



**The Franklin School of Innovation
Board Meeting Minutes – 5-9-2023
In Person - 21 Innovation Drive (new building)- in the Music Room
Indoor masks optional**

Our Mission:

The Franklin School of Innovation is preparing the next generation of leaders, capable of solving problems and participating effectively and ethically as local and global citizens. Through challenging academics, real-world learning, and community engagement, our students discover their potential, develop persistence, and recognize the value of others. Our graduates are ready for the future they will create.

Board Responsibilities:

We ensure The Franklin School of Innovation's compliance to its contract with the NC Department of Public Instruction, set and monitor the implementation of school policies, manage the school's annual budget and financial planning, and hire and evaluate the performance of our school's Executive Director. The Board develops and drives the School's strategic plan and provides appropriate governance.

Agenda Item
CALL TO ORDER The meeting shall be brought to order by the Board Chair, Al Glicksberg at 6:10 p.m.
ROLL CALL The Board Chair took roll of members present: Rebecca Hecht, Bill Hansen, Michael LePage, Sarah Dickson, Jamie Grob Grinnel, Jennifer Berry
APPROVAL OF AGENDA Shall the Board approve the Agenda Items? Motion by Sarah Second by Michael Vote: unanimous to approve agenda
CONSIDERATION OF MINUTES Shall the Board approve the minutes of the April 11, 2023 Board Meeting Motion by Michael Second by Sarah Vote: unanimous to approve
PUBLIC COMMENT This agenda item is included for the purpose of giving anyone in attendance the opportunity to comment on a non-agenda or agenda item with the Board. There will be a three-minute time limit per person. The audience is not to applaud nor demonstrate disapproval for the comments made. The Board may respond asking for clarification only.
ADMINISTRATORS UPDATE
<ul style="list-style-type: none"> ● Summary of Activities <ul style="list-style-type: none"> ○ Michelle noted that the nature of disciplinary infractions has become more severe, especially when it relates to using respectful language and honoring requests from teachers. Discussion

Agenda Item

followed, with a possible corrective measure of updating/reinstituting a parent agreement for what parents will do to help contribute to a positive culture at FSI

- NC Legislative Updates
 - Relevant Legislation: Competing budget proposals offer different pay increases. Governor's proposal offers higher raises
 - Equality in Education <https://www.ncleg.gov/Sessions/2023/Bills/House/PDF/H187v2.pdf>
 - Opportunity Scholarships: HB 823 and SB 406
 - "Parent Bill of Rights" (SB 49)
 - Charter School Omnibus Bill (HB 219)
 - What's likely to pass: Lower teacher raises, all of the above bills. All the bills have negative effects on the way that FSI operates and for schools in general.
- Threat Assessment Policy brought to meeting, Michael motioned to adopt the policy as presented, Jon Seconded, unanimous vote in favor of enacting the policy as written.
- Construction update
 - Modularity are getting removed.
- Teacher Pay Increases:
- **Motion to increase staff pay: (Motion by Melanie, Second by Rebecca)**
 - All Staff up to 4.5%, based on legislation and available funds
 - Additional bonuses to abide by the following scale:
 - \$1,000 bonus for all staff members OR
 - \$1,250 bonus for staff with 3+ years OR
 - \$1,500 bonus for staff with 5+ years' service (including this year)
 - *dependent on available funds
 - MOTION PASSED UNANIMOUSLY
- Motion by Jamie to make the current flex time/sick time policy permanent meaning every eligible employee now has at least 5 flex days and 5 sick days. Second by Sarah, MOTION PASSED UNANIMOUSLY

BOARD DEVELOPMENT

- Nominating and Governance Committee -updates
 - Michele was contacted by someone that may be a good candidate for the board
 - Melanie will invite the person to the next board meeting
 - By-laws - update
 - Threat Assessment Policy Update
- Fundraising Committee - Capital Campaign & Feasibility Study
 - Sarah reported on the fundraising committee's discussion on a capital campaign. Based on her research and a discussion with Michelle, the next logical step is a Board Retreat/Development meeting wherein we ask a consultant to help the Board conduct a SWOT analysis with the goal of creating a strategic plan.
 - Rebecca will check with potential Board Consultants based on feedback from board
 - Parent CREW could help with corporate sponsorship asks

Agenda Item

- Micah can help with Annual Giving Fund
- Sarah plans to contact Doug Hartjess with COR consulting to see if FSI is ready for a Capital Campaign
- Perhaps a partnership with another organization to co-sponsor the field and share use?
- Sarah will send out a doodle poll for dates for a retreat
- DEI Committee
 - Wrapped up Spring Listening series, last session was well attended by members of the board.

TREASURER'S REPORT

- Finances report
 - No change since the last budget report that was submitted in April.

CLOSED SESSION – Personnel

Motion to go into closed by Michael ; Second by Al, unanimous approval.

Motion by Michael to approve Michelle's hires, Bill second, unanimous approval

ADJOURNMENT 1. Shall the Board adjourn the meeting at 8:15 p.m.? Motion by Michael Second by Jamie Vote unanimous to approve