

SAGE Academy School Board Meeting

SAGE MISSION STATEMENT:

SAGE Academy seeks to develop a community of reflective lifelong learners while actively promoting compassion and understanding in a diverse world.

A. Meeting called to order by Board Chair – Candy Naves		Date / Time: Feb 24, 2020, 5:15 pm
B. Meeting Attendees		
Board Members		
<input checked="" type="checkbox"/> Candie Naves, Chair	<input checked="" type="checkbox"/> Joseph Norby-White	
<input checked="" type="checkbox"/> Leslie Geist, Vice-Chair	<input type="checkbox"/> Michael Hunter	
<input checked="" type="checkbox"/> Dean Heller, Treasurer	<input type="checkbox"/> Hollis Wilson	
<input checked="" type="checkbox"/> Brenda Peterson, Secretary	<input type="checkbox"/> Antonio Smith	
Ex-Officio Members		
<input checked="" type="checkbox"/> Cari-Ana Garcia Luna, Director		
Staff and Guests		
Jennifer Borgerson - NEO		Cam Reed
Kathe Hetterick		
C. Community input (5 min / person)		
Name	Input	
Kathe: Noted students have been traumatized by fights in school. This has affected the morale of the school.		
Kathe: Have \$22,000 in the Hetterick Foundation for Global Learning. Kathe is working with Cari-Ana to evaluate use of the funds.		
Kathe: Has obtained a unique Sacred Flower of Africa “Corpse Plant” that will be available for students’ learning.		
D. Approval of Agenda	Corrections made	Removal of Item H Policy & Family Handbook Amendment from agenda.
	Board motion	Approve the agenda
	Board Member making motion	Dean
	Board Member seconding	Joseph
	Discussion	None
	Motion approved?	<input checked="" type="checkbox"/> Unanimously approved <input type="checkbox"/> Approved <input type="checkbox"/> Opposed: <input type="checkbox"/> Other:
	NOTE: Correction made after approval of agenda: Move to change agenda Item J to clarify that the discussion pertains to a performance incentive, rather than a bonus. Board Member making motion: Brenda Second: Dean Unanimously approved	
E. Conflict of interest	Cari-Ana will leave the meeting for Agenda Item J, Director performance incentive discussion	
F. Approval of Minutes Board Meeting December 16, 2019	Corrections made	None
	Board motion	Approve minutes
	Board Member making motion	Dean
	Board Member seconding	Joseph
	Discussion	None
	Motion approved?	<input checked="" type="checkbox"/> Unanimously approved <input type="checkbox"/> Approved

		Opposed:	
		Other:	
G.			
Pupil Expulsion Hearing (Closed Meeting)			
Meeting closed at 5:25 pm, Re-opened at 6:10 pursuant to open meeting law for consideration of expulsion of 2 students.			
Board Motions following re-opening of Board Meeting.			
Student A: Student approached another student and asked if the other student wanted to fight. Words were exchanged and Student A hit another student. Staff interfered. Student A left the building, returning a few minutes later. Director and Counselor spoke to the students. Student acknowledged starting the fight, and planned on making it happen again. Student also acknowledged telling parent the night before that she wanted to fight the student.			
Parent attended Board Meeting to evaluate, and understands the concerns.			
Motion to expel Student A. Brenda moves to expel Student, Leslie seconds. Discussion: School leadership team will provide resources to family as options to move forward. Dean abstains, Motion carries.			
Student B:			
Student B had a verbal altercation with another student. Student B called a family member, who came to Sage and the family member also made threats against the other student. Student B asked the family member if it was ok to fight the student; the family member told Student B to go fight the other student. Student B punched a student several times, who was trying to deescalate the situation. The police were called and took statements from several students. This is the second time this has happened with Student B within a month. Manifestation meeting was held and it was determined that it was not a manifestation of the students disability.			
Motion to expel student. Dean moves to expel Student B, Brenda seconds. Discussion: School leadership team will provide resources to family as options to move forward. Unanimously approved			
H. Policy & Family Handbook Amendment RE: Enrollment (Cari-Ana Garcia Luna, Director)			
Removed from agenda			
I. Transportation (Ride Share vs. School Vehicle (Cari-Ana Garcia Luna, Director)			
Concern about teacher liability of driving a school vehicle.			
J. Director Performance Incentive Discussion (Cari-Ana Garcia Luna, Director)			
Discussion of Performance Incentive structure at the time of Director review. Director review is due in May. Candie will provide the template used for prior evaluation. Evaluation includes Board evaluation and teacher feedback. Incentive evaluation template sent out by Candie as an example.			
Director Performance Incentive Committee: Dean, chair. Joseph, Candie.			
K. Routine Board Business & Reports (Leslie Geist, Vice-Chair)			
1. Director Reports and other School Business (Cari-Ana Garcia Luna, Director)			
Director Report reviewed			
2. Marketing Report (Cari-Ana Garcia Luna, Director)			
Marketing Report was reviewed			
3. Business Manager Report (Cari-Ana Garcia Luna, Director)			
Contracts to approve			
None			
Board motion		N/A	
Donations to approve			
None			

<i>Board motion</i>	N/A
Financial Reports (October, November) (Cari-Ana Garcia Luna, Director)	
Reviewed Financial reports, December 2019, January 2020 check register	
<i>Board motion</i>	Approve financial reports and check register
<i>Board Member making motion</i>	Brenda
<i>Board Member seconding</i>	Dean
<i>Discussion</i>	None
<i>Motion approved?</i>	<input checked="" type="checkbox"/> Unanimously approved <input type="checkbox"/> Approved Opposed: <input type="checkbox"/> Other:
4. State of the Board (Leslie Geist, Vice-Chair)	
New Committee formed per Item J. Director Performance Evaluation and Incentive Committee: Chair – Dean, Committee Members: Joseph, Candie. Evaluation due in May 2020.	
Joseph moved to change the next board meeting to April 13, 2020, Dean seconded. Approved unanimously.	
Fundraising: Leslie reviewed	
A. Announcements / Thank You Notes	
Kathe Family night supporters	
K. Future Board agenda items	
1. Committees to meet in March 2. Next meeting is April 13 , 2020 @5:30 3. Candie to reach out to Board Members that haven't been attending meetings. Next month it will be added to agenda to vote to remove Board Member(s), per by-laws	
Meeting reflection	
M. Meeting adjournment	
<i>Board motion</i>	Adjourn meeting
<i>Board Member making motion</i>	Leslie
<i>Board Member seconding</i>	Joseph
<i>Discussion</i>	None
<i>Motion approved?</i>	<input checked="" type="checkbox"/> Unanimously approved <input type="checkbox"/> Approved Opposed: <input type="checkbox"/> Other:
Meeting adjourned at : 7:45 pm.	