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**Summit Academy North of Directors
Thursday, February 11, 2021
6:00 p.m.**

ZOOM MEETING:

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MINUTES

I. Call Meeting to Order 6:00pm

II. Pledge of Allegiance

III. Roll Call: Present:

President Braun- City- Grosse Pointe Park, County- Wayne, State- Michigan

Vice President Operhall- City- Taylor, County-Wayne, State- Michigan

Secretary Bynum- City- Livonia, County- Wayne, State- Michigan

Trustee Ring- City- Bloomfield Hills, County- Oakland, State- Michigan

Excused: Walker

~~IV. Public Comment- President Braun will solicit Public Comment regarding the COVID-19 Preparedness and Response Plan~~

V. Approval of Minutes of January 21, 2021

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The minutes of the special meeting of January 21, 2021 are approved as presented. Motion by Trustee Ring, supported by Vice President Operhall. Motion carried unanimously.

VI. Approval of Agenda February 11, 2021

President Braun would like to move the Public Comment to IX. New Business, to follow letter C.

The agenda of the regular meeting of February 11, 2021 is approved as amended. Motion by Trustee Ring, supported by Vice President Operhall. Motion carried unanimously.

VII. Consideration of Bills/Receipts/ Financial Report- Jason Hamstra reviewed this with the Board

A. Bill, receipts, financial reports

1. Jason Hamstra stated that we are now through seven months of the budget year. Some line items that are higher were discussed at the January meeting. Some salary adjustments will be made using CARES/ESSR funds. There are some expenditures that need to be reclassified in grant line items. We will be waiting for the budget revision to make the adjustments.
2. Jason stated that Partner Solutions reached out this week to remind him to tell the Board that our loan from Comerica Bank was only for approximately half of the normal amount due to the pandemic. Partner Solutions is feeling that the second phase of the borrowing will not be necessary. This will save the Academy some money in interest costs. We are monitoring cash flow closely to determine if borrowing will be necessary.

The bills, receipts and financial reports are approved as presented. Motion by Trustee Ring, supported by Vice President Operhall. Motion carried unanimously.

VIII. Old Business

**A. Administrative Committee Reports to the Board
Board Committee Updates**

1. Finance

- a. Jason Hamstra addressed this stating that we have new information to share. The Governor has made a budget proposal for the upcoming year, which provides a \$164 per pupil increase. This is a preliminary budget and could change. Federal stimulus

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packages will are still working their way to schools as well. There are regulations attached to various items in the upcoming stimulus money. We will pass additional information on to the Board as we receive it.

- b. Leann stated that there continues to be some disparity in the budget regarding "traditional" public schools and public school academies. Traditional public schools will receive 100% reimbursement for 100% virtual students, and only 80% reimbursement for 100% virtual students is proposed for public school academies.
 - c. President Braun asked if there were any special items we have a need for such as ventilation. Jason Hamstra responded we have been evaluating ventilation and air purification and have made some upgrades, and that there are no specific needs at this time.
 - d. Jason stated that student disengagement is still a priority; and we know that academic intervention will be a necessity. It will be a necessity this year, this summer, and into the next school year.
- 2. Governance/Staff Retention- President Braun- No comments.
 - 3. Academics -Vice President Operhall stated that the committee had a meeting on January 27th. The committee reviewed current goals and talked about changes that need to be made. The committee brainstormed new goals. The committee will meet again on February 24th. The committee plans to update goals as needed with the objectives to accompany those changes.
 - 4. Stakeholder Involvement/Communication- Secretary Bynum stated that Alicia will be talking about the staff and family surveys. Secretary Bynum stated that the CDC website has good resources on the virus to help the classrooms, working parents, and staff.

B. Fall NCSI 2020 Updates- Jason reviewed this with the Board.

- 1. Jason stated that the Board was given the legal memo regarding the updates. For Board approval is the table of contents and policies 5610, 5611, 7440, 8450.02 and additional verbiage that counsel wanted added to policy 8450.02.

The NCSI Fall 2020 updates, table of contents, policies 5610, 5611, 7440, 8450.02 are approved as amended. Motion by Trustee Ring, supported by Vice President Operhall. Motion carried unanimously.

The additional counsel verbiage to policy 8450.02 (Pursuant to Policy 8450.02, an exception to mask wearing is at the discretion of the Academy and must otherwise be in accordance with any applicable law, regulation, guidance, or policy on exceptions to wearing a mask while at school, including any required, supporting documentation, anything in said Policy to the

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***contrary notwithstanding.)* is approved as presented. Motion by Trustee Ring, supported by Vice President Operhall. Motion carried unanimously.**

2. President Braun asked if there were any circumstances that would permit a student or staff member not to wear a mask. Jason responded there could be a documented medical condition that we may want to consider. Leann stated that the statute requires us to do this.

C. Leadership Reports

1. Frank Nardelli of the North Elementary wanted to share that he just learned that seven teachers in the elementary building have been nominated for PSA Teacher of the Year. This is the 2021 Charter school teacher award. This is a new high for the elementary. The teachers may be nominated by parents, co-workers, or administration.
2. The elementary carried out their tradition of having a positive celebration, and they did so virtually. Vice President Operhall and Secretary Bynum stated that they have enjoyed Frank's videos.
3. President Braun stated that Frank listed disengaged students as a priority concern and asked how many students were disengaged. Frank responded there are 30 that are being contacted frequently. Additional support staff are being utilized to help teachers.
4. President Braun asked if there were any trends, or common issues. Frank responded that it varies. Connectivity issues have been addressed by our connectivity team headed by Mark Platt. They offer support to families with Hot Spots and technical support. Frank continued saying sometimes students do not have the support at home. Focusing on online lessons is harder at home. President Braun asked if the technology issues were greater than the issues with students who have checked out. Frank responded that the technology issues are the minority of the issues. The bigger issue is students and parents that have check out and are struggling.
5. Mike Bravo from the North Middle School stated that the middle school held a town hall with families. The town hall was to provide information updates and to answer questions. The middle school has identified a group of 100 total students who have been on the Principals List with 3.3 grade point average or higher for the first semester. Normally these students would be invited to the Principal's Breakfast. Since we cannot do that this year, Mike is working with Lisa Walker, a special education teacher, to find a different way to celebrate these students.
6. President Braun stated that Mike identified an increase in disengagement as a concern too. President Braun asked if Mike was seeing commonalities. Mike responded that they are the same reasons as Frank. Mike stated that the technology team has done a great job of ensuring students can be connected. The teachers have offered evening hours for

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struggling students. Mike feels like there is some virtual fatigue. Vice President Operhall stated that virtual is not for everybody.

7. Trustee Ring asked if there were differences in 100% virtual and Remote-to-Return students and the level of engagement. Mike responded that data pulls are done every couple of weeks. Virtual students have a lower failure rate than Remote to Return students. The students have been identified and we are working through the MTSS process. The teachers and administration are working with parents to overcome obstacles.
8. Erin Avery of the High School stated that they have hired two new teachers Carly Hissong to teach biology, and Mairan Lane who will teach art. Erin stated that activities during Black History month have been meaningful for students. The Student Council and National Honor Society members, led by Mrs. Scoles and Ms. Becker-Harmon, joined forces to create a student led focus to educate, inspire, and give students a voice. The high school is doing One Book/One School reading "Long Way Down" by Jason Reynolds. There were not as many engaged as in a typical year; but for those that were, it has been powerful.
9. President Braun stated that the quoted descriptions from the students were great.
10. Erin stated that the teachers have been encouraging students to discuss whatever is on their minds. Current events have upset students, they need to feel supported and understood. It has been a great opportunity to teach kids to hear and embrace difference.

IX. New Business

- A. Reauthorization Questionnaire-Jason reviewed this with the Board.
 1. Jason stated that this questionnaire is part of the reauthorization process.
 2. Jason stated that counsel did have changes.
 3. Question number 9 asked for a list of any current or pending litigation. The Academy's attorney asked for clarification on the question from CMU. CMU suggested that the Academy answer no to the question and state the following: There are no active or pending legal cases against the Academy since reauthorization in 2016. Any previous legal cases were documented during the 2016 reauthorization. Jason suggested to amend the Reauthorization Questionnaire accordingly.
 4. An error in the Partner Solutions Contracted Services Summary. It should read \$53,000 for financial services, not \$53,00. Jason suggested to amend the Reauthorization Questionnaire accordingly.
 5. President Braun stated that the motion is twofold. Each board member must state that they have reviewed and certify that the information is complete and true on the Reauthorization Questionnaire.

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The Reauthorization Questionnaire is approved as amended. Motion by Vice President Operhall, supported by Trustee Ring. President Braun certifies that he has reviewed and the information is complete and true. Vice President Operhall certifies that she has reviewed and the information is complete and true. Secretary Bynum certifies that he has reviewed and the information is complete and true. Motion carried unanimously.

- B. Contract Amendment Requests-Jason reviewed this with the Board.
1. Jason stated that contract amendment requests are typically done this month each year. The amendments proposed address what the Academy would like institute virtual and hybrid learning next year.
 2. Leann, Jason, and Alicia had a conversation with Jason Sarsfield at CMU asking for clarification of the process. They discussed continuing to innovate and moving forward in with virtual education and innovating in person classroom instruction. Sarsfield was supportive in the Academy perspective that we have been viewing this crisis as an opportunity, and encouraged to continue. There are many regulations on virtual that have been lifted during COVID which make future regulations hard to predict. Sarsfield recommended that school leadership inform the board of the conversation and ask the board to support continued development of virtual learning. Jason Sarsfield suggested that school leadership ask the board for their support for the contract amendments that were presented. Amendment.
 3. If board supports the amendments, they should mention it so it can be recorded. The Academy will work with CMU to make amendments part of the new contract. Jason Sarsfield recommended that we not proceed at this time but hold the amendments in advance.
 4. Trustee Ring asked if we were looking to have a strictly virtual 6-12 program post COVID. Jason stated that we already have a 6-12 virtual program prior to COVID, and we had a capped number of seats. Currently, 51% of our 6-12 students are choosing virtual. In the amendment, we are making the preparations for the increased need. We can make an impact learning both in building and virtual.
 5. Alicia Jenkins stated that we had a virtual offering long before COVID; but that we have always include those students in all activities that in-building students have. Virtual and in-building students have the same administration. It was never our goal to create a new school.
 6. Erin stated that the virtual students are included in clubs, field trips, additional intervention, and all courses.
 7. President Braun stated that the Board supports the amendments and the Academy's continued development of virtual education.
- C. Extended COVID Learning Plan- Jason Hamstra reviewed this with the Board.
1. The staff has done a spectacular job. Thank you to each staff member.

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2. As was mentioned in the leadership reports, there are some struggles with disengaged student. One of the greatest tools in teaching is proximity, and that is missing. All staff have been given the opportunity to get the first dose of the COVID vaccine. The second dose is scheduled for February 23rd for most of the staff. Jason stated that it is very important the board to consider, and keep in mind, that the full effectiveness of the vaccine is two full weeks after the second dose.
3. We surveyed staff on their comfort level, and we did a follow-up individually with any expressed concerns.
4. Alicia presented survey results to the board.
 - a. 24% were comfortable with returning.
 - b. 16% were very comfortable with returning.
 - c. 40.9% had some hesitation but are ready to return.
 - d. 15% were hesitant to return.
 - e. 3% were completely uncomfortable returning
5. The last time the staff was surveyed was October. There has been definite improvement in staff that are now comfortable.
6. Vice President Operhall asked how many staff responded. Alicia responded that 137 responded.
7. Trustee Ring asked if the current survey was survey taken before or after vaccine. Alicia responded that it was taken after the vaccine.
8. Alicia stated that it was very important for administration to meet with any staff that were hesitant or completely uncomfortable with returning to uncover any trends. From these meetings the following trends were identified. 17% of this specific group of staff members were primarily concerned about Change, 52% were primarily concerned about Health and Safety, 30% were primarily concerned about Logistic Issues.
9. Alicia addressed the parent survey sent to parents just before the semester change. 111 students in Remote-to-Return decided to move to Virtual. 81 students in Virtual decided to move to Remote-to-Return.
1. The results indicate that 51% students want to be fully virtual, and 49% want to be Remote-to-Return.
10. Trustee Ring stated that this must have an impact teachers and staffing. Alicia responded that we have the staff we need.
11. Jason stated that moving from one learning mode to another causes some complexities and stress on staff.
12. Alicia stated that one of the questions parents were asked is why they wanted to change the platform. Many parents felt that virtual was safer. We would like to set up focus groups and make the survey more targeted for the data on different pieces.
13. President Braun asked if the virtual students have full and complete opportunities like the students who are on campus. Jason responded in the affirmative.

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14. Trustee Ring asked Frank if the teachers will have to orient students on school procedures. Frank responded in the affirmative. In addition, they will have to teach expectations.
15. President Braun asked if we were prepared to bring Remote-to-Return students back on March 8th and asked about newest county COVID information.
16. Jason stated that there is still community spread. The county has an A-E system used to describe the degree of community spread. Currently most of our feeder schools are a D. There has not been much change or movement.
17. The recommendation of the Academy leadership is to not bring the students back into the building before March 10th
18. Secretary Bynum asked if it was true that some staff are not getting vaccinated. Jason responded that some staff have chosen not be vaccinated.
19. President Braun asked if there was a correlation between those not getting vaccinated with those are uncomfortable returning. Jason stated that leadership is not tracking a correlation between not being vaccinated and how staff responded to the survey.
20. President Braun asked if the D grade means that we are in a position where we may have an outbreak and must go back to virtual. Jason responded that is always a possibility. Jason stated that we have not seen full closures in the area, but the health department information is based on community spread. Jason stated that as we have been monitoring face to face and hybrid programs in the area, we are not seeing schools closing due to outbreaks. A school closure it would most likely be the result of many staff in quarantine and not being able to maintain in person instruction.
21. President Braun asked if the parents know that the teachers have been vaccinated. Leann responded that they only know they received the first vaccine, not the date of the second. Parents did not know when they were surveyed. We had very short notice on the availability of the vaccine for our staff.
22. President Braun asked if the administration have a consensus. Jason responded that the leadership believes, with the safety precautions and schedules, the Academy should return to in person. Again, it is critical to allow for vaccine effectiveness. There will be a reduction of class size and students must maintain 6 ft social distancing. We will meet all recommendations put forth by the State in the Return to School Roadmap.
23. Trustee Ring asked if a parent wanted Remote to Return, and are not comfortable, can they move to Virtual and would this cause a change in in the student's teacher. Jason responded in the affirmative.
24. Jason stated that all transitions between Remote to Return and Virtual have been communicated that it is depended on space in the program. We must maintain social distancing parameters. We will not compromise our plans.

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President Braun solicited Public Comment reminding those who want to comment that they are limited to 3 minutes.

1. **Ms. Danielle Valdez-Parent-** Virtual has hard on everybody. The kids need social interaction. They need sports, and structure. With that she feels it is best health wise, to stay shut down for the year.
2. **Ms. Stephanie Nunnally- teacher North Elementary-** She would continue to support the decision to stay remote. Mutations of the virus are more contagious. Our students deserve consistency. Remote is safer for everyone. Pleads with board to stay remote.
3. **Mrs. Gennifer Williams- Parent-** When the survey sent out, she did not respond because there was not enough information. Her student wants to come back but is afraid. Students want to see their friends. Her student is an honor student, all that work, and rigor will be lost unless she returns to the physical building. Urged the board to consider other options and to talk about trauma and mental health. She asked if the dress code is required for just a couple of months.
4. **Ms. Elizabeth Homan- teacher North Elementary-** First year teacher. She thanked the administration and the Board on how they have handled everything. Staying closed is better than the rollercoaster. She has had discussions with her students on why we must be the way we are right now, and they get it. If they cannot handle it now, they will not be able to handle it in the building. We have been able to differentiate, we are integrating it virtually.
5. **Ms. Kimberly Gehrke-Special Services** -She is concerned with a false sense of safety. Special services have more than just a classroom of students. This is hard on kids; there is much trauma in the students. We are assuming mental health will improve if the students return.
6. **Stacey Jones- Health care provider and mother-**She has had COVID and so has her son. Do not open school back up. Her children have seen firsthand the effects of the virus. It affects them mentally. The mental status of students is fragile. The timing is not right. Stay closed for the rest of the school year and take the time needed to figure out everything else.
7. **Ms. Angela Deo-Parent-** Her high school student has social anxiety issues. Being in school helped her with that. Daughter is worried about the transition back to being in the building. She is suggesting that the Board take more time.

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8. **Ms. Amber Nellett- teacher North Elementary-** She has a lot of students. 75% of her instruction is Remote to Return. Her sentiments echo Holman. It was very rough in the beginning, but in the second quarter there is more community among the virtual students. She has lunch time hangouts where the students visit while having lunch. There are opportunities to keep status quo. She feels we have missed the benchmark to go back to school. The students will have more standardized testing when they return from spring break. She appreciates the Board and administration and their concern for the students. Not everyone can be happy. What we have been doing has been working.
 9. **Robin Paris- teacher NEL-**She stated that at the last board meeting, she expressed how pleased she is with the administration and their communication to parents and staff. She thanked them for it.
- D. Extended COVID Learning Plan Resolution-Jason reviewed this monthly requirement with the Board.
1. President Braun thanked everyone for their comments. Fundamentally, families are given a choice once the vaccines have reached their full effectiveness. He does not feel that the quality of education of virtual students will be diminished. He is concerned about taking away choice for the 50% that do want to return.
 2. Vice President Operhall stated that parents have been given a choice.
 3. Trustee Ring stated that is a wonderful thing that parents have a choice. It is not the same for all schools. To the parents that spoke about transition, knowing the culture of Summit Academy North schools, and the administrators and leadership, all considerations have been made. Parents do have a choice.
 4. Secretary Bynum stated that she agrees about parents having a choice. If the student wants to come back, and parents are okay, students will adapt because that is what they want. Students are more resilient. We are not making them come back, it is by choice. Kids work well with choice.
 5. President Braun asked what other districts around us are doing. The question is can we come back safely. Giving families a choice is key. The Board would like to express our gratitude to the families, staff, and administration for making the choice real. We trust our people; they know what they are doing.
 6. Trustee Ring stated that the teachers are the heart and soul of education. We only had four that were very uncomfortable. Two of those were virtual anyway. She is glad the administration considered the needs of parents, staff, and students. It is time for those that want to come back to come back.

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The Extended COVID Learning Plan Resolution will proceed with hybrid remote to return, on March 10, 2021 and continuation of 100% virtual learning. Motion by Trustee Ring, supported by Vice President Operhall. Motion carried unanimously.

X. Public Comment-None

XI. Board Comment-None

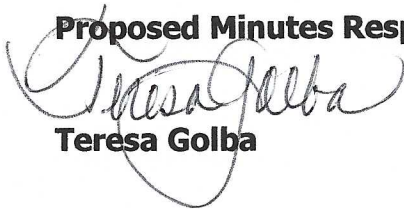
XII. Correspondence-None

XIII. Authorizer Comment-Ed Roth of CMU commended the Board for exercising care and consideration in making this significant decision, and for wisely providing an option for parents. This demonstrates transparency and confidence. It was a wonderful effort by everyone to arrive at a reasonable decision. He feels that it was a well-informed decision.

XIV. Adjournment

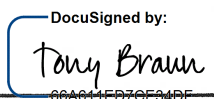
Motion by Trustee Ring, supported by Vice President Operhall to adjourn the meeting at 8:07 pm. Motion carried unanimously.

Proposed Minutes Respectfully Submitted,



Teresa Golba

Approved by the Board of Directors at their regular meeting of March 11, 2021.

President 
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Date March 11, 2021