

## **ECCS BOARD OF DIRECTORS - BOARD MINUTES**

**April 19, 2011 - 5:33 P.M. (Location: Tony Mele's Classroom)**

**Present: Harsch, Bolick, Pohl-Zaretsky, Silver, Gottfried, Moser, Foor, Smith, Leroy, Tate, Simmons, Ryman, Miles**

**Absent: Miller; Kilbourne**

**Visitors: Kriya Lendizon, Kathy Millar, Eleanor Ashton, Eben Heasley**

*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.*

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### **AGENDA:**

1. Visitor Recognition: Kriya Lendizon, Guidance counselor and Diversity Task Force; Kathy Millar, middle school lead teacher and Diversity Task Force; Eleanor Ashton, Director of Development; Eben Heasley, 3<sup>rd</sup> grade lead teacher and Board Staff Liaison.
2. Correspondences Received: See diversity discussion.
3. Approve Minutes: **Foor motioned to approve minutes from March Board meeting; Bolick seconded; all in favor; Miles abstained.**
4. Guest presentation – none
5. Action Items
  - a. Diversity Plan & establishment of Diversity Committee: Pohl-Zaretsky explained that the committee made some changes to the Diversity Plan in some of its wording. They were asked to define social justice and they tried to come up with a definition of social justice. The next step after approval of plan is an action plan for the goals and initiatives. Committee will come up with time frames for goals. This plan was presented to staff in which 10 staff member were there. Some people are worried about the hiring aspect in goal #3. We are an equal opportunity employer. The diversity task force changed goal three to read: Composition of Evergreen students and Board of Directors should at minimum reflect the racial and ethnic minority demographics of Buncombe County Schools. The school will strive to encourage racial and ethnic minority candidates to apply for positions at the School. Gottfried mentioned that “sexual orientation” needs to be added to the section titled Recruiting Ethnic Minority Faculty, Staff applicants and Board members because they would not fall under the category of “legally protected status or condition.” Heasley read a letter from a concerned and anonymous staff member. The teacher is concerned about this plan and how it will affect them. The teacher is worried about the additional work that will be placed on them when they are already extremely busy. They also worry about the fairness when it comes to hiring. They also expressed concern that this is a few people’s agenda and not the entire community. They also pointed out that they are already teaching diversity in their classrooms. Another comment referred to allocating funds to this and they questioned the appropriateness of this. Pohl-Zaretsky said she knows the teachers are working hard and that they already do many of these things. She is hoping to see these issues integrated into the curriculum. Silver asked about the funding for this that was referenced in the letter. Gottfried explained that the plan calls for dedicating resources to this plan. Pohl-Zaretsky said that in the beginning they would allocate or reallocate funds. She said there is a lot of potential for grants. Gottfried said we should bring the Action plan back to staff for approval and then to the board. Tate said it will still makes more work/time for teachers no matter what. Tate said that we can check off goal #1 - we are already doing

this. Silver said by having this on paper it will be good for documenting. Miles said presentation of the diversity training was lacking and if we approve this we need to be ready to follow up. Moser still questions the social justice aspect. She said that it is clear that we are elevating the status and saying that it is equal to environmental education. Bolick agrees with Moser on this. She thinks it changes the definition of Evergreen. Leroy said we need to be prepared for it to not be easy. He said this is a potential for our school to figure out where we want to go. Heasley said that the points in the letter are true but he thinks it is worth it (money, time, etc.) Ashton said that this is what the founders wanted. Tate wants that piece of information from the staff that they are on board with this. Ashton said that this plan will help attract diversity on the board. **Motion from Pohl-Zaretsky to create a board level Diversity committee; Foor seconded; all in favor. Pohl-Zaretsky motioned to approve Diversity Plan with changes (see latest plan and add political orientation to goal #1; and sexual orientation and political orientation to the paragraph on Recruiting); Leroy seconded; all in favor; Moser and Harsch abstained.**

## 6. Discussion Items

- a. Budget Priorities Stakeholders Survey– update. Gottfried found a professional to help with this survey. This survey will help us get back affirmation or not on what we decided at the Board retreat. Tate asked if this survey will be public information. Miles said it will be public explaining that all of our minutes are public.
- b. Building Task Force: Ryman said we are moving forward with finding an architect. Simmons is leading this effort. Ryman explained that the Facilities committee has a lot going on and he is not sure who will chair the building task force. Word needs to get out to community that we need this task force created. Members will need financial and budgeting experience, project management experience and/or commercial construction experience. Simmons said he would be willing to head it, but doesn't have the project management experience. Ryman would be in favor of Simmons chairing this task force. Miles has interest as well in participating on the task force.
- c. More Than Just a Gym Campaign: Ashton hired Kemper to walk us through the first weeks of this campaign. Ashton talked about Board support in this. Simmons said you will not have to actually ask for money. Ashton explained that Kemper is going to run the kickoff party with the Steering committee. Ashton said we need to invite people to Inside evergreen meetings. She wants Board members to make contacts and she will make phone calls to people that the board has introduced her to. Leroy asked who the primary targets are for donations for this project. Ashton said the school community is the main target, but if you know people outside of our community, we want to approach them. Leroy said we need to be intentional about how we go about this. This could be an economic development project. Bolick said she is getting excited about this. Silver said she likes that Evergreen exists and our values and that is why she got involved in the first place here. She said that we are a part of what makes Asheville, Asheville. Ashton said that Inside Evergreen is trying to express this. Moser said we need to find out who knows who in this community. Simmons said the environmental language is written into the RFP and we could also add in the social justice.

## 7. Committee Reports

- a. Finance: see report. Gottfried said this a flat year. Don't expect a lot of changes for next year.
- b. Director: see report. Gottfried briefly discussed a possible International service learning experience and the meeting several community members attended. They discussed how to make it a fair opportunity and not just one for kids with the money to do it. Simmons said that he sees just as much service learning right here in our country. Moser agreed. Bolick

thinks it is a great idea and wants to learn more about it. Debra and Christopher said they will do a presentation.

- c. Board Staff Liaison Report: none.
  - d. Development: already discussed.
  - e. Nominating & Evaluating: in closed session.
  - f. Facilities / Master Plan: see report. We are looking at options said Ryman. Not rushing into anything. Leroy asked about Progress Energy tax credits. They will be looking into any credits.
  - g. Technology Task Force: See report.
  - h. Grievance: tabled.
  - i. School Improvement Team (SIT): see report. Moser asked about convention charts. Heasley said they are convention expectations – conventions of writing.
  - j. Executive: Closed.
  - k. Diversity Task Force: already discussed.
  - l. Sabbatical Task Force: see report.
8. Personnel or Legal Matters (*closed session*) **Bolick moved to go into closed session; Tate seconded; 7:23pm, all in favor. Silver motioned to approve closed minutes from March 2012; Leroy seconded; all in favor; Miles abstained.**
9. Items for next month's agenda: Approving budget. Will check to see if we have a quorum for June meeting.
10. Reflection: none.
- Adjourn: Foor motioned to adjourn; Moser seconded; all in favor. 8:15pm.**