



Henry Ford Academy Board of Directors
Meeting Minutes
February 21, 2024

Board Members Present:

Lucie Howell
Brent Ott
Todd Nissen
Bonnie Lobert
Anne Michelis

Board Member Absent:

Mike Schmidt
Amal Berry

Public Communications: None submitted

A. Call to Order

The meeting was called to order at 9:05 a.m. by HFA Board President Brent Ott.

B. Motion for Approval of the February 21, 2024 Agenda.

Motion to approve by Bonnie, supported by Lucie. All approved.

C. Motion for Approval of December 13, 2023 Minutes.

Motion to approve by Bonnie, supported by Lucie. All approved.

Action Items:

A. The Oath of Office for Dr. Derrick Coleman - WRESA Appointed HFA Board Superintendent oath was postponed until the March 20, 2024 BOD meeting because Mr. Coleman was not present.

A. Motion for Approval of Certificate of Continuing Compliance.

Motion to approve by Bonnie Lobert, supported by Lucie Howell. All approved.

B. Title 9 Updates/Grievance Policy

Lucie complimented the writers on the language of this certificate. Brent asked how this information would be disseminated and Mike responded. Todd suggested a paragraph of explanation at the beginning of the document. Lucie thanked the writers for putting this together. Motion to approve by Bonnie Lobert, supported by Lucie Howell. All approved.

Non-action Items:

1. Introduce New Staff - Taylor Waits

Cora introduced Taylor Waits, the new English teacher on staff, and explained that she works with 10th graders on the Village campus. Then Taylor introduced herself and gave some background on how she relocated to Michigan and became employed at HFA. Taylor talked about how she has an open door policy with her students. Brent added that similar to hers, there is an open door policy between the BOD and the HFA and The Henry Ford. Bonnie said that she enjoyed reading Taylor's impressive resume.

2. Cora's retirement - Brent said an extensive search will be done for her replacement. He added that Cora will take on a new advisory role similar to that of a superintendent. She said that her last day will be June 30, 2024. Brent said we can look forward to parties celebrating Cora's retirement.

3. **Intellectual Property** - In the interest of the teacher's schedule, this item was moved ahead of the others. There was a discussion led by Cora regarding intellectual property and Ronnie Shobert's letter request that she be allowed to sell lesson plans and other materials on websites such as "Teachers Pay Teachers." Cora said that there is a clause in the HFA teacher contract that states work created by a teacher while they are employed at HFA remains the intellectual property of HFA. Ronnie explained her desires, goals for intellectual property and her perspective on how it affects her teaching. She stated that she would be creating work to be sold in the evening so it didn't conflict with her teaching time at HFA. Anne compared the HFA policy to one that is used at Ford Motor Company regarding intellectual property. Bonnie asked about collaboration and how sharing teacher materials for compensation might impact the natural collaboration that comes about in the process of teaching. Lucie shared thoughts on how licensing, trademark and copyright could impact Ronnie's goals with some guidance. Lucie also suggested that HFA lean into what universities and colleges do when it comes to who owns what piece of an original work product. Brent reflected on the challenge of separating work created on the job during the day and work created in the evening. Bonnie discussed the concept of a conflict of interest and whether it impacts HFA teachers. It was decided that there would be more research into the topic. The Board decided to go into a closed session to discuss the matter further after the meeting was officially adjourned. The Board thanked Ronnie for everything she is doing for her students and Lucie emphasized that Ronnie's work is valued.

4. **Emergency Operations Plan** - The presentation and discussion was led by Mike Flannery. He directed attention to page three of the document, which displayed the "incident command system." Mike added that he is working with the THF security team to improve this as it is a work in progress. Anne asked how this plan is being received by parents, because she would like to make sure their feedback is considered. Mike said they are definitely doing that and offered as an example of this that HFA changed the way students are dismissed on a snow day. Cora discussed that there are weekly meetings with security. She added that there are challenges in being hands on as administrative leadership while at the same time, when there is an urgent situation someone has to be constructing accurate messaging for the parents so it is sent out right away. A HFA parent who was present said the school leadership was effective when there was a threat in fall 2023 in sending out a series of texts and then emails. Brent said he asked THF security team to review this emergency plan because changes will be made once the campus becomes digitized.

5. **ESSER III: Continuity of Learning Update** - Tim Kumbier said that this document gets updated regularly and that he had added an introductory paragraph. He discussed that paraprofessionals have been added as the ELL program grows and credit recovery needs increase. He credited Cherice Redwine with the growth of the HFA mental health programs. He also mentioned that HFA maintains the All Virtual School program. Todd asked about the number of students enrolled in AVS. Tim responded that Tri 1 there were 14, and in Tri 2 there are 32. Cherice discussed the top reasons students and parents request AVS.

6. **Budget Update** - Randy Stefani presented the "Statement of Activities" as of Dec. 31, 2023. He explained the area in red under "2023-2024 YTD Actual." Randy said he feels good about the current HFA financial situation. He discussed the five week audit and that the "Prior Year Full Year Actual" \$303,151 surplus isn't accurate because it includes an amount carried over. He took time to answer questions. Bonnie thanked Lucie and the finance team for their work on this budget.

The Henry Ford Academy Board of Directors meeting was adjourned at 10:15a.m.

NEXT HENRY FORD ACADEMY BOARD MEETING WILL BE ON Wednesday, **March 20th, 2024 at 9am in the Performance Room of the Henry Ford Academy Museum Campus.**

Respectfully submitted,

Annette Schwartz
Secretary to the Board