

Board Meeting Minutes 6/29/2021

- I. Call to order at 6:30
Roll Call- Denne Lawton (Canton), Christal Eason (Southfield), Nate Gleaton (Detroit), Leah Davis (Ypsilanti), Bobby Portis, Shayla Tinsley, Teresa Woods. Said Issa, Adam White, Rashad Issa, Ivette Skonieczny
- II. Hearing of the public- none

Budget Approval Meeting- see Shayla's Budget and Appropriation Act Preparation Worksheet on page 29 & 30 of the 6/29/2021 Board Packet

Shayla spent some time explaining where the numbers came from. Some big jumps in numbers were due to the ESSER Grants. Assuming 17 staff members for K-12. Numbers reflect the teacher shortage in the area and wanting to be competitive as we hire people. Denne had a question about the 35% reimbursement for the principal salary. Nate was questioning whether \$300,000 was the correct amount for admin including principal, assistant principal, and office manager. Denne had a question for Nate about where his money amount estimate is coming from. Nate in turn wanted to know where the \$300,000 is coming from. Shayla explained that the estimate is assuming that any hired admin will opt in for full benefits. Nate, part 2 of his question...is there anything else that can be done to bolster onboarding staff and retention besides money. Or money in other ways. Denne said in her experience it is better to have a padded budget. Tabled any specifics about salaries for future staff. Christal suggested making an itemized list of other ways we could attract staff and retain them. In her experience it is salary. We are in the black. Denne wanted to point out some things she wanted the board to know. We have a positive appropriation of \$21,601, which is something we must have to approve the budget. We cannot approve a budget that has a deficit. Opened the floor for questions or comments from the board members. There were none.

Proceed into regular meeting....adopted our appropriated fund ballads added to the agenda for new business.

- III. Approval of 6/29/2021 agenda....motion made & carried
- IV. Approval of 6/22/2021 minutes put on the 7/20/2021 agenda. Motion to defer approval of the 6/22/2021 to the 7/20/2021 meeting made and carried.
- V. No Board correspondence.
- VI. No committee reports.
- VII. No Treasurer's report
- VIII. Action Items
 - A. Old Business

a. ESP-contract for GEE Educational Services

Motion to approve the educational services agreement between AALC & GEE llc. Made and carried....

Discussion: This is an educational service agreement that was in effect from 7/1/2020-6/30/2021 between AALC and GEE.

Floor open to board comment- Nate was asking if anything had been resolved since the last meeting. All board members were sent a copy of the resolution that was provided to us by GEE. The outstanding issues about the state reporting, were also relative to the outstanding college board issue that we had. Ivette provided a process for state reporting moving forward. We received documentation of outstanding items relative to reports that need to be submitted. No resolution for the college board. Christal asked in the submitting of the reports with the state has been resolved. Ivette said yes. Denne explained that there are some outstanding problems. Teresa has not received the ELA final certification. Did receive the REP report. College board contacted Teresa about the outstanding reports. Teresa explained a correspondence that she received from Rebecca (last name?) about a case number referencing the outstanding items from April dates. Number of outstanding booklets is 65 SAT, 4 reg SAT purple. 4/27/2021. The info is due 6/30/2021. There are 13 students that need info to be fixed or additional info for that to be certified. Parent surveys that have went out from the 9-12, 30 responses from 9-12, out of 256 students. Ivette asked if everyone got the email of requested items from the 6/22/2021 meeting. Denne reiterated that all board members did receive Ivette's email about information requested and a plan for state reporting in the future. Ivette acknowledged the outstanding booklets. Nate asked about the outstanding items, Denne said that yes there are still outstanding item. Ivette questioned the outstanding items. Ivette questioned if the board members receive the email correspondence between Ivette and Denne that contained information requested and a plan to remedy past problems. Denne reiterated that yes the email was forwarded and then asked individual board members to say whether or not they received the forwarded email correspondence. Christal-yes, Leah- yes, Nate-yes. Nate feels uncomfortable making this decision without our personal next steps as an organization. Nate is passionately against the direction of self-management without a distinct plan to do so. He did not receive a plan to do so. Denne for the record- AALC is a K-12 entity, GEE was contracted out to provide services for the 9-12. Self-management is the wrong language. We are not looking to self-manage. Any severance of agreement or should the board vote on that would be removing the service contract, just like any other service contract. And it is distinctly defined within the confounds of the ESP what our relationship is to

the students, what that service contract entails. We are slated to vote on the service contract agreement. Denne has been in contact with our board's attorney, the agreement expires tomorrow (6/30/2021). We were advised by Dr. Winborne to consult with the attorney to make sure there were no additional provisions relative to the contract. Nate – to remove the services would mean that we would have to “self-manage” the high school entity. He's uncomfortable from a budgetary perspective, but also from an infrastructural program, having the technical, educational or the leadership to be able not only take over a program that is not in our comfortability zone as a Montessori school, but also in being able to duplicate an online program that almost exists in proprietary within the GEE organization. Nate's concerns are coming from that fact that he believes we are going to experience a lot of attrition as an organization in which, one, we are budgeting for the future, but in, two, he has not heard a proposal of how to mitigate this, or how to adapt an online program. These are all things that are extremely important. Denne's response was that per the ESP AALC takes ownership of the resources, the curriculum and all the materials. Those belong to AALC. GEE acquired those materials to fulfill their obligation and services per the ESP. There will be a transition and continuation of services for the students. Nate stated his being uncomfortable about the vote and the fallout of the vote if a severance happens. Nate says that these concerns seem new. Denne says that this has been going on longer, this is not new. Staff has left AALC and has expressed, in writing, concerns about getting materials from GEE. This has been ongoing. We have documentation to support the ongoing grievances with GEE. The board has a duty, first to the students that we service. Our feelings have no merit. We have a responsibility to timelines, that students are properly serviced, to make sure there is an open line of communication between the service provider and those that we contract to provide that service and the school leader. Denne said she would not make a decision so important, so quickly, so lightly. These grievances have been going on for months. Leah has a question- before GEE what was our situation with an educational plan? Is this our first year with GEE? Denne- not our first year. Leah asked what was in place before GEE? Denne- this is our first ESP agreement with GEE for the 9-12 as part of the reauthorization. Our ESP was good for one year. There was no 9-12 before our ESP with GEE. Denne opened the floor to Ivette- she doesn't feel comfortable with comments about timelines not being met in the past and that students have not been properly serviced in the 9-12. Ivette respectfully disagrees. She wants the record to show that that is not what is going on. She agrees with Nate's comments. Ivette and GEE is happy to make, no matter the decision, this a smooth transition for the students. Denne's comments were relative to the

state reporting and the communication protocols, prior to Ivette's leadership role to the 9-12. The board has received numerous concerns from different staff members who have had to work to gather information to meet deadlines. They've been met with opposition. AALC has lost staff as a result of that. Communication has been better since Ivette has taken over the 9-12 leadership role. It appeared that we were transitioning in a better direction, however it was stated by yourself (Ivette) that she was not to give certain information to AALC, that is concerning when the expectation for the future that both entities are working together as one unit. Denne asking for board comments- Nate had a question, in regarding student impact due to the negligence of the reporting? Denne asked Teresa if she has had any statements from students from the 9-12. Teresa said students that have transitioned from the K-8 have expressed concerns about communication, additional support, and interest in NOT continuing to the 9-12 school. one student was struggling in the program and Teresa and 7/8 staff invited this student into the building to receive support from the 7/8 teachers. Other impact has been negative word of mouth, declining to enroll due to hearing other's negative experiences. Parents expressed concern over traveling far to get necessary materials, to have an IEP. Teresa was able to make a call to get someone to come to the Textile location. If parents had the longer commute, they would not be interested in continuing with 9-12. Teresa is not privy to other students in the 9-12. Teresa said there are calls from 9-12 students trying to locate or understand how this entity works. Nate said so only 2% of students have expressed grievances, which probably lies in the normal range. Ivette spoke out of order and Denne gave the floor back to Nate. Nate commented on the small percentage and Denne explained that since we have a small amount of student transferring from the K-8 program to the 9-12 program that the percentage would be higher. Nate said that there is a program that exists that is successful under a certain structure. If what we are experiencing is from an admin level, have we as a board, as an admin, done enough to repair this with positive intent. If a high percentage of students are not being impacted. Denne asked for additional comments. No one spoke.

Call to vote

Denne Lawton- nay

Christal Eason- nay

Nate Gleeton- yay

Leah Davis- nay

Motion denied- no agreement w/GEE

3 nays & 1 yay

Denne moving forward... thank you to Ivette. The board will send an official letter to GEE to discuss the transition. Finalizing the transition by 7/9/2021 requested by Mohamad Issa. Denne requested Teresa provide the board a transitional plan, continuation of services for the 9-12.

B. New Business

a. Motion to adopt the 2021-2022 school budget...

Nate asked when does the budget need to be adopted by. Denne answered today. Nate asked if today was the deadline. Denne answered yes, pursuant to MSMCL, she went over all of that at the beginning. Nate said he didn't have any prior notion/discussion. Denne said these are processes that have been outlined in previous board meetings. These are processes that have been outlined at the beginning of this board meeting.

Motion made,
Roll call vote
Nate Gleeton-yay
Christal Eason- yay
Denne Lawton- yay
Leah Davis- yay

Motion carried 2021-2022 budget carried

b. Public comments-

Adam White- Thank you for the opportunity to speak, been at AALC for 3 years. He has been to many board meetings. Seeing board faces in the building helps him/staff realize the impact of what is happening to the students. He is happy about the choices that were made today. As a teacher he has to tell his students that they cant use the gym today. The students wonder why, or why one day they can use the library and another time they cant. He appreciates that choices are being made for what is best for the children. As a teacher/teachers he is the one that it falls on to give the kids the bad news of resources that the students should be able to use, they cant. And parents express their frustration to the teachers. Appreciates Shayla for making the wages competitive in our budget. Denne thanking Adam for his comments.

IX. Business/Management report- already discussed with new budget

X. Extended public comments.....done

XI. Comments from the board

XII. Recognition- Denne wants to thank all the board members. This is a volunteer position... thank you. Appreciates working with others that share the same passion for education. Thank you to the school leaders, Teresa & Ivette. Thank you to Shayla turning the school budget around for AALC. Thank you to all the AALC teachers for

going through all the negative things with the building issues, teaching outside, etc.. Thank you for your commitment to the students. Leah wanted to recognize Teresa and Adam. AALC has been through a lot. She almost bailed, Teresa and Adam are the reason that Cameron is still at AALC. Teresa wanted to thank the parents with all the ups and downs, and the changes. Teresa said the only goal is for the students to have the best educational experience. Teresa appreciates the staff for hanging in there. Every teacher had to take a significant pay cut, but they believed in the mission that AALC has, appreciates the board for being supportive of AALC and the students. Thank you to Ivette for the communication. And Teresa trusts that Ivette will help the transition for the students go smoothly. Thank you Shayla, we have a full staff and 100% retention. Inherited a budget so far in the red, thank you Shayla for doing her due diligence and attention to detail. Not only doing what is right, but also legal. We were able to successfully come out of the red and into the black. Nate thanks Adam for his feedback, its good to hear from the teachers. He recognizes that the staff and Adam have to be a shield, protector, and an educator to the kids.

Motion to confirm the date of the next meeting on 7/20/2021.....carried.

XIII. Adjournment at 7:53pm

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Secretary

7/21/2021