



Fostering Leadership Academy
Regular Board Meeting
October 26th, 2020, 4:00 p.m.
Held over Zoom

I. Call to Order

Meeting called to order at 4:00 pm by Zackery Hugg.

II. Roll Call

	Present	Unable to Attend
Eric Doeh	x	
Zackery Hugg	x	
Van Nguyen	x	
Dan West		x
Elizabeth Whittaker-Walker	x	

III. Non-Board Members Attending

Stephanie Trotter	Chief Financial Officer, MCHS
Rachel Martoia	Director of Human Resources, MCHS
Cheryl Edwards-Cannon	GVSU
Cheryl Sugerman	Interim Principal, FLA
Jasmine Lerma	Administrative Assistant, FLA
Kevin Roach	Chief Executive Officer, MCHS

IV. Approval of Agenda - A motion was made by Mr. Doeh and was seconded by Ms. Nguyen to approve the agenda. The motion passed unanimously.

V. Approval of Meeting Minutes - A motion was made by Mr. Doeh and was seconded by Ms. Whittaker-Walker to approve the agenda. The motion passed unanimously.

VI. Public Comment of Agenda Items - Mr. Hugg recognized there were no public comments.

VII. Authorizer Report - Ms. Edwards-Cannon informed the Board about GVSU Academic Grants based on trainings that the Board has completed before June 30. There is a possibility of receiving \$10 per student based on the completion of the training. Board should consider future training topics.



Next, Ms. Edwards-Cannon discussed not including names on the resolutions and keeping it at positions.

VIII. Required Votes

A motion was made by Mr. Doeh and seconded by Ms. Whittaker-Walker to adopt the Resolution Approving Extended Learning Plan. The motion passed unanimously.

A motion was made by Mr. Doeh and seconded by Ms. Whittaker-Walker to name the principal or interim principal as the Safety Liaison Designee Resolution. The motion passed unanimously.

A motion was made by Mr. Doeh and seconded by Ms. Nguyen to pass the Designation of Account Signatory Resolution identifying the principal or interim principal as the designee. The motion passed unanimously.

A motion was made by Mr. Doeh and seconded by Ms. Whittaker-Walker to name the principal or interim principal as the FOIA Officer. The motion passed unanimously.

A motion was made by Mr. Doeh and seconded by Ms. Whittaker-Walker to name the principal or interim principal as the Civil Rights Officer. The motion passed unanimously.

A motion was made by Mr. Doeh and seconded by Ms. Whittaker-Walker to name the principal or interim principal as the Designation of Title VI., Title IX, and Section 504 Coordinator. The motion passed unanimously.

A motion was made by Mr. Doeh and seconded by Ms. Whittaker-Walker to name the principal or the interim principal as the Designation of Individual to Finalize Organizational Matters. The motion passed unanimously.

IX. Principal Updates - Ms. Sugerman provided a principal's report on student enrollment and staffing. Enrollment has stayed steady but a couple of students are expected to be discharged in the upcoming weeks but may remain students virtually. All positions are filled. Jasmine Lerma has begun as the administrative assistant, Taft Gaddy as the special education teacher and Nicholas Margo will be the new social studies teacher. Communications between virtual students and their families are being logged weekly by teachers and staff. Ms. Sugerman also discussed the efforts by staff to create a cohesive community within FLA and manage the challenging behaviors of the students.



X. Management Report - Mr. Roach provided an update on FLA personnel. Cheryl Sugerman is still the interim principal of FLA and continued to do well in creating a culture of learning and managing the socio-emotional learning needs of the students. Teachers and students have responded well to her guidance and support. Mr. Roach provided update on the principal candidates, indicating the response and interest was quite high. There are four strong candidates that have been interviewed and will continue to be interviewed.

There was a discussion on the diversity of the candidates as Ms. Whittaker-Walker inquired about the diversity of candidates. Mr. Roach indicated that MCHS' due diligence efforts in recruiting and hiring staff members, including those at FLA, focuses on having a diverse pool of candidates. There was discussion about identifying the diversity of candidates during the interview process. Mr. Roach stated that the legal advice which has come from multiple law firms prohibits asking these questions in the interview process. When asked if he would ask and identify candidates, Mr. Roach stated that MCHS would not change its policy. Mr. Roach emphasizes MCHS's strong record and ongoing record of having people of color in leadership positions and staffing positions to best reflect the population served.

Mr. Doeh asked if there were any reports or data collected on MCHS' hiring practices. Mr. Roach confirmed that MCHS collects data on hiring and staffing practices. There was some discussion about board members being able to meet the candidate or having members of the public submit questions. Mr. Roach spoke to MCHS's hiring practices and confirmed that there were no plans to change policies at this time. MCHS continues to have a strong record, which speaks for itself in finding strong staff members and leaders within the organization.

Mrs. Trotter gave an update of the financials of FLA. The report will not show any revenue until October. While revenue was expected to be higher due to higher enrollment, there were some savings in expenditures due to having few staff.

XI. Public Comment on Non-Agenda Items – there were no public comments.

Mr. Hugg asked if there were any final comments. Ms. Whittaker-Walker suggested a board retreat for the FLA Board and possibly FLA staff. Mr. Hugg suggested that the board work to find a date for this in early December.

XII. Adjournment – the meeting was adjourned by Mr. Hugg at 5:20pm.

EMPATHY.
EMPOWERMENT.
EDUCATION.



Passed on: 12.4.2020

Secretary: *Jan Ngye*