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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\\_0OjKSIBRQ\\_0OSDeou](https://zoom.us/meeting/register/tJAuce6prj4rHNEFXf_0OjKSIBRQ_0OSDeou)

May 25, 2023

7:00 PM

### BOARD MEETING MINUTES

- I. Opening/Call to Order:
  - A. Madam Chair entertained a motion to call the meeting to order @ 7:05 P.M.
    1. Motion made by Jeff Lawrence to call the meeting to order @ 7:05 PM.
    2. Motion seconded by Dr. Marcus Shute.
    3. Abstentions – none.
    4. Opposed – none.
    5. Motion carried by unanimous vote.
  
- II. Attendance and Quorum Verification
  - A. Tomika Jones - Chair, Taylor Brown, Jeff Lawrence; Dr. Marcus Shute, and Dr. Gavin Samms
  - B. Late: Keishia NiBlack and Eddie Bradford
  - C. Absent: none.
  - D. Quorum met.
  
- III. Consent Agenda (Madam Chair Jones)
  - A. Adoption of Agenda
    1. Madam Chair entertained a motion to adopt the Consent Agenda
      - a. Motion made by Jeff Lawrence.
      - b. Motion seconded by Dr. Shute.
      - c. Abstentions – none.
      - d. Opposed – none.
      - e. Motion carried by unanimous vote.
  - B. Madam Chair entertained a motion to adopt the Consent Agenda
  - C. Approval of April Minutes
  - D. Committee Reports
    1. Title IX Policy
  - E. Recommended Board Action Items
    1. Approve Girls Academy March Financials
    2. Approve Boys Academy March Financials
  
- IV. Announcements & Recognitions (Madam Chair Jones)
  - A. It is the end of school, and we sincerely appreciate the hard work accomplished by the teachers and staff

- V. Public Budget Meeting (Dr. Samms for Jeff Lawrence)
  - A. Summary of Budget
    - 1. Girls Financials
      - a) Revenue is \$5.1M (instructional costs is the bulk of it)
      - b) Currently project a Net Loss of \$56K due to projected salary increases (approved and projected scales) which will be discussed in the upcoming Finance Committee Meeting
        - 1) They will identify costs and make as many revisions as possible to present to the next Board Meeting
        - 2) Adoption of the new salary scale for competitive salaries and a couple of major expenses that could be delayed
        - 3) Enrollment number is somewhat conservative, so revenue numbers will probably increase based on the October 2022 enrollment count
    - 2. Boys Financials
      - a) Revenue is \$5.3M (the difference is special education and instructional costs is the bulk)
      - b) Currently have a \$189M Net positive with salary scale projections and costs included as with Girls
      - c) Boys could possibly carry the real estate property search
- VI. Discussion & Action Items for the Board
  - A. Governance – (Dr. Marcus Shute, Committee Chair)
    - 1. Update Item #1: Governance Training
      - a) All Board Members should complete all annual required governance training
        - 1) June 2 is the make up session for Taylor Brown and Keisha Niblack; Jeff Lawrence TBD
    - 2. Update Item #2: Board Development
      - a) Beverly Echols is scheduled to meet with the committee next Wednesday (Daryl’s reference via United Way).
        - 1) She has a real estate and finance background
        - 2) If the committee approves, the committee will present her to the Board.
        - 3) The chair encourages everyone to continue seeking new Board members.
    - 3. Discussion Item #1: Board Retreat (Madam Chair)
      - a) July 15 or 22 are the target dates for the retreat, and Madam Chair.
      - b) She will send survey to everyone to complete.
  - B. Finance - (Dr. Samms for Jeff Lawrence, Committee Chair)
    - 1. Update Item #1: Facilities Renovation Update
      - a) We’ve paid the litigation serves and have a lien waiver
      - b) No update from the insurance company yet
        - 1) The revised estimate is still pending per insurance company correspondence (05/15/23)

- 2) We should be prepared that delays may continue based on the punch list
- 3) Completion of the work still pending an external expert to oversee the punch list
- 4) Renovation costs are still unpaid (approximately \$6-8K still pending)
  - i Taylor is willing to walk through the work with the architect if needed, and it was suggested to have a copy of the invoice during the walk through
  - ii Discussed the pending scope of work and payments legal requirements and GS will reach out to Rob about the sense of financial urgency
  - iii The insurance company should be initiating updates and follow up vs GIA

2. Action Item #1: Vote on Salary Scales (Dr. Samms)

- a) GS received updates for salary scales feedback- for example, the Registrar scale matched exactly as district recommends
- b) Discussed other position and scale bucket comparisons), but Gregg has a bank of positions and salary scales that he can share with Dr. Samms
- c) Instructional Coach have added salary because they must do more development work; Strategic and Development roles (Masters) so APS has more requirements added; Programs Coordinators require masters; and Special Ed have more state components; Dean of Students discussed. Also, the top positions (Business Ops, Instructional, and Curriculum Instructions) were reviewed.

C. Development – (Keishia Niblack, Committee Chair)

1. Update Item #1: Development Consult Update
  - a) NDA disclosure was received from Lucas Lance Consulting.
  - b) Dr. Samms set up a meeting with Tech, but Dr. Samms will send an email to
  - c) The scope work to start is May 15 and ends June 30.
  - d) Dr. Samms to set up a folder on the One Drive for payments which Keisha and Madam Chair will confirm completion status.

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

1. Update Item #1: Staffing Update
  - a) Open positions include the following: elementary staff; fourth grade math position girls open. English upper school Girls; technology or connections, Specials, elective position open in middle school boys; However, we have a few leads on some positions.
  - b) Some gifted teachers have certifications and may be moved out of the classrooms.
2. Update Item #2: Enrollment Update
  - a) Boys = 298 (67 registered) and the report is due the 15<sup>th</sup>
  - b) Girls = 309 (89 registered) and the report is due the 15<sup>th</sup>

- c) October count has a better profile towards improvements.
  - d) Dr. Samms will share the video they use for social media in the next meeting.
3. Update Item #3: Academic Update
- a) Discussed Boys Reading scores in the low 40s but we will keep pushing for improvements and move teachers around as necessary based on summer training.
  - b) Discussed Girls Reading will be fine but middle school math may have some concerns as we adjust with training.
  - c) We will use DOE and do more modeling in our training to understand how to work with our kids – flip classroom training and intervention.

VII. Public Forum

- A. Gregg Stevens, SCSC
- B. Christs Thomas, SCSC

VIII. Executive Session (none)

IX. Action Item Review

- A. Old Business (prior Action Items)
- B. New Business (new Action Items)
  - 1. GS will reach out to Rob (attorney) about the sense of financial urgency.
  - 2. GS will follow up with the insurance company as well.
  - 3. Gregg will share a bank of positions and salary scales with Dr. Samms.
  - 4. KN will review the email that GS is sending her to confirm Lance Consulting completion status.
  - 5. GS will follow up with KN and TJ (One Drive or Google Drive) information for Lucas Consulting (email link tomorrow.)
  - 6. JL and the Finance Committee will review the budget and adjust it for our next Public Budget meeting in June.
  - 7. The Executive Director Salary Scale will be reviewed by Finance.
  - 8. JL will follow up regarding his training class credit as well as TB and KB.
  - 9. Eddie will follow up with South Bank for the next meeting.

X. Next Board Meeting: [June 22, 2023 @ 7:00 PM](#)

XI. Closing and Adjournment of meeting

- A. Madam Chair entertained a motion to adjourn the meeting to order @ 8:45 P.M.
  - 1. Motion made by Keishia NiBlack to call the meeting to order @ 8:45 PM.
  - 2. Motion seconded by Tomika Jones.
  - 3. Abstentions – none.
  - 4. Opposed – none.
  - 5. Motion carried by unanimous vote.