

**Global Leadership Academy**

**Board Meeting**

**April 19, 2016**

**7:00 p.m.**

**Phone: +1 617 340 4082**

**MeetMe ID: 3216 6669**

**OR**

**Steel City Academy, 2650 W. 35<sup>th</sup> Avenue, Gary, IN**

**Board Members:**

Chair: Hilary Lewis

Vice Chair: Julianne Boulware

Treasurer: Katherine Pohlkamp

Secretary: Rose Joiner

Members: David Fischer, Odis Richardson, Erica Thompson Hines, Mike Hines

Attending in person: Hilary Lewis, Julianne Boulware, Katherine Pohlkamp, Rose Joiner, David Fischer, Erica Thompson Hines, Mike Hines

Attending via telephone:

Also In attendance: Chrissy Hart, Robert Hart

Not in attendance: Odis Richardson

**Minutes**

**Call to order:** Meeting was called to order at 7:00

**Review & Approval of Minutes:** David moves to approve minutes. Hilary seconds. Motion passes.

**Executive Director Report:** The executive director's report was presented to the board. It included updates on development status, facility progress, staff recruitment, student recruitment, community outreach, systems and supplies, and upcoming events.

**Financial Report:** The executive director's report was presented with the schools balance sheet and budget to actuals through March 31, 2016

**Teacher Compensation:** Chrissy presented a founding year compensation policy drafted for teachers being hired for the 2016-2017 school year. Julianne asked about lanes regarding teacher education levels; there will be no compensation based on advanced degrees, as there is no evidence that it impacts student achievement. The salaries we positively regarded as generous.

*David motions that the compensation policy is approved as amended. Hilary seconds. Motion passes unanimously.*

**Benefits:** David presented an overview of the benefit options with recommendations from the Finance Committee. It was recommended that Steel City Academy contract with GCG to act as our agent to provide United Health Care PPO and HSA options to employees with a proposed employer contribution of 80%. It was acknowledged that we may need to revisit dependent benefits next month when we approve the FY17 budget.

*David moved that the board approve the Finance committee's recommendation for medical benefits. Mike seconded. Motion passes unanimously, with Julianne abstaining.*

The Finance committee also presented an overview of the retirement benefits. It was recommended to use GCG again as our agent for the ease of our benefits being managed in one place. A 401k was recommended with an up to 5% match through Securian. It was also recommended that Steel City allow teachers to opt into TRF, instead of a 403B, should they so choose, but that Steel City would not contribute both to TRF and a 401k.

*David moved that the board approve using GCG as our agent to offer a 401K through Securian with up to a 5% match as one of two retirement options for employees, with the other being Indiana's TRF. Mike seconds. Motion passes unanimously, with Julianne abstaining.*

**New Board Members:** Hilary presented a proposal from the Governance committee of how to bring on new board members, recognizing that we will need to be adding board members in the future. The need for Gary and Northwest Indiana presence was addressed, in addition to a need for legal expertise and fundraising support. The proposal included a cultivation meeting by a board member, a meeting with a member of the governance committee which could also take the shape of a group orientation depending on the number of potential new members at the time. If recommended by the governance committee, they would attend the next board meeting where they would be voted on to the board.

*Mike moved to approve the onboarding process for new board members. Julianne seconded. Motion passed unanimously.*

**E-Rate Vendor Approval:** Robert gave an overview of the E-Rate proposal process which included working with a consultant from AdTec to ensure that our proposals were done correctly to ensure that we do not potentially lose this source of funding. After posting the RFPs and waiting the required amount of time, proposals were presented from Lambeau, MTA, and ENA for internet service. Sprint, Verizon, and ATT&T submitted proposals as cellular and data service providers. Sprint had a comparable price to Verizon and ATT&T, but only required a one year contract.

*David moved that the board approve the proposal and authorize the Executive Director to execute a contract with MTA as the internet service provider.*

*David moved that the board approve the proposal and authorize the Executive Director to execute a contract with MTA as the voice service provider.*

*David moved that the board select MTA as the internal connection, Managed internal Broadband Services and Basic Maintenance of Internal Connections.*

*David moved that the board approves the proposal and authorize the Executive Director to execute a contract with Sprint as the cellular and data provider*

**SBOE CHARTER AND INNOVATION SCHOOL ADVANCE PROGRAM:** Executive Director, Chrissy Hart, provided the board with an update on the application for the SBOE charter and innovation school advance program. Chrissy explained the purpose of the advance program and the scope of expenses that would be allowed. She presented the findings offered by members of the finance committee that the budget could sustainably support the debt service at 1% over 10 years on a \$1,400,000 loan and still keep total facility costs under 15% of basic revenue.

Chrissy requested the board's approval to submit the application and request \$1,400,000. The board discussed the proposal and there was no opposition to the submission of the application. David proposed allowing Chrissy to submit the application and taking a vote to approve the loan once the SBOE makes a determination on the final amount. There were no objections.

**Adjournment:** David motions to adjourn at 9:00. Mike seconds. Motion passes unanimously.