddarUp and other school accounts. Asked if notes of thanks are going out to donors.

#### V. New Items Requiring Action

- Adopt Naming Policy passed
- Head of School Chris Cruickshank's employment contract. Motion to approve made by PALMER. 2<sup>nd</sup> by STONE. Passed. FOUNTAIN share the job evaluation she filled out for Cruickshank. Indicated that she asked several teachers for their feedback. DISCUSSION on why only FOUNTAIN did the evaluation, as opposed to the entire board, teacher, student and staff input. Board agreed that all board members would fill out an evaluation to notate areas to expand upon, improve, goals to shoot for, etc.
- Hiring of Bookkeeper and Dean: STONE indicated that help is needed, as the school has doubled in size. Need a detailed oriented candidate to work with Red Apple, the school administration team and our board Treasurer. STONE to reach out to SIMPLE HR and other BSP to identify candidates for CRUICKSHANK and STONE to interview.

DEAN of students is needed to help Head of School with Discipline. Needs to be a strong candidate with a background in Discipline that can be the gatekeeper of issues, prior to the students being escalated directly to Head of School. Ability to troubleshoot, calmly assess situation, work with parents and staff, while guiding school in a positive light. CRUICKSHANK to review guidelines for this position and make a recommendation/start a candidate search. Will keep board posted on candidates and credentials.

- Update Construction Contract for Multi Story Classroom Building: FOUNTAIN continues to work diligently to get keep this project on schedule, despite delays. FOUNTAIN believes it is time to review alternative locations for the start of school and/or creative ways to utilize our current campus. Said we may need to approach DUMC to use space for classrooms. If this is needed LOCICERO to contact HELM at DUMC to begin discussions. LOCICERO suggested a Louisiana style "Hurricane" schedule, where students share single campus in staggered time periods.
- Single Repository to store all policies. HARRIS says all policies are on website and Sarah will add new ones.

## VI. REPORTS (AS NEEDED) STANDING COMMITTEES

- Grant Committee PALMER Updated -Triumph Fund is in with Dr. Fuller and he anticipates a response in the next 2 weeks. Looking for any new opportunities. Expressed concern with the amount of time it took to prepare the IMPACT 100 grant, only to not be identified as a suitable finalist is frustrating.

- Finance/ Fundraising Directive to STONE to remove former board member, Prebble Ramswell from Truist Bank account and replace with current members VP: PALMER and President FOUNTAIN along with Head of School, CRUICKSHANK as an authorized check signer. No accounts should be opened in school name, without written consent of Treasurer and President.

STONE elaborated on plan to reach out to SIMPLE HR and other potential Business Service providers to identify a bookkeeper for the school. She and Cruickshank to interview and hire candidate. Candidate to work with Red Apple as well. STONE and CRUICKSHANK will collaborate on candidate to hire.

STONE introduced Segregation of Financial Duties Policy and asked that all staff members and board members familiarize themselves with this important document. (see Share File sent prior to meeting by STONE)

STONE also requested clarification on whether we adhere to the Anti-Nepotism policy.

STONE is reprising the Fundraising Committee to get volunteers back engaged on helping her with fundraising, outreach and such.

- PR Marketing LOCICERO: Groundbreaking Ceremony date to be announced for an event. Questions on JONES donation, was that sent to media, if so, how? Does anything else need to be done?

Work continues on defining the athletic logo, fin school logo and addressing the negativity online surrounding it. Once sketches are ready, we will present.

Shared frustration again with staff not following the set procedures for donations and how media is handled for large donations. Need to have PR person present to coordinate the media plan, manage expectations, and help create a strategic plan. Board agreed.

- IT Chris Harris - IT and security controller update. Explained that Teacher Sams and an athletic department volunteer did work with him helping with IT items for students to get items ready for start of school.

- Athletics- SILVER -Suggestion to form a committee to work with AD and School administrators to implement some of the ideas shared.

Incorporate the Athletic Department Outline into policy and procedure.

- Facilities: FOUNTAIN progress on phase 2 Construction Meeting scheduled. Need to begin exploring alternative options for 2023 start of school year.

- Finance Bond Update- FOUNTAIN -FIRST SUPPLEMENTAL INDENTURE OF TRUST discussion.

## VII. AD HOC COMMITTEES; NONE

- Venue Rental: Not discussed due to time.

## VIII. OLD/CONTINUED BUSINESS

- Culinary Program- update Outstanding Needs ● Mattie Kelly Parking discussion

#### IX. INFORMATIONAL ITEMS

- Board Workshop lead by Melissa Arnold- policy, sunshine rules, board duties review scheduled for October 25th 2022 at 5:30-6:30
- November 22 and December 27th are scheduled board meetings that fall on holidays
- Business Service Provider-Discussion STONE feels it is time to look for additional support in this area.
- Reminder All Faculty, teachers and Coaches MUST use school provided email to communicate with student and athletes
- Construction meeting scheduled for October 27th 10:30 on site construction trailer

X. PUBLIC COMMENTS (limited to 3 minutes) Some additional comments by parents that stayed until the end, after watching the board meeting. Offered thanks for the hard work and volunteer hours. Understood more the innerworkings of school. Express additional concern with the need to get our arms around the growing pains and find suitable solutions. A few offered to help.

MEETING ADJOURNED by FOUNTAIN