
Genesis Innovation Academy

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

Meeting Link: https://zoom.us/meeting/register/tJAuce6prj4rHNEFXf_00jKSiBRO_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 out the real estate property search.
 - 3. Public Forum – There were two SCSC staff members present with no comment. No other members of the public were present.

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 comp 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 15th
 - b) Girls = 309 (89 registered) and the report is due the 15th

- 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. There were two SCSC staff members present with no comment. No other members of the public were present.

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.