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## Genesis Innovation Academy

*“Creating a Legacy of Greatness – One scholar at a time!”*

Meeting Link: [https://zoom.us/meeting/register/tJAuce6prj4rHNEFXf\\_00jKSIBRQ\\_00SDeou](https://zoom.us/join/https://zoom.us/meeting/register/tJAuce6prj4rHNEFXf_00jKSIBRQ_00SDeou)

February 23, 2023

7:00 PM

### BOARD MEETING MINUTES

- I. Opening / Call to Order:
  - A. Meeting called to order at 7:05 PM
  
- II. Attendance and Quorum Verification
  - A. Attendees: Tomika Jones - Chair, Dr. Marcus Shute, Taylor Brown, Keshia Niblack, Marissa Coleman, and Dr. Gavin Samms
  - B. Late Attendees: Eddie Bradford
  - C. Absentees: Jeff Lawrence
  - D. Quorum was met.
  
- III. Consent Agenda (Madam Chair Jones)
  - A. Adoption of Agenda
    1. Motion adopted by K. Niblack to adopt the Consent Agenda
    2. Motion seconded by T. Brown
    3. Motion passed unanimously.
  - B. Approval of **January** Minutes
  - C. Committee Reports
  - D. Recommended Board Action Items
    1. Approve Girls Academy **December** Financials
    2. Approve Boys Academy **December** Financials
  
- IV. Announcements & Recognitions (Madam Chair Jones)
  - A. The SCSC Board meeting was on Wednesday, February 22. The SCSC board formally voted to approve the 5-Year renewal for Genesis Boys and Genesis Girls Academies.
    - a. GS was at the meeting and TJ joined virtually.
    - b. TJ noted the positive comments from SCSC board members about Genesis and thanked GS and the Genesis staff for their work.
    - c. GS thanked the Board for their continued support from the beginning.
  - B. Board member Marissa Coleman was recently made a partner at her firm. All members extended congratulations.
  
- V. Discussion & Action Items for the Board
  - A. Governance – (Dr. Marcus Shute, Committee Chair)
    1. Update Item #1: SCSC Training

- a. MS informed the Board that all members have either completed the mandatory SCSC Board training or are scheduled to attend the Atlanta training scheduled in April.
2. Update Item #2: SCSC Monitoring Corrective Action Plan
  - a. GS reported that GIA submitted a plan for each event and that SCSC is in the process of reviewing them to determine credit points for findings.
3. Discussion Item #1: In-Person Board Meetings
  - a. GS recognized Greg Stevens to clarify requirements for in-person Board meetings. G. Stevens explained that we are entitled to hold virtual board meetings but the preference is in-person board meetings. However, opinions are still forming.
  - b. TJ reminded the Board about previous discussions to have two in-person meetings per school year (April and another month), but we remain open to additional months/year. The suggestion is to select the two months for FY24 in-person meetings when we meet in April.
  - c. TJ shared a reminder about the April 27th In-person Board Meeting
4. Discussion Item #2: Bi-monthly or quarterly meetings for some committees instead of monthly meetings
  - a. MS pointed out that business needs will drive the frequency for committee meetings and that the committee chair will lead those efforts.
  - b. GS advised committees to return with their recommendations regarding the frequency of their meetings.
  - c. TJ advised that the Board vote on the two months for the FY24 in-person meetings when we meet in April but complete FY23 on our current monthly schedule.
5. TS reminded the Board about the upcoming GCSA Conference scheduled March 13-15 at Westin Buckhead Atlanta. Interested members should inform Dr. Samms by Monday, 02/26/23. We have two free badges.

B. Finance - (G. Samms and T. Brown for Jeff Lawrence, Committee Chair)

1. Update Item #1: Technology Ad-Hoc Committee Update
  - a. Update tabled.
2. Update Item #2: Facilities Renovation
  - a. GS reported that furniture is being returned to the original location so students can move back to their classrooms on Monday. Also, cleaning has been completed and the floor buffed. Insurance feedback is still pending approval for vendor payment, but the work has been completed and on target.
3. Action Item #1: Teacher Salary Scale
  - a. G Samms reported that the proposition is to map to APS' schedule. Currently, the recommendation is pending the full analysis to count 2 years of non-certified experience as one year. Discussed APS, Fulton and Dekalb scales as well as Globe Academy.
  - b. G Samms will answer any questions if you email your questions. When his team returns and they complete the analysis, he will send it to everyone. (Goal is a full analysis of our current teaching staff payroll under our current model and the proposed model discussed.

C. Development (Keishia NiBlack, Committee Chair)

1. Action Item #1: Development Committee Recommendation
  - a. The Development Committee will be recommending that the Board approve the extended term contract from Lance Lucas.

- i. Discussed services and purpose of Lance Lucas & Associates to create a comprehensive development solution to support Genesis fundraising goals and capital campaign.
- ii. The program that's being considered is a 30-month program @ \$17,850/month with three phases..
- iii. Adrian Lucas and team answered Board questions about the proposal costs and services. The Board requested a few more details around the timeline to provide more information and SWOT analysis to make a decision.
- iv. TS explained that a Called Meeting would be required and MS asked that a full proposal be sent to the Board.

D. Academic Excellence – (Dr. Gavin Samms, Committee Chair)

- 1. Update Item #1: Staffing Update
  - a. A new English Arts Teacher is now onboard.
  - b. Genesis will be attending the Georgia Charter School Association Job Fair and another one in March.
- 2. Update Item #2: Enrollment Update
  - a. Current enrollment was reviewed 288 – Boys' Academy and 284 – Girls' Academy. Overall, enrollment has decreased, and the applications report is pending. A marketing firm has been engaged to increase our effective social media presence. Data on the effort is forthcoming to determine if we want to purchase more services from the contractor.
  - b. The Year-Over-Year Enrollment comparison report will be made into a standard report.
- 3. Action Item #1: Approve FY24 Calendar
  - a. Calendar is similar to APS; The last day of school will be May 20, 2023 (APS is on the 24<sup>th</sup>); Genesis adds an asynchronous day on what is an APS off day.
    - i. KN moved to approve the FY24 Calendar as presented.
    - ii. EB seconded by motion.
    - iii. The vote was unanimous.

VI. Public Forum

- A. Guest: Greg Stevens commented on the development item discussion

VII. Executive Session (not scheduled)

VIII. Action Item Review

- A. Old Business (prior Action Items)
- B. New Business (new Action Items)
  - 1. TS requested a full package from G Samms to provide rationale for the Salary Scale Analysis recommendations, and he will send the salary scale analysis to everyone when it's completed.
  - 2. TJ advised that the Board vote on the two months for the FY24 in-person meetings when we meet in April but complete FY23 on our current monthly schedule.
  - 3. MS requested that each committee prepare a recommendation for their meeting frequency during their March meetings to present to the April Board meeting.

4. KN to send the full Development Proposal to the Board for their review and TS advised that Lucas & Associates will be informed about the Development Called Meeting timeline. The Board Called Meeting will follow immediately (March 3-6).
5. G Samms will make sure we have a Year- Over-Year enrollment comparison as a standard report.
6. Ms. Davis to confirm who is registered for the GCSA Conference
7. TB to inform the Finance Committee to schedule a Called Meeting to discuss a recommendation to the Board regarding the salary scale next week.
8. TJ will send the Board the Conference presentation link and anyone else who is interested in attending the GCSA conference, but please inform Dr. Samms by Monday, February 26, 2023.

IX. Next Board Meeting: [March 23, 2023](#) @ 7:00 PM

X. Closing and Adjournment

- A. MS moved to adjourn the meeting @ 7:20 PM
- B. KN seconded the motion.
- C. Abstentions: none; Opposed: none
- D. The motion was unanimously passed.