



**GEIST MONTESSORI ACADEMY
BOARD OF DIRECTORS
MEETING AGENDA**

Meeting Location

11550 North Meridian Street, Carmel, IN 46032

Tuesday, June 11, 2019

6:00pm

BOARD MEMBERS

Kirby Durham, President

Kania Lotte, Vice President

Uriah Ellis, Treasurer

Verena Burrows, Secretary

Carman Malone, At-Large Member

Nick Wright, At-Large Member

GUEST

Amy Matthews, Church Church Hittle & Antrim

INSTRUCTIONS FOR PRESENTATIONS TO THE BOARD BY PARENTS AND CITIZENS

Geist Montessori Academy ("School") welcomes your participation at the School's Board meetings. The purpose of a public meeting of the Board of Directors ("Board") is to conduct the affairs of the School in public. We are pleased that you are in attendance and hope that you will visit these meetings often. Your participation assures us of continuing community interest in our School. To assist you in the ease of speaking/participating in our meetings, the following guidelines are provided.

1. Agendas are available to all audience members at the door to the meeting.
2. "Oral Communications" are set aside for members of the audience to raise issues that are not specifically on the agenda. However, due to public meetings laws, the Board can only listen to your issue, not respond or take action. These presentations are limited to three (3) minutes and total time allotted to non-agenda items will not exceed fifteen (15) minutes. The Board may give direction to staff to respond to your concern or you may be offered the option of returning with a citizen-requested item.
3. Citizens may request that a topic related to School business be placed on a future agenda. Once such an item is properly set in the agenda and publicly noticed, the Board can respond, interact, and act upon the item.
4. When addressing the Board, speakers are requested to state their full name and adhere to the time limits set forth.

6:04 Board meeting called to order – role call Kania, Kirby, Carman, Uriah, *Verena, Nick

Kania motions for Uriah Ellis to become the Board Treasurer – Kirby seconds and board votes in favor.

Kirby discussed email from our legal counsel regarding Sue Fries and her anticipation of returning to GMA on or before May 30, 2019. Sue Fries emailed GMA's legal counsel again on May 30, 2019, providing her resignation and informing that her last day would be May 31, 2019.

Amy Matthews, CCHA – Focus now is on creating interim director(s), figuring out job description for future executive director(s), posting and hiring. Amy suggests we are looking at a January hire- what we do now should be in place until January.

Nik Giant finally responded to Amy (CCHA) on Thursday, June 6th to Amy's critical request sent to him May 31, that Sue's keys, equipment, security access, etc be revoked.

Nick Wright arrives approx. 6:30pm

Nik Giant briefly mentioned in a phone conversation with Kirby that Nik Giant, Molly Gregory and Karinda Holland provided teacher contracts with "standard" raises, according to Nik Giant. It was later discovered Nik Giant and Molly Gregory each gave themselves a 5% salary increase on the same day of our public meeting, May 21, 2019 and without disclosing anything to the Board for authorization, as required. It was also discovered that Nik Giant and Molly Gregory each signed one other's contracts. Teachers were given a 3% salary increase.

Kirby suggests that the controller position should report to the board to ensure checks and balances. The controller would also be protected. Carman does not want this to be a permanent situation. Amy (CCHA) states we should have the controller to report annually and quarterly, even once we have a permanent executive director in place. Amy says it would be good to have two people that are working together to ensure everything is being covered. Nick motions for the controller to report directly to the board. Uriah seconds. All vote in favor.

Kirby would like us to look at the organization chart to see if we have the proper structure for the size of the school we have. After year 3 with the new school, operating budget will be tight so therefore operating expenses will need to be closely monitored.

Kania asks Amy if there are specific search firms to help us find an executive director. Amy points out that this position is unique because the executive director also wears the hat as a superintendent. A good comparison is executive director is career centers and special education center. Nick asks if Ball State could offer charter school salary comparisons. Amy says that we could use BSU information but to be aware of the location of those charter schools. State principal and state superintendent organizations could be a good source. Resumes will go to board email. Kania will take point on the search committee.

*Abstains from all votes regarding GMA staffing

No public comment

Meeting adjourns 7:32pm