

**Steel City Academy
Board Meeting
November 14, 2016
7:00 p.m.
Phone: [+1 617 340 4082](tel:+16173404082)
MeetMe ID: 3216 6669
OR
Steel City Academy Building
2650 West 35th Street
Gary, Indiana**

Board Members:

Chair: Hilary Lewis
Vice Chair: Erica Thompson
Treasurer: Katherine Pohlkamp
Secretary: Rose Joiner
Members: David Fischer, Odis Richardson, Mike Hines, Shelbie Byers

Attending in person: Hilary Lewis, Rose Joiner, Odis Richardson, Katherine Pohlkamp, David Fischer, Shelbie Byers

Attending via telephone: Mike Hines

Not in Attendance: Erica Hines

Also In attendance: Chrissy Hart, Robert Hart, Duane Krambeck, Katie Kirley

Minutes

Call to order: Meeting was called to order at 7:05

Review & Approval of Minutes: Katherine motioned to approved the 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, and upcoming events. Mike asked clarifying questions about the culture reason for withdrawal. Katie gave further insight on steps being taken to address the cursing and hate language. David raised whether giving the PLAN was appropriate for 9th graders.

Personnel Handbook: Shelbie reviewed her suggestions for changes to the personnel handbook. Considerable time was given to the discussion of FMLA, with Shelbie's recommendation to not include it because Steel City's staff is small enough to not have to offer it. Additionally, the provision for personal leave and maternity leave provided a mechanism for allowing staff members extended time off if needed. David made a motion to approve the recommended changes. Hilary seconded. Motion passed unanimously.

Student Handbook A proposal from IFF was presented for their construction services. It was proposed that the contract include evaluation of other properties in the area should the back building be a non-viable solution. Hilary Lewis made a motion to approve the contract with a cap of \$10,000 to negotiate for real estate services if necessary. Mike seconded. Motion passed unanimously.

Budget Review: Katherine and Robert provided an overview of the budget. Shelbie suggested a financial adviser for best approaching the loan from the state board.

Kindergarten: Chrissy proposed delaying the expansion to kindergarten from the 17-18 school year until the 18-19 school year. The reduced enrollment would be proportional to the reduced costs and would provide more time to prepare adequate facilities for the kindergarten students. The proposal would then be taken to the ICSB for approval. David motioned to approve the proposal. Katherine seconded. Motion passed unanimously.

Adjournment: Hilary moved to adjourn the meeting at 8:50. David seconded. Motion passed unanimously.