Thursday, March 3rd, 2022
5:30PM to 7:00PM

Location: Zoom meeting

March 3, 2022 - ILH Board Meeting (2).p

Meeting Item	Corresponding Indicator	Description
Board Members Present	The Board is comprised of all essential skillsets and all members are contributing *Core Question 3: Is the organization effective and well-run?* *3.1. Does the board demonstrate strong governance oversight?*	**Live streamed** *Board Members:* - Paul Smith – Present - Natalie Huestis – Not present - Kierstin Janik – Present virtually - Paul Whitmore – Present - Meghan Ruesch – Not present - Kia Wells – Present - Tyler Ewigleben – Present - Zachary Alexander – Present - Trevor Butler – Not present *6/9 board members = Quorum* *Staff Members* - Aleicha Ostler, School Leader - Arion Clanton
Mission Moment	**ILH Extra Curriculars** *Core Question 4: Is the school providing the appropriate conditions for success?* 4.7. Is the school climate responsive to the needs of students, staff, and families?	Arion Clanton presenting Arion leads the extra-curricular sports and clubs Basketball – Lady Makers; Made it to the playoffs Kierstin asked if there is a league Arion: Yes, ICS league started last year, but with COVID this was really the first year





Girls on the run

Talk about what it's like to be a young lady and run as a club. End program with running a 5k that their parents can run with them. Helps get the families involved.

Every girl and their parents finished the race



Boys Basketball



Cheerleading



Robotics

Took 19th out of 40 – Only 2 elementary schools in those 40 and ILH was 1 of them



Bowtie Wednesdays



Many other clubs and activities:

- Process Arts
- Animal Keepers Club
- Student Council
- Banding Together
- Yoga/Wellness
- Tutoring

Will add more clubs and activities next year:

- Flag football
- Wrestling
- Heart and Sole (Running for 6-8th graders)
- Track and Field (boys and girls)
- Taekwondo

Paul Smith: What % of kids are involved in something – One of these activities?

Arion: I would say around 80% of the students. We do have to do some cut-offs for some activities.

Paul Smith: Would you consider some active process to go after the 20% to get them involved in something. I think it would be better for the child if they are involved in an activity.

Arion: The younger grades

Kia: Talk to us about the needs the teams have.

Arion: Uniforms, bussing to away games, score board, stands and bleachers

Tyler: Came and saw a basketball game we talked about finding some bleachers – Did we find some?

		Aleicha – Did have a donation of 1 set of bleachers, could use another. May have a lead on a score board. We don't have mats for taekwondo. Looking at grants. If someone is willing to sponsor a set of uniforms, that would be great. Getting people in our building is a great recruitment tool. Zachary – Subaru has a grant open right now. Sent a link to it and its due at the end of the month.
Action Items	**Hiring Budget** *Core Question 2: Is the organization in sound fiscal health?* 2.1 A. Short-term health: Does the school demonstrate the ability to pay its obligations in the next 12 months? 2.1 B. Short-term health: Does the network demonstrate the ability to pay its obligations in the next 12 months?*	Brian Anderson Very comfortable that our funding will be at $11k/student and feels this is very conservative - Brian outlined what makes up the $11k Aleicha is targeting/ forecasting 200 students next year, this equals $2.2 million to rely on. After accounting for other needs we should be around $1.6M We did exceed enrollment target this year. Paul Smith: Clarifying question on salaries in the budget. Paul W.: Brian: Conservative start, we are in growth mode – This gives us a lot of cushion Asking for a motion to work offer MOU's within the outlined parameters forecasts: - Motion: Tyler - Paul W.: Second *No further discussion* Vote: - Paul Smith – Ay - Kierstin Janik – Ay - Paul Whitmore – Ay - Kia Wells – Ay - Tyler Ewigleben – Ay - Zachary Alexander – Ay Motion passes

Action Items	**Transaction Approval Process** *Core Question 2: Is the organization in sound fiscal health?* 2.3. Does the organization demonstrate it has adequate financial management and systems?	Aleicha: Requirement to review purchases Brian: Explained requirements to review all the payments in a given month. Some back and forth on charter school requirement. Aleicha: Will start sending this with the board meeting documents for it to be discussed if anyone has a question. Paul S.: Can't it be over a certain $? Brian: Needs to be all transactions Paul S./Aleicha discussion: Go through finance committee to report to the board Will approve past ones in next meeting.
Action Items	**Finance / Grant Management Fees** *Core Question 2: Is the organization in sound fiscal health?* 2.3. Does the organization demonstrate it has adequate financial management and systems?	Brian: Fees for services are going up due to the additional requirements Paul S.: Start by telling us what you charge currently and then the revised numbers Brian: $30k/year, happy to share the list of things that we do such as form 9 reporting, consulting time, reporting to OEI/DOE/etc. Nothing is charged hourly – This is an all-inclusive cost We are not grant managers, but we help out with whatever. It has become an expectation with customers that this is part of our services, such as title and ester reporting. We have 3 tiers, ILH is probably tier 2 for the services we need. Moving from $30k annually to $72k annually. We are a non-profit Talking with Aleicha, it makes sense to hire us on for the additional $6,000 to pick up the grant piece as we'd have to hire someone part time to do it Aleicha – Confused on if we are tier 1 or 2? Brian: Explained tier 1 and 2 Paul S.: Assuming we do not have the capacity to do these things with the staff we have currently? Aleicha: No, we do not at this time. Think we really need to be on that support for next year, but would like to train and have a plan in place to train to get lower tier. Brian: It's about a ½ time job. Tyler: Is this a year long commitment? Brian: Yes, but we are operating in good faith now. We just need 30 days notice, we aren't going to hold anyone captive that doesn't want to work with us.

		Tyler: Good idea to have a plan to train someone and make it a win for both organizations. If we need the services and we do not have anyone on staff to do it, it makes sense to work with an organization we already have trust with. $30k additional a year would be less than we'd pay someone on the staff to do it, I assume. Support moving forward. Clarify that it is just $6k in new work. Asking for a motion to authorize ILH to spend in our next fiscal year, July 1st, $72k for these services: - Motion: Tyler - Second: Kierstin *No further discussion* Vote: - Paul Smith – Ay - Kierstin Janik – Ay - Paul Whitmore – Ay - Kia Wells – Ay - Tyler Ewigleben – Ay Motion passes
Action Items	**Code of Conduct** *Core Question 4: Is the school providing the appropriate conditions for success?* 4.5. Has the school developed adequate human resource systems and deployed its staff effectively?	Aleicha Document has helped us to streamline the discipline process and roles and responsibilities for situations Adding vandalism and cell phones Asking for an initial approval of document with and that we will come to the board with any change as we add or revise. Paul W.: Do you have a quick reference guide for teachers? Aleicha: The chart is what we are using for that. Paul W: Do you share this with families? Aleicha: Yes and they have given feedback on it Motion to approve the code of conduct as presented: - Motion: Paul W.

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- Second: Tyler
No further discussion
Vote:
- Paul Smith – Ay
- Kierstin Janik – Ay
- Paul Whitmore – Ay
- Kia Wells – Ay
- Tyler Ewigleben – Ay
Motion passes
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<td>Action Items</td>
<td>School Calendar 2022 – 2023

Core Question 3: Is the organization effective and run-well?

3.1. Does the board demonstrate strong governance oversight?</td>
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Motion to approve the school calendar:
- Motion: Tyler
- Second: Paul W.
No further discussion
Vote:
- Paul Smith – Ay
- Kierstin Janik – Ay
- Paul Whitmore – Ay
- Kia Wells – Ay
- Tyler Ewigleben – Ay
Motion passes
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<td>Briefing / Discussion Items</td>
<td>Executive Report

Core Question 2: Is the organization in sound fiscal health?

2.1 A. Short-term health: Does the school demonstrate the ability to pay its obligations in the next 12 months?

2.2 Long-term health: Does the organization demonstrate long-term financial health?

Core Question 4: Is the school providing the appropriate conditions for success?</td>
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Enrollment Update
<table>
<tr><th>Date</th><th>Enrollment</th><th>Growth/Decline</th></tr>
<tr><td>June 2 (last day of school)</td><td>120</td><td></td></tr>
<tr><td>July 25</td><td>180</td><td>+60</td></tr>
<tr><td>July 26</td><td>115 attended</td><td></td></tr>
<tr><td>August 2</td><td>151</td><td>+36</td></tr>
<tr><td>August 25</td><td>174</td><td>+23</td></tr>
<tr><td>September 1</td><td>170</td><td>-4</td></tr>
<tr><td>October 1</td><td>164</td><td>-6</td></tr>
<tr><td>January 4</td><td>160</td><td>-4</td></tr>
<tr><td>February 1</td><td>157</td><td>-3</td></tr>
<tr><td>March 1</td><td>156</td><td>-1</td></tr>
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Tyler: Great work!

COVID Update
- Adjusted guidelines for positives
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	4.5. Has the school developed adequate human resource systems and deployed its staff effectively? *4.7. Is the school climate responsive to the needs of students, staff, and families?*	- Considering going to optional masks, did a survey – 52% to make it optional – No comments adamantly against it. - It will help with the staff to make it optional. School is very hot and makes it difficult for them and are continually telling students to put the mask up. Kierstin: What has the positive case count been. Aleicha: Many weeks without. 1 student that tested positive in the recent weeks. Tyler: Follow the guidelines. Don't want a situation where people feel uncomfortable. For the transition following the guidance, but take steps on how to respect what everyone is comfortable with. Aleicha: Absolutely – Powerpoints, talking points **Partnerships (Voices and SECS)** - Kia – Thank you for your partnership, we are excited to get over to the school - Aleicha: One of our students picked Kia's organization, Voices, to do their project on for Black history month on organizations that lift Black voices. **Operations Manual** - Project plan developed - May completion goal **Employee Tax Redemption Update** - Said we do not qualify **Staffing Updates** - Did hire 2 licensed teachers **Wizard of Oz** - Going to put on a production of Wizard of Oz - Try outs right before spring break Paul: Is it the full version? Aleicha: Modified for students
	Lot/Concrete/Locks	Parking lot becoming a safety issue - Looking into quotes Interior locks - IPS owns the core key and can't get it - Need to rekey the doors in the interior - Looking at getting quotes - Want to look at doors that look automatically which would create a safer environment – Lock from the -

	Teacher Compensation Committee *Core Question 3: Is the organization effective and well-run?* *3.1. Does the board demonstrate strong governance oversight?* *3.4 Is the school leader strong in their academic and organizational leadership*	Kierstin, Natalie, Paul S. and Brian on the committee 2 meetings so far Working to develop philosophy and strategy Did survey with staff on what is desired.
Committees	**Sub-Committees** *Core Question 3: Is the organization effective and well-run?* *3.1. Does the board demonstrate strong governance oversight?* *3.4 Is the school leader strong in their academic and organizational leadership?*	Goals for each committee were established Finance: Trevor – Not on - No updates Governance: Tyler E. - No updates Facilities: Paul Smith - No updates Development: Zach Alexander - No updates Compensation Committee - Update above

Meeting end:7:09 PM