



Board of Directors Meeting Agenda

April 6, 2022 6 p.m.

Zoom teleconference Call

GCS School Board Meeting

A. Meeting Called to Order 6:00 pm

Roll Call

President - Ryan Vesque - present

Vice President - Yianni Tousimis - present

Treasurer - Amy Humphrey - present

Secretary - Courtney Reynolds - present

Member, SAC representative - Elisa Kletter - present

Member at Large- Tully Gibbons - present

Interim Director- Sam Braakman - present

Admin- Tina Ozee - present

B. Approval of Agenda: Ryan made a motion to move item F before public comment, seconded by Amy, motion carried. Ryan moved to approve the agenda for April 06, 2022, seconded by Amy, motion carried unanimously.

C. Approval of meeting minutes for March 02,2022 Ryan made a motion to approve the minutes for March 02, 2022, seconded by Elisa, motion carried unanimously.

D New Business

Consideration of Teacher Proposal: Sam :

- We, as the Georgetown Community School "Design Committee," first and foremost want to make clear: We do NOT claim to have all of the answers or solutions to the issues that have presented themselves at our beloved school, time and time again over the past 10 years or so. It is unrealistic and imprudent to expect all of the problem(s) to be solved on such short notice. However, we do believe with our community resources along with a concerted, collaborative effort among our dedicated stakeholders, we have the ability to find or develop the solutions.
- We believe that placing a greater emphasis on transparent dialogue, as well as close collaboration between teachers, board members and parents with which the focus is that of a shared vision, shared goals, a shared voice, a shared responsibility; equates to a shared sense

of pride, a shared dedication, a shared accountability and a shared commitment to our students' success. (Which should be our number one priority.)

- This is NOT a proposal to completely change or redesign the entire structure of our school as you will see. It is simply a proposal of ideas that we believe, if implemented properly, could improve our already wonderful school.

Proposal

After thoughtful consideration and discussion of current research as well as years of experience at Georgetown Community School, we, as the GCS "Design Committee" propose the following changes:

1. We propose the addition of a GCS teacher representative as a non voting member to the Georgetown Community School Board of Directors.

- a. This teacher representative could be one teacher for the whole year or potentially rotating teachers on an opt-in basis.

- b. We understand that this teacher representative may need to be excluded from executive sessions, depending upon the topic of discussion and the bylaws of our charter.

- c. We understand that this representative would be excluded from salary decisions and other decisions that may present a conflict of interest.

- d. This teacher representative would however, be an active participant in all discussions that take place as part of our public school board meetings. Meaning, they would have a seat at the table and be allowed a voice and share the opinions of the teachers throughout meetings as opposed to simply being allowed to speak during the 3 minutes of the public comment portion of board meetings.

- e. We also recognize that as teachers in the building every single day, we can offer a tremendous amount of valuable knowledge and insight from hands-on professional experience that could and should be considered when making decisions that have an impact on our school and students.

- f. We believe wholeheartedly that the Georgetown Community School Board members have nothing but the best interest of our school in mind when making difficult decisions. We also recognize that the members of our school board are volunteers who have graciously spent countless hours working to improve our school out of pure passion and love for our students. For this, we sincerely thank you from the bottom of our hearts.

2. We propose that teachers share a more integral role in the development of future job description postings as well as the hiring process.

This includes the following:

The opportunity for active involvement in the hiring of new teachers as well as administrators/directors/principals.

Hiring committees will consist of at least 50% GCS teachers.

The ability to include a short list of non negotiable characteristics we believe essential for a leadership position in our unique community school environment. In keeping with the theme of collaboration, these non negotiable items would and should be discussed thoughtfully and agreed upon among teaching staff as well as board members.

The implementation of a collaborative, whole group discussion between GCS board members and GCS teachers following the final interviews of new hire candidates and prior to the actual hiring. We believe it essential for the voices and opinions of all vested parties to be heard before making decisions of such magnitude. It is our belief that when the "team" has a say, then the whole team shares the responsibility and is collectively accountable for our school's success.

3. We propose that if the GCS school board decides to hire an outside consultant to help in the hiring process for our new director, the previous proposed item still holds true.

- a. Although there are some reservations, we are not necessarily opposed to the idea of hiring an outside consultant to aid in the search and vetting of candidates. We only ask that

again, we share an integral part of the process.

Conclusion

The Georgetown Community School staff have proven themselves to be a staff capable of stepping up as needs arise. The opportunity to have a voice in decision-making, alongside the Board of Directors, allows the staff to feel valued, heard, and respected as professionals. Trusting the educators is paramount to a school's success. Teachers with decision-making authority create schools that are innovative and efficient, keeping student needs as the top priority.

Tully: I think I speak for the whole board, but the board wants teachers to be heard. How will you ensure that this representative is speaking for the staff as a whole? Sam: We would have a staff meeting to allow all staff members to voice their concerns. Tully: How do you anticipate this would affect the communication pathway between staff? Sam: the current structure allows teachers to speak for three minutes on staff, if they have a seat at the board table they will be able to discuss this. Tully: So you are saying this would not affect the communication pathway? Sam: It absolutely would. It would be a representative who is able and willing to present and voice from all staff. Ryan: The communication pathway we have is if there is an issue with staff, they have to take it to the director, then to the board. So not board meetings but the pathway that is in place now. Sam: it would be skirting around, voicing our concerns through a director as far as the actual teacher's voice. Tully: Can you give us examples of the type of feedback this representative could give us that the director could not. Sam: it depends on the director, and what they are focused on. We have had a lot of bad luck with administrations, and we don't know how to fix that and sometimes speaking to the director is not a safe place. I think if teachers have questions and concerns that they can share it with a representative would make it easier. Tully: How do you propose which faculty member would be chosen for this role? Sam: We have had certain teachers who have volunteered to do this, but if it needs to be a group vote we can do that, the emphasis is on collaboration. Tully: Is it possible that a sub committee or board meeting can do this in a non-public setting to allow for more open communication and could that achieve equal results since you would not have to follow the same rules as in a board meeting. Sam: I think that is possibly another option to think about, it depends on the board members, it's a model that we would be open to exploring, and it's hard to say without giving it a shot. Elisa: Thank you for the proposal, I appreciate the spirit in which it was made, this was presented by the design committee, who is on the design committee? Sam: every single staff member was offered to be a part of this, but it was Lily, Tiffany, Lorry, and myself, everyone was given the opportunity to email their thoughts so they could be addressed at the meeting. Elisa: Was there anyone that did not like this idea? Sam: I have not received any negative feedback, but I have also not heard from every staff member. Elisa: What do you think about having a teacher be a part of the director's report? Sam: keeping in theme with the collaboration idea, I don't want to say that we would agree, but that is another idea, I think however again it depends on the director. Having a seat at the table would allow for that person to be able to answer questions when needed. Sam: I think you are looking at this as a lens of conflict not a lens of discussion. I completely agree with the chain of command when it comes to conflict. Ryan: You had mentioned that they could bring something to the table, what are those things, what is it that as teachers you would have a teacher bring that a director could not? Sam: It is all dependent on who the director is, more of an idea, I think having another brain who can add to the conversation can't hurt anything. More of a boots on the ground perspective. Elisa: It would be nice to hear from teachers. I just wouldn't want the director to not be aware of what this representative is going to say. Sam: That model of Tina and Samatha is a great model and I don't think this proposal is any different than that.

Courtney: We need to fix what's broken, when I joined the board, for the first time ever, the board is here as a supervisor for the Director, we don't want anything to do with the staff, on a level of discipline, or anything like that. We have to follow rules and guidelines and laws, and rules or we can get in legal trouble. One of my suggestions would be to have town hall meetings that are not

structured the way a typical board meeting is structured. I think that would be an amazing way to get parents involved, and let the teachers show us what they are doing. Do you think at the staff meetings this would be a place for open communications between staff and the board? Sam: We are open to all ideas, I think all your ideas are valuable and we should look into all the ideas and try them. This is the start of something beautiful to have this open, transparent dialogue, and it might be a possibility. One of the primary areas of concern is hiring a new director, in the past there have been teachers on the hiring committee, and I don't feel like there was enough teacher input in the hiring process. I'm hoping it can lead to this sort of collaboration. Courtney: Would it be beneficial for teachers to give their own reports at board meetings? Sam: Yes, I think that all these ideas are great.

Amy: I just want to say that I do fully support the communication pathway from the teachers, and agree with you Sam that things probably are not communicated 100 percent of the time from the director. I know we did try to have meetings with the staff and would volunteer for those in the future. As the treasurer there are things that I depend on the director to rely on the staff for feedback and hope that they are doing what is right.

Ryan: You are right, my being at those staff meetings are so enlightening.

Sam: We, the staff, have never heard of these meetings at all, or asked if there was anything we would like to be talked about. Amy: would you all be ok with that if staff was more involved in those meetings? Sam: I will not speak on behalf of the staff without speaking to them but I think we would be open to anything.

Courtney: It sounds like the problem is that voices aren't being heard, and that's so hard to fix this situation, and I am sorry your voices are not being heard and we will fix this.

Yianni: Made in The Proposal the first being to the non-voting board member which I think is a real good idea we'd have to recuse that member in executive sessions mostly when it came to salary negotiations Personnel it said I think he noted some of those points as well so that would have to be spelled out clearly but as a conduit from the teachers I think that's a that's a great idea like totally has a non-voting board member and she can't vote but she sure can give us some great ideas and I think a non-voting board member teacher could do the same. The board's job is to make sure that our one and only employee is doing their job. I think having a non voting teacher member is a great way to condit the teachers as a whole to the board and get involved with the board. How often would you envision meeting as a group of teachers to brief the non voting member, once a month, a week? Sam: We have already implemented a google document where all staff members can add their thoughts to it before our staff meetings. I think every other week to go over these items would work. I think it needs to be flexible, so having that shared document will help share everyone's voice. Yianni: Voting among yourselves, I think is the best way to figure out who the person will be. Wanting 50% of the hiring committee to be staff members is a great idea. How do you feel about using a third party for hiring? Sam: We are not opposed to it, but how involved are they in the process of the hiring? I think it's important that we as teachers and board members figure out those non negotiable things we want in a director. Yianni: I am in favor of the hiring committee, and I hope that the selection committee and Norman's team can work together. There are some things that need to be tweaked a little bit, like get the feedback we need from staff to help us find the right fit.

Ryan: Yianni asked how often the teachers committee would meet, is this open to all staff, or just teachers? Sam: yes, all staff, teachers, front office, this is a full collaboration.

Ryan: Was the proposal sent to all staff? Sam: yes. Ryan: Did all staff confirm that they received this email. Sam: no. Ryan I would like to ask any staff member at this meeting to send me a private message that they received this email. You said that you liked the Tina and Samantha model was ideal, did the staff feel like all voices were heard? Sam: We felt heard in that model. We knew who to go to for things, had regular staff meetings, and felt good about that. Ryan:

What do you think the main issue is in keeping a director? Sam: I will start with the hiring committee, we thought that there was a candidate last year that the teachers thought would be perfect, and the teachers voice was not heard and the hiring committee is a big problem. Ryan: I think every board member has asked everything I would ask, thank you for your collaboration, I

think everyone is getting heard right now, and I want to make sure this is being inclusive to all staff, not just teachers. Everyone has a piece in making the school run great.

Elisa: I agree that the teachers need to be heard, for whatever reason the teachers choice of candidates was not chosen, but that is a possibility now as well. This process is not going to change this official outcome. Sam: having 50% of the hiring committee might help in this process.

Courney : The hiring committee does not choose the director, that is 100% up to the board, and we have to take all the information and make that decision.

E. Public Comment

****Public Comment is provided at this time for stakeholders to express their views to the Board. Each participant begins by stating his/her name. The Board will not engage in dialogue with the public during this time. For legal reasons the Board will not accept personal complaints against any person connected with the school system at a public session. A MAXIMUM OF ½ hour is set aside for public comment. Comments are limited to 3 minutes for each individual. Participants wishing to express their views more fully are encouraged to write to the Board. ****

Lorray Singmaster: Sam absolutely 100% spoke for the “design committee” and what we are trying to get out of this proposal. I appreciate Sam and what you are doing, thank you. If we can continue these types of things it will only make GCS better. Thank you board members for your support, sometimes we don't always know that we have your support, thank you all.

Corrine Wiles: Thank you for your time and being here. We have seen a lot of administrators come and go, and I know not everyone is going to be happy. I feel like there is a big communication barrier, Courtney. I love your idea of having a town hall meeting where we can speak freely, but there may be times where a teacher is not comfortable speaking publicly. There is no one who knows this school better than the teachers, I may or may not agree with some of the things we want in a new principal but I feel being heard is so important for us, and if that is having a non voting staff member on the board, I don't know but we are up to looking at all the ideas. Don't forget the little guys in the preschool room.

F. Old Business

1. Consideration of 3rd party Consultant for Director Search:

Courtney: Sam brought up a good point, are we seeing everyone who applies or just who is referred to us? Ryan: That is up to us. We set the parameters. We are on a short time frame so we need to make sure that we have the time that is needed to review those.

Tully: Having done the hiring committee a couple of times now there are definitely maybe half of these applicants that are so out so far outside the range of what you are looking for that it doesn't make sense for the 4 to try to even attempt to look at them as a group particularly even those that narrows it down to a smaller pool it's still becomes logistically nearly impossible for the 4 to look at all of the candidates as a group that art let's just say I'm not saying that everyone couldn't maybe see the applications are the certain board members if they wanted to see them all could see them but I think to discuss them all as a group would be nearly impossible because if you're doing that then you're doing it in a meeting with a Quorum and that's a public meeting and then you're discussing every candidate in a public meeting which has its own logistical problems which is why I think the idea of the selection committee with two board members on it which Courtney sounds like you're definitely really interested in being part of that process makes sense because then you can do these things not in a public board meeting look at the candidates really discuss them without giving away all your feedback, you know if they wanted you could get on that's just kind of my take on it. Ryan: I agree, whoever the selection committee is with those representatives, you have direct access to our representative, Norm.

Yianni: I would like to add to that the reason we would pay someone to do this, so we can give our parameters and let that third party do the heavy lifting. I don't think we have the luxury of time right now and it is in our best interest. We really need to get rolling on this quickly.

Elisa: I agree we need to get going on this. What might be a good fit for us outside of the education world, is maybe having a director from the nonprofit world.

Courtney: The job description was shared with the board of directors, but has this been shared with the staff to get their feedback? Ryan: No, but I will absolutely send that out after the meeting.

Courtney: I would like to see staff feedback before we give our approval on this. Elisa: Just remember that board members don't reply back on this document so we don't accidentally have a meeting. Sam: I just want to be clear that a job description has been created but with this teacher proposal, are we going to say this at all? Ryan: This is not confirmed that this is a final document, it is a draft. Ryan: the selection committee would absolutely have input, and I would like all staff input. We will have to look at this in a legal way, and make sure it makes sense.

Sam: I was told that it was illegal to include that one of the things we are looking for to require the director to live in a radius of the school. Tully: I believe that is true. Tina: We are a publicly funded organization and we have to follow the rules of the government. We can put it as a preference, not a requirement. Amy: When do we plan on having this hiring/selection committee? Ryan: I will ask all stakeholders to have their letters of intent to the board by Monday, and we can make selections Wednesday at our board meeting.

Yianni: It sounds like Courtney definitely wants to be on the selection committee. Amy and Elisa also volunteered to be on the selection committee. Ryan will send out email communication out to all stakeholders, as far as the community we will put up some posters and word of mouth.

Ryan made a motion to allow the expenditure of \$8500.00 to Mcpherson and Jacobson for our director search. Seconded by Elisa, motion carried unanimously.

Ryan: Please get the board letters of intent for the selection committee by 04.12.2022. Amy will get the pay range approved by Bart by the next meeting.

Yianni: I was curious if we need to take a vote for the creation of the selection committee. Ryan: I don't think so. Tully: if you think you can reach consensus without a vote, then you don't need to.

Yianni: As far as the non voting board members, is that something we want to vote on tonight or does it need further discussion. Ryan: I would like to hold off on that, I want to make sure that legally we are doing the right thing, and we really need to sit down and have a work out session on and take the time to do this correctly.

Sam: Once all the voices are heard how do we know that the job description will reflect this.

Courtney: We will get everyone's input and as a board we get everyone's input and try to put it together in a legally way. Provide feedback by tuesday, April 12th as well.

Next meeting: 04.13.2022 at 6:00pm

H. Adjournment : Yianni made a motion to adjourn the meeting at 8:20 pm, seconded by Amy.

Approved 6.1.22