

MINUTES

REGULAR MEETING OF THE EVERGREEN COMMUNITY CHARTER SCHOOL BOARD OF DIRECTORS March 19, 2015 – 5:30 P.M.

Present: Ron Kelley, Kevin Kopp, Secretary Kelly Stephenson, Murphy Doty, Laura Branch, Susan Gottfried, Lynn Player, President Dan Leroy, Treasurer Aaron Slate (left at 7:26pm), Eben Heasley, Lynn Player, Vice President Annie Jonas, Michael Follo, Lori Hilliard (entered at 5:57pm)

Absent: Eric Howard

AGENDA:

Meeting called to order at 5:37 p.m. by Dan Leroy. A moment of silence was held, and Leroy read the Evergreen Mission Statement.

1. Visitor Recognition

The following visitors were recognized: Board-Staff Liaison Marni Frugé, Cameron Brantley, Sarah Holland, McRae Hilliard, Stephanie Hellert, Gordon Simmons, Cathe Bradshaw, Becky Kluge, Doug White, Chris Weaver, Marissa Gregory, Lee Gregory

2. Minutes from Last Week

Slate made a motion to approve the minutes from the February 2015 Board meeting (which was postponed due to weather and held on March 12, 2015) with edits. Kopp seconded. The motion was adopted with Follo and Kelley abstaining.

3. Correspondences Received

There was one correspondence received. It is attached.

4. Celebration of Success

The First Annual Staff vs Students spelling contest was recently held! A third grade student was the top speller (and she is the granddaughter of board member Ron Kelley!). The event was a fun and educational success!

5. Discussion Items

a.) Business Model Review

Based on discussion, at the recent Executive Committee meeting, the Business Model Review team believes that pushing for an “Option E” timeline (attached) is better than pushing for an April decision on the business model. The Executive Committee proposed this timeline to the board, while at the same time setting in motion the processes that will leave Evergreen most prepared to make an effective decision next school year. This proposal includes:

- Continuing with the finance sub-committee investigating a no-growth alternative – the “No-Growth Task Force.” The first task of this group will be to provide input for the one-year “bridge” budget.
- Initiating working groups to flesh out additional details and adaptation strategies for the growth model
- Moving quickly to determine our position and participation in the political process/Hackney-Nesbitt

In an effort to put this work into a greater context for the board and others involved in the conversation, discussion of the Business Model Review began with a review of the school’s vision and operating plan.

Gottfried shared some history of the Strategic Goals, specifically Goal IV: Create an aspirational budget that supports our organization at a high level of performance that is used to guide decision making by 2015. She shared how this goal is to be met. Clarification was needed regarding the time-line of the “No-Growth” task force.

There was confusion among staff regarding the “bridge year” while more research is done on a “no-growth” option. The Task Force has two separate tasks: 1.) Recommend austerity measures for a “bridge budget” which would buy the school time for more research, and 2.) Research and recommend to Finance a long-term sustainable no-growth business plan. It is understood that if a no growth option is implemented, there will have to be short-term sacrifice. Some present voiced that they would like to avoid eliminating staff positions.

In Plan E, the “no raises for staff or salary adjustments for 2015-2016” was questioned regarding those on the state salary scale. Kelley clarified that portion of Plan E was in no way intended to mean we were changing our commitment to those on state pay scale remaining on state pay scale.

Many questioned how much would need to be cut in order to have a balanced budget for the 2015-2016 year. Simmons and Gottfried put in some work looking at a budget with no growth, and the deficit is somewhere in the \$130K - \$150K range. Per-student allotment is not decreasing, but the amount that we spend per student is increasing. This is widening the gap between revenue and expense. The Task Force will help research ideas to bridge this gap. Some unknowns could be a one-year fix.

Discussion regarding the Growth option then ensued. Some questioned whether it would still be possible to implement a Growth option beginning April 2015. There are still some unknowns regarding the Growth option, and research on these needs to continue. At this point, the school is running out of time to add a modular in time to be ready to have more students in the fall of 2015. It would be possible to add more students without a modular, but big structural changes would have to be implemented, and the number of classrooms that could be added is very limited. Adding one classroom may not generate enough revenue.

Clarification was needed regarding the Growth Business Model Budget that was presented to stakeholders. That budget was simply revenue and expenses as a result of the new business model. It had not been merged with the actual school budget. Working groups on a Growth business model should continue. More research and information regarding projections is needed. Austerity measures would likely still have to happen with a growth or no growth option.

A straw poll was taken between those who feel like a new business model should be voted on in April 2015– or in November 2015.

Hilliard made a motion that we will continue investigating new business models and will vote on the issue in November 2015. Gottfried seconded. Kelley amended the motion to include that we will have a balanced budget that does not dip into contingency for the year 2015-2016. Discussion ensued. Gottfried seconded the amendment. The motion was adopted with Slate in opposition.

Specifics of the No Growth Task Force were then discussed. The purpose of the No Growth Task Force is attached (see finance committee minutes in red). The Task Force will have 3 meetings between March 19-April 8: two next week, and one the week of April 8. The Task Force will present their bridge budget recommendations to Finance by April 8, 2015. The board recommends that the Task Force have their findings regarding a long-term, sustainable No-Growth option to Finance by October 2015. (Slate left the meeting)

There is now a Legislative sub-committee of Development. Hilliard spoke to the implications of the Hackney/Nesbitt amendment repeal. There may be a call to action soon. The Legislative Sub-Committee is specifically looking at the repeal of the Hackney/Nesbitt amendment. They will look carefully at the list of money to make sure it would be appropriate for charter schools to take. The board feels more information is needed. Hilliard agreed to gather information about the amendment and share it with the school community within 2 weeks. Because of the school’s 501(c)3 status, it is understood that the board as an entity cannot lobby or take an official position. Heller and Weaver agreed to help Hilliard with this endeavor.

6. Action Items

a. 2015 - 2016 Calendar

The 2015-2016 School Calendar proposal was reviewed. It is included in the attached Board Packet.

Kelley made a motion to approve the 2015-2016 School Calendar as presented. Player seconded. The motion was adopted.

b. Food Allergy Policy

The board, in December 2014, contingent upon review by the Evergreen attorney, approved our Allergy Policy. Kathy Norris took the lead on making slight changes in wording to the Policy as suggested by our attorney, David Hostetler. Revisions to the Food Allergy Policy can be found highlighted or stricken through in the attached Board Packet. Gottfried led discussion of these changes. **Stephenson made a motion to approve all changes, taking out the word “always” in 5.13. and changing “liability release” to “ Risk Reduction Procedures Refusal” in 4.0. Follo seconded.** Some discussion ensued. **The motion was adopted, with Doty opposing.**

c. Approve Re-Hire

The following re-hire was considered:

Michelle Stanly – full time kindergarten associate teacher to replace current employee in that position who will be leaving on 2/16/15. Michelle is a certified personal trainer and has training in early childhood. Her experience includes working as a personal trainer, working in a hospital emergency room and working in EverAfter last school year. She is fluent in English and Spanish. Michelle and her family relocated to Florida for reasons related to her husband’s work but they are excited to be able to move back to Asheville.

Gottfried made a motion to approve this re-hire. Heasley seconded. The motion was adopted.

7. Committee Reports

a. Finance

No clarification was needed.

b. Director

No report.

c. Board Staff Liaison Report

No report.

d. Development

No clarification was needed.

e. Nominating & Evaluating

Clarification was needed regarding the date Slate is stepping down. It was written as 2014, but it should be 2015.

f. Facilities / Master Plan / Building

Clarification was needed regarding the meeting times of Facilities.

g. Grievance

The Grievance committee did not meet.

h. School Improvement Team

No clarification was needed.

i. Executive

No clarification was needed.

j. Diversity

No clarification was needed.

8. Personnel or Legal Matters (*closed session*)

There were no matters of this kind. The Board did not enter closed session.

9. Items for Next Month's Agenda

Discuss 15-16 Budget, Potential discussion of Hackney/Nesbitt repeal, Program update from EverAfter

10. Reflection

Thank you to board and Finance Committee for initiating Task Force.

Meeting adjourned by Leroy at 8:14pm.

Respectfully Submitted,
Kelly Stephenson

EVERGREEN BOARD OF DIRECTORS - BOARD PACKET
MARCH 19, 2015 – 5:30 P.M.
LUNCH ROOM

Mission: Evergreen Community Charter School is a learning community committed to the pursuit of excellence in the holistic education of mind, body, and spirit. We prepare students for successful lifelong learning, social responsibility, environmental stewardship, and service. We value the voice of every member of our community.

AGENDA:

- | | |
|--------------------------------------------------------------------|---------------|
| 1. Visitor Recognition | 3 min |
| 2. Approve Minutes from last month – SEPARATE ATTACHMENT | 1 min |
| 3. Correspondences Received | 5 min |
| 4. Celebration of Success | 5 min |
| 5. Discussion Items (items that need discussion for future action) | Total: 60 min |
| a. Business Model Decision-Making Process, Timeline and Next Steps | |
| 6. Action Items | Total: 15 min |
| a. 2015-2016 Calendar | 5 min |
| b. Food Allergy Policy | 5 min |
| c. Approve Re- Hire | 5 min |
| 7. Committee Reports (clarifying questions please) | Total: 45 min |
| a. Finance | (15 min) |
| b. Director | (5 min) |
| c. Board Staff Liaison Report | (5 min) |
| d. Development | (5 min) |
| e. Nominating & Evaluating | (2 min) |
| f. Facilities / Master Plan / Building | (5 min) |
| g. Grievance | (0 min) |
| h. School Improvement Team | (0 min) |
| i. Executive | (2 min) |
| j. Diversity | (5 min) |
| 8. Personnel or Legal Matters (<i>closed session</i>) | 0 min |
| 9. Items for <u>next month's</u> agenda – April 16, 2015 | |
| 10. Celebration of Success | 5 min |
| 11. Reflection | 5 min |

Adjourn

MINUTES - March 12, 2015 (rescheduled February Board Meeting):

See separate attachment.

BOARD CORRESPONDENCE:

Dear Evergreen Board,

First of all, thank you for your hard work, passion, and dedication to Evergreen. I know you are all busy and have other responsibilities but you continue to show your stellar commitment to Evergreen and it is truly appreciated.

I know, from my previous experience on the Board and my 16 years of service at Evergreen, that financial decisions are difficult. I can see pros and cons of all the plans laid before you and do not envy the difficult decisions you are helping us all make. I also value that you are taking the time to listen to so many voices- the concerns, the support, the ideas.

This letter is a request that you reconsider the part of Plan E that involves freezing state salaries for lead teachers next year. If the salary scale stays the same, this will not impact me on a financial level because I achieved 15 years of service this year and so my pay, if the schedule stays the same, will be the same the next 4 years. I am not sure how many teachers it would impact but it is not all of us. However, I still feel it is a dangerous step to take.

Evergreen teachers have been on state salary less than 8 years. I chose to sacrifice. I chose to stay. However, after passing my National Boards I did interview and consider going to other schools BUT then Evergreen also chose to provide National Board pay (Master's degrees were already compensated) and with a huge sigh of relief, I stopped my job search. I chose to stay at Evergreen even though I lose supplemental pay that other local teachers receive (which is close to another paycheck per year).

I worry that if we take this step back and choose to not offer lead teachers state salaries next year, we may lose some teachers, we will have a more difficult time hiring experienced teachers, and we may never see state salary again. I believe that Evergreen should and will find a way in the next part of our journey to place all employees on the state salary scale. If growth is the only way to make that happen, then I support it. However, I do not want one group to fall while we figure it out. I want one group to be the standard we are making sure every employee is guaranteed.

As I mentioned before, I sacrifice supplemental pay. I also sacrifice things related to my retirement. Since we were not always in the retirement system I will not be able to retire after 30 years of service, I will need about 36. I will not be able to retire 6 months- 1 year early like other counterparts because I cannot roll over sick/personal days. At one point early in Evergreen's history, we actually did not get retirement part of one year because our budget was so tight, but I sacrificed. I stayed. I also benefit tremendously in more ways than can be listed by staying in this community. I just do not know if I can continue to make yet another sacrifice and go backwards at this point in my career.

As one of the only folks left that have been at Evergreen since 1999, I just wanted you to have my historical perspective so you could see why it is so hard for me to look at any budget idea or plan that takes

us backwards instead of forwards. I made these sacrifices because I love Evergreen. I love what I do, what we offer, and who we are. We are always moving forward, but freezing the salary scale would feel like a scary, huge step backwards for me which is why I ask you to consider removing this portion of Plan E if it is the chosen option.

Thank you for your time, your consideration, your respect, and your thoughtfulness. Please let me know if you have any questions.

Sincerely, Heather Tate

DOCUMENTS FOR DISCUSSION ITEMS:

a. Business Model Decision-Making Process, Timeline & Next Steps

Excerpted from the Executive Committee Report:

Executive Committee members discussed the various dynamics of the decision-making process, including the timing. We brainstormed the costs and benefits of adopting a version of Ron and Murph’s “Option E,” for which the key characteristics are:

- Pushing the timeline for a decision on growth until next school year (around November);
- Developing a 1 year, austere budget for 2015-2016 that does not dip into contingency, but also leaves our options open for how we would grow/cut next year

BENEFITS	RISKS
Allows time to improve the accuracy of the growth model	Elongates what is already a painful and stressful process for board, staff and community
Allows no-growth alternative to be properly fleshed out	Gives the community a false sense of security that big changes don't need to happen
Allows us to see how political process (Hackney-Nesbitt) will unfold and to establish Evergreen's role in the political process	An austere one-year budget with short-term cuts will have costs that people won't like and that will impact school effectiveness
Allows time and space for community to learn more, contribute and get on board	
Allows time to take actions that will ensure potential benefits of growth (should we go that route) are achieved and costs are properly mitigated	
Allows the outcomes of the holistic education task force to inform the decision-making process	
Allows time for us to assess the true potential of the fee-based revenue strategies before growing the school	

Based on this discussion, the group believes that pushing for an Option E timeline is better than pushing for an April decision on the business model. We plan to propose this timeline to the board at the upcoming March 19 board meeting, while at the same time setting in motion the processes that will leave us most prepared to make an effective decision next school year. These include:

- Continuing with the finance sub-committee investigating a no-growth alternative. The first task of this group will be to provide input for the one-year “bridge” budget.
- Initiating working groups to flesh out additional details and adaptation strategies for the growth model
- Moving quickly to determine our position and participation in the political process/Hackney-Nesbitt

We will begin discussion of these items with a review of the school’s vision and operating plan, to put this work into the greater context for the board and others involved in the conversation.

A Review of the Evergreen Community Charter School Strategic Plan

1. Mission

Evergreen Community Charter School is a learning community committed to the pursuit of excellence in the holistic education of mind, body and spirit. We prepare students for successful lifelong learning, environmental responsibility, and service. We value the voice of every member of our community.

2. Vision

Working in partnership with parents, elders, and the community, Evergreen Community Charter School offers an academically challenging, developmentally appropriate, experiential, holistic, child-centered education to all young people. We nurture a passion for learning that lasts a lifetime as we challenge our community to discover their individual gifts, to honor their inner worth, to strive for excellence, to pursue respectful and ethical relationships with themselves and others, and to find their own path of service.

3. Strategic goals:

GOAL I - Establish sustainable revenue sources to support 20% of our annual budget by 2017-18.
GOAL II - Extend and adapt the Evergreen model to benefit a diverse group of students beyond the school by providing programming to underserved students beginning in June 2014.
GOAL III - Fully realize a sustainable holistic education model for Evergreen as measured by comparing our current practice to our model by 2017-18.
GOAL IV - Create an aspirational budget that supports our organization at a high level of performance that is used to guide decision making by 2015-16.

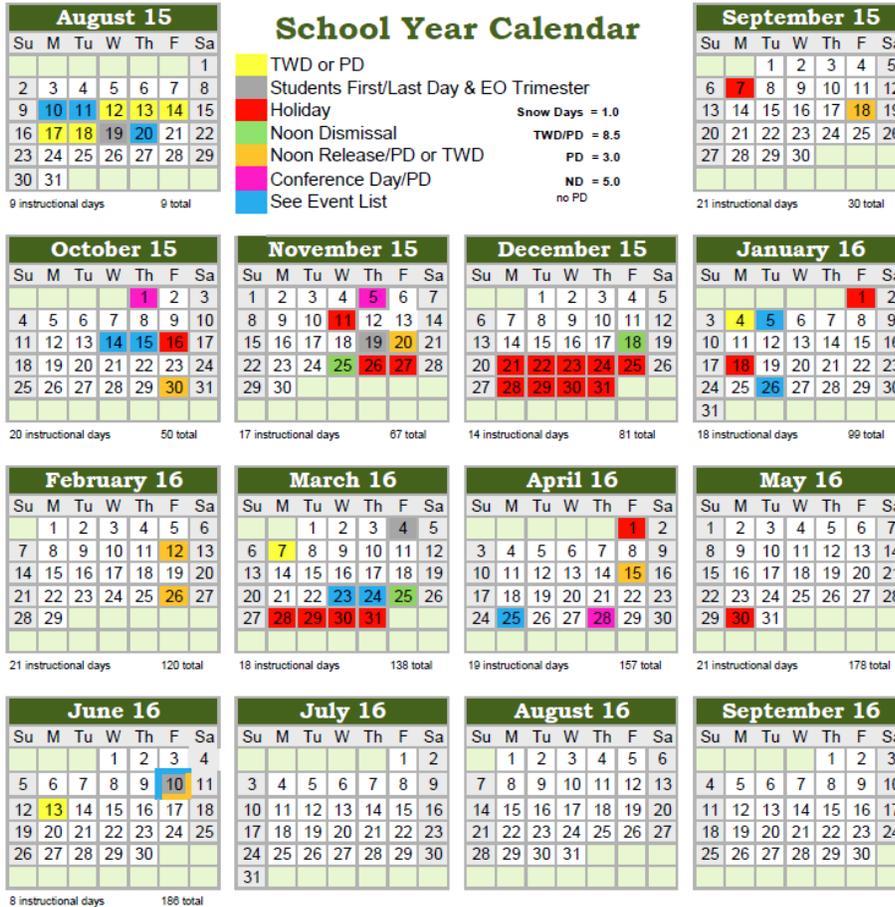
4. Primary Customer

People who value student-centered, holistic education.

DOCUMENTS FOR ACTION ITEMS:

a. 2015-2016 Calendar

**Evergreen Community Charter School
2015-2016**



- 8/10-8/11 New Teacher Orientation
- 8/12-8/14, 8/17, 8/18 TWD/PD
- 8/19 Student/Parent Orientation
- 8/20 First Full Day for Students
- 9/7 Labor Day-holiday
- 9/18 Noon Release - PD
- 10/1 K-2 Conference Day, 3-8 PD
- 10/14-10/15 Fall Family Nights
- 10/16 Fall Break
- 10/30 Noon Release - PD
- 11/5 Conference Day 3-8, PD K-2
- 11/11 Armistice/Veterans Day
- 11/19 EO 1st Trimester
- 11/20 Noon Release TWD Prog. Rep.
- 11/25 Noon Dismissal
- 11/26-11/27 Thanksgiving Break
- 12/18 Noon Dismissal
- 12/21-1/1 Winter Break
- 1/4 TWD
- 1/5 Students return
- 1/18 MLK Holiday
- 1/26 Information Session
- 2/12 Noon Release - PD
- 2/26 Noon Release - PD
- 3/4 EO 2nd Trimester
- 3/7 TWD Progress Reports
- Boosterthon Fun Run
- 3/23-3/24 Exhibition Nights
- 3/25 Noon Dismissal
- 3/28-4/1 Spring Break
- 4/15 Noon Release/Grandpar. Day/PD
- 4/25 Earth Day
- 4/28 Conference Day
- 5/30 Memorial Day- Holiday
- 6/10 Graduation/Last Day
- 6/13 TWD Optional If Tasks Complete

b. Food Allergy Policy Revisions

2.0 Purpose

To outline clear expectations for the health and safety of the school aged child identified with life threatening allergies.

3.0 Policy

Evergreen employees regularly responsible for teaching or supervising students will annually receive risk reduction training and life threatening allergy emergency training by a licensed emergency trainer.

4.0 Responsibilities

- 4.1. The parent/legal guardian will provide medical documentation from the child's physician, identifying the life threatening allergy, reaction to the allergen stated, and an Emergency Allergy Action Plan directions in the event of exposure (emergency plan). If parental consent is given, the school will hold a 504 eligibility meeting. develop a 504 plan If the child is found eligible, then a 504 plan will be developed that includes risk reduction procedures(education), response to emergencies, and training of emergency medication administration. In the absence of a 504 plan, the school will take reasonable steps to reduce the risk of allergen exposure and follow the Emergency Allergy Action Plan including information from the physician and the parents/guardians. If the parents/guardians refuse specific risk reduction procedures for the classroom, then the parents/guardians will sign a liability release. (Suggestion to change to "Allergy Emergency Plan Refusal: -my idea to change to "Risk Reduction Procedures Refusal" because there is already an emergency plan on file with Robin, but parents are refusing for risk reduction procedures for the classroom)

5.0 Procedures for Life Threatening Allergies

- 5.1. Medical documentation of identified life threatening allergy will be provided by the parent and physician.
- 5.2. The school 504 team, when parent consent is given, will determine 504 Classification/eligibility as stated under Section 504 of the Rehabilitation Act of 1973 and develop a 504 plan if the child is found eligible.
- ~~5.3. School and Parent(s)/guardian(s) will develop a 504 for the student.~~
- 5.4. Life threatening allergy training will include risk reduction, identification and management of life threatening allergic reactions. All teachers, including substitute teachers and contracted after-school instructors will be provided with student specific 504 and/or risk reduction procedures, Emergency Allergy Action Plan, the location of emergency medications and names of employees with allergy training.
- 5.5. A written parental consent from the parent, when appropriate, will be obtained to release medical information to other personnel that includes name of person who is subject, name of agency which is releasing the information, name of person requesting the information, kind of information to be shared "summary", signature of subject or parent, date release is signed, statement that release can be revoked at any time by subject or parent, an expiration date for termination of release, statement that the signer has a right to a copy of the release.
- 5.6. The Student Services Director and The 504 Coordinator will limit disclosure of confidential health information within the school to information necessary to benefit the student's health and education.
- 5.7. School staff will receive annual education regarding the life threatening allergen, risk reduction, and reaction, along with and emergency management in the event of exposure.
- 5.8. When a child has a 504 plan, a classroom risk reduction plan will be included and implemented to reduce the risk of accidental exposure to the allergen. The plan includes but is not limited to notification of classroom parents of the need to restrict particular foods that contain the food allergen being brought into the classroom, risk reduction classroom routines such as frequent hand washing, and modifications to food related

classroom activities. Evergreen will work with parents/guardians and medical professionals to decide on a case-by-case basis whether to declare an allergen -free class or grade level or to set up an allergy safe zone in the classroom. When parents do not give consent to develop for evaluations to develop a 504 plan, the school will form a team including the teacher and an administrator to determine the risk reduction classroom routines appropriate for the safety of the child with an allergy.

- 5.9. The school will post appropriate signage indicating that certain classrooms or areas are designated to be allergen free.
- 5.10. When securing a substitute teacher for an allergen free classroom or grade level, the teacher or associate director shall inform the substitute of the classroom/grade level restrictions and best practices.
- 5.11. Field Trips and Overnight Trips
 - Student specific medical information concerning a life threatening allergy will be given to all adults attending the field trip. Activities that reasonably assist in allergen risk reduction will be implemented on the field trip.
 - Before field work and overnight trips the school will:
 - Identify all students who have life-threatening allergies.
 - Assign students with life-threatening allergies to travel with their parents/guardians or a trained staff member.
 - Strategically plan all menus to avoid life threatening allergens as needed.
 - Designate staff who will know where the medication is kept.
 - Send written information to parents regarding life threatening allergens and food restrictions.
 - Identify closest area for cell phone coverage.
 - Examine best options for effective communication technology.
 - Have written directions to nearest cell phone coverage and emergency services that are equipped to treat anaphylactic reactions.
 - Identify a designated emergency driver(s) and vehicle(s) per student with a life threatening allergy.
 - Identify teacher(s) to accompany driver and student.
 - Have phone numbers (numbers of emergency contacts and parents of the student).
 - Pack Epi-pens for students with known allergies.
 - Prohibit food from being eaten on buses.
- 5.12. Best Practices for allergy and food safety will be practiced in the school:
 - No daily shared snack in classes. Students will bring their own snacks.
 - Wash hands using soap and water after eating products that contain life threatening allergens.
 - Clean tables after food is prepared or eaten on them.
 - For class or grade level potlucks, birthday parties, food sales, and projects that require food, all food will be labeled with ingredients so teachers (or students if old enough) can know what items should not be eaten by students on gluten-free diets, with specific food allergies etc. (Allergen-free classes and grades will not allow life threatening allergens in party foods.)
 - School-wide potlucks, parties, food sales, and projects will strive to be free of life threatening allergens. Ingredients will be listed for all foods.

- Parents of children needing specific allergen free foods will be asked to keep a supply of allergen safe food in the classroom to be given to their child when unplanned treats are brought to the class.
- 5.13. The school community, including students, families and staff will be educated on allergy safety and procedures throughout the school year. Continual education and reminders will be provided at beginning of school year orientations and school wide functions/events. Written communication, as needed, will be provided in monthly school wide publications, weekly classroom communications, and **on** school/classroom websites. The teachers will ~~always~~ **(Keep “always”??)** remind parents/guardians of allergy risk reduction for the classroom and/or grade level before parties, field work and overnight trips. The school website will have links to allergy safety information and sources to find allergy free snacks/food.
- 5.14. ~~All shared food brought to the school (for consumption or for activities/projects) shall be labeled with ingredients. (repeated)~~

Resource Guide to Food Allergies: *Children’s Hospital of Philadelphia*, 2012
 Creating a Food Allergy Action Plan: *Kids With Food Allergy Foundation*, 2012
 Advocating for Students with Allergies: *Allergy and Asthma Network*, April 2014

c. Approve Re-Hire

Re- Hire:

Michelle Stanly – full time kindergarten associate teacher to replace current employee in that position who will be leaving on 2/16/15. Michelle is a certified personal trainer and has training in early childhood. Her experience includes working as a personal trainer, working in a hospital emergency room and working in EverAfter last school year. She is fluent in English and Spanish. Michelle and her family relocated to Florida for reasons related to her husband’s work but they are excited to be able to move back to Asheville.

COMMITTEE REPORTS:

A. FINANCE COMMITTEE

Not yet submitted. Will be emailed prior to or shared at the Board meeting.

B. DIRECTOR'S REPORT

No report this week.

C. BOARD STAFF LIAISON REPORT

No report this week.

D. DEVELOPMENT

Erin Hebbe reports: Boosterthon was great! We are still in the process of collecting money so an exact number is hard to get right now but it should be in the ball park of \$39,000-\$41,000. That's our cut. Last year we made \$35,413.29.

Below are the minutes from the Fundraising Leadership Team.

FLT meeting minutes March 2, 2015

1. Present: Kate Apt (chair), Erin Hebbe (school coordinator), Kevin Booth, Ed Cortwright, Gillian Humphrey, and Oso Rey (proposal)
2. T-shirt Proposal- Oso was in attendance and presented the group with 4 t-shirt designs and two general designs that featured Luna, the mascot of the school. We discussed having a sample run of shirts made for Exhibition Night to present to the school and get feedback. Point of action- Erin to find out the current status of our 'school store' and current t-shirt web arrangement (contract, \$ generated for school, etc.) Current proposal is to make shirt for \$11, \$1 to Oso, rest from upcharge to Evergreen, cost range \$15-21.
3. Rebranding proposal- (phase 2 of shirt). School colors SILVER< BLUE< GREEN. Stay with? Point of action: Lynne Caldwell follow-up. She had offered to help set up a new web store and photograph items for sale (t-shirts, stickers, etc.) Decided to wait until after the school board vote/ Parent Input Meeting 3/19/15 to go forward on the presentation to the board. Committee will work on putting together a plan to present.
4. Boosterthon- Discussed more incentives for the middle school students- teachers are currently voting on student incentives like a black light party or a lock-in. Call for race day morning of volunteers. Halfway to goal in half the fundraising time allotted thus far.
5. Dine-outs- Marisa followed-up on Marcos still no date set. Point of action- Gillian to help lock down Marco's for March or find another solution. Mela all set for annual April Grandparents Day Dine Out.
6. Karen's Campaign- Teacher raising money for Evergreen by hiking the PCT. Money earned is going to annual fund. This fundraiser is going well. Families that have not contributed to the Evergreen Fund have contributed to this call to action. How can we learn from this? Committee discussed Evergreens Annual fund and how to generate awareness and interest. Possible YouTube Videos. Point of Action- Kate to give more info on the video idea.
7. Quilt- Not finished (finished as of 3/12), Green Sage showing, credit union showing and retirement of head quilter were all discussed. Continue the fundraiser after this year? Who will take over?

8. Go Local Card- Cards will be for sale till March 31. To be pushed in publications after Boosterthon.

E. NOMINATING & EVALUATING REPORT

Nominating and Evaluating Committee

Meeting Date: March 2, 2015

Members Present: Michael Follo, Susan Gottfried

N&E Committee met on Monday, March 2, at Evergreen. All current committee members (i.e., Follo and Gottfried) were present. Between Follo's work travel schedule and the inconvenience of February weather, progress on action items from last (February) committee meeting was less than we hoped for:

1. No substantive progress on recruitment of new N&E committee member to take the place of Eleanor Ashton, who has left Evergreen. Follo has reached out to one current Board member, and they will talk at March Board meeting.
2. Likewise, Follo has contacted one prospective Board member who was recommended by Annie Jonas, but that conversation has not yet progressed beyond the initial introduction. Meetings with other Board prospects are ongoing.

Susan Gottfried has contacted current Board members whose term will expire in 2015. Laura Branch confirmed her desire to stay on the Board, while Eben Heasley announced that he plans to step away from the Board, when their terms expire in June. Likewise, Aaron Slate will step down from the Board in December 2014. Aaron's departure will necessitate recruiting a new Board Treasurer and Chair of the Finance Committee, two very important positions. Anyone interested in serving in this capacity is encouraged to contact Michael or Susan.

Gottfried also brought up a bill that is currently in the state legislative pipeline (and expected to be passed). This bill would prevent charter school staff from serving as voting members of their school's Board. Needless to say, this could have important consequences for the composition of Evergreen's Board, and is a legislative action that bears watching.

F. FACILITIES COMMITTEE REPORT

Facilities Committee Report – March 13, 2015 from 8:15 AM to 10:40 AM

Participants: Chuck Krekelberg, Mike Keen, Jeff Fleagle, Gordon Simmons, Susan Gottfried, Jason Anderson, and Murph Doty

Not in Attendance: Bob Oaks and Steve Olin

Discussion items:

No corrections were made to the February Facilities Committee Report

Past Business

- A furnace was replaced with the funds coming from the facility upgrade account. Additional discussion time is scheduled for next week's meeting.
- Requested changes/modifications are underway or complete to correct the issues identified during the Fire Marshals inspection last month. Additional discussion time is scheduled for next week's meeting.
- A Working Groups was set up to assist in the modular/permeant structure evaluation process. The Committee encourages additional participation from the community at large. Currently the Working Group is made up of Murph Doty, Marin Leroy, Steve Olin, Bob Oaks, Chuck Krekelberg,, and Gordon Simmons. The Working Group meet on site with Carolina Specialties regarding potential remodel options as well as spoke and meet on site with modular vendors.

New Business

- The majority of the meeting was devoted to discussion of various modular options as well as various remodeling options that would allow the use of remodeled space as opposed to adding a modular classroom to the campus, if it was the will of the Board to add students next year. In regards to remodeling existing space it was determined with the tight timeline and the level of effort required to get permitting, establish a design, and perform construction that it was not likely that remodeling of existing space would be completed before the beginning of the 2015/2016 school year if the Committee did not get authorization until the April Board meeting. Additional discussion ensued regarding our various modular options and associated cost, quality, and timing. Action items before next week's Committee meeting were to further evaluate our options.

Action Items

- Continue to evaluate the various potential modular vendors to refine price and quality of the different classroom options with an emphasis on green build, energy efficiency, and low or no VOC options.
- Various modular configurations will be overlaid on the plan view of the Mater Plan and presented at next week's Committee Meeting.

A Special Facilities Committee Meeting is scheduled for Friday, March 20th at 8:00 AM
Submitted by Murph Doty

G. GRIEVANCE REPORT

Grievance Committee did not meet.

H. SIT COMMITTEE REPORT

School Improvement Team Board Report

March 2015

SIT met on 3/16/15.

Members in attendance were: Cathe Bradshaw, Susan Gottfried, Lynn Player, Kathy Norris, Theresa Showman, Cameron Brantley, Laura Branch, and Mindy Beller. Absent members were: Kathryn Burleson, and Sarah Shoemaker.

The SIT committee discussed the following topics:

Holistic Ed Committee - They were having their retreat, so we could not get a report from them. We are looking forward to a report at our next meeting on April 15th.

School Profile - We went through the School Profile section by section and highlighted the sections that still need to be updated. Laura B. went and got the required info from Robin and we updated it during the meeting. Theresa will contact the enrichment teachers again and remind them to update their sections. Cameron B., Sarah S., Susan G., Theresa S., and the enrichment teachers should complete their sections by our next meeting, April 15, 2015.

Class Meeting Rubric - The committee reviewed the rubric and made changes they thought were necessary. All that remains to do to finalize the rubric is add a purpose statement for the rubric and format it so the descriptors line up, which Kathy N. will do. The rubric will then be ready to roll out to faculty.

Standards of Mathematical Practice Rubric - The committee reviewed the rubric and incorporated the comments from the yellow poster (staff feedback) into the rubric. We adjusted the rubric from 3 main headings to 1 main heading. Cameron will check to make sure the number of standards indicated on the rubric per grade level is correct, add a purpose statement, and format the rubric so the descriptors line up and it is only one page. The rubric will then be ready to roll out to faculty.

Cathe Bradshaw
SIT Committee Chair
3-17-15

I. EXECUTIVE COMMITTEE REPORT

March 16, 2015

Committee Members Present: Susan Gottfried, Dan Leroy, Kelly Stephenson, Annie Jonas, Aaron Slate

Dan called the meeting to order at 5:40 pm.

Pathway to a Decision for whether or not to Adopt the New Business Model

After sharing reflections from the last meeting, Executive Committee members discussed the various dynamics of the decision-making process, including the timing. We brainstormed the costs and benefits of adopting a version of Ron and Murph’s “Option E,” for which the key characteristics are:

- Pushing the timeline for a decision on growth until next school year (around November);
- Developing a 1 year, austere budget for 2015-2016 that does not dip into contingency, but also leaves our options open for how we would grow/cut next year;

BENEFITS	RISKS
Allows time to improve the accuracy of the growth model	Elongates what is already a painful and stressful process for board, staff and community
<p>Allows no-growth alternative to be properly fleshed out</p> <p>Allows us to see how political process (Hackney-Nesbitt) will unfold and to establish Evergreen’s role in the political process</p> <p>Allows time and space for community to learn more, contribute and get on board</p>	<p>Gives the community a false sense of security that big changes don’t need to happen</p> <p>An austere one-year budget with short-term cuts will have costs that people won’t like and that will impact school effectiveness</p>
<p>Allows time to take actions that will ensure potential benefits of growth (should we go that route) are achieved and costs are properly mitigated</p> <p>Allows the outcomes of the holistic education task force to inform the decision-making process</p>	
Allows time for us to assess the true potential of the fee-based revenue strategies before growing the school	

Based on this discussion, the group believes that pushing for an Option E timeline is better than pushing for an April decision on the business model. We plan to propose this timeline to the board at the upcoming March 19 board meeting, while at the same time setting in motion the processes that will leave us most prepared to make an effective decision next school year. These include:

- Continuing with the finance sub-committee investigating a no-growth alternative. The first task of this group will be to provide input for the one-year “bridge” budget.

- Initiating working groups to flesh out additional details and adaptation strategies for the growth model
- Moving quickly to determine our position and participation in the political process/Hackney-Nesbitt

We will begin discussion of these items with a review of the school's vision and operating plan, to put this work into the greater context for the board and others involved in the conversation.

Executive Director Check-In

The committee discussed Susan's workload and overall well-being. We developed a few specific ideas to relieve some of her work and to create opportunities for rejuvenation.

Meeting Adjourned at 7:30 pm.

Submitted by Dan Leroy

J. DIVERSITY COMMITTEE

No report.