

ICS Board of Directors Open Session
Meeting Minutes
August 3, 2022

Present: Carmen Flores, Carrie McGhee Gleba

Present via Zoom: Sommer Drake, Diane Amour, Justin Thundercloud

Also present: Jason Dropik, Dr. Mark Powless, Brian Leibl, Dr. Melissa Deutsch, Siobhan Marks, LaVetta Buckley-Hunter, Debbie Martindale

Carrie McGhee Gleba called the meeting to order at 5:39 p.m.

LaVetta Buckley-Hunter led the group in prayer and a moment of silent reflection.

Jason Dropik recited the Mission Statement.

The meeting convened to Executive Session at 5:42 p.m.

The meeting reconvened to Open session at 7:32 p.m.

Note: Sommer Drake left the meeting during the Executive session at 6:44 p.m.

Motion by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the July 6, 2022 Open Session minutes. The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

Motion by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the July 6, 2022 Executive Session minutes. The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

Motion by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the July 9, 2022 Special Executive Session minutes. The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

Motion by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the July 13, 2022 Special Executive Session minutes. The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

Motion by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the July 14, 2022 State of the School minutes. The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

Motion by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the July 25, 2022 Special Executive Session minutes. The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

Leadership Team Reports – Ms. Flores stated Dr. Powless provided an update to his report and it is included in Board Docs. No other updates were received. Brian Leibl was asked to follow up on the suggestion within the update.

Committee Reports – Ms. Flores stated that the following committee meetings were held in July: 5 Ad Hoc Lighting Retro Fit Committee, 2 Personnel Committee, 2 Board Governance Committee, 2 Language & Culture Committee, 2 Academic Committee, 1 Community Relations Committee, and 1 Finance Committee meetings. She requested that any questions or comments about committee minutes be directed to the Chair of the committee.

New Business –

Educator Effectiveness – Dr. Deutsch and Mr. Dropik explained the background regarding the requests to change the Teacher Compensation Model (TCM) to Educator Compensation Model (ECM) and revise the rating criteria on the Academic Categories and Education Compensation Model. It was further noted that the Personnel and Academic Committees recommend approval of both requests.

Motion by Diane Amour and seconded by Carrie McGhee Gleba to approve the recommendation of the Academic and Personnel Committees to rename the Teacher Compensation Model (TCM) to the Educator Compensation Model (ECM) to better reflect non-teaching staff on the model. (i.e. School Counselor, School Psychologist, Social Workers, etc.) The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

Motion by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the recommendations from the Academic and Personnel committees to revise the rating criteria on the Academic Categories and Educator Compensation Model as follows:

- **Revise the Unsatisfactory Teacher Effectiveness Rating from 12 unsatisfactory ratings to 4 unsatisfactory ratings.**
- **Revise the Basic Teacher Effectiveness Rating from a minimum of 12 basic ratings to a minimum of 7 basic ratings.**
- **Revise the Distinguished Teacher Effectiveness Rating from a minimum of 12 distinguished ratings to a minimum of 15 distinguished ratings.**
- **Revise the Notable Teacher Effectiveness rating from a minimum of 15 to a minimum of 12 ratings.**

The motion carried. (5-0-0) Ms. Drake voted in the affirmative on her return.

A discussion was held on Policy 4310 – Student Anti-Harassment. It was requested that legal counsel review the policy before action is taken. This will be discussed at the August 17, 2022 Executive Board Session.

Annual Meeting – Ms. Flores reported the Annual Meeting will no longer be conducted in the previous format. After consulting with legal counsel we have been informed that the current process is not necessary to follow in order to be in compliance with the Wisconsin State Annual Meeting reporting requirements with the exception of the process that includes voting requirements. Therefore, the process used to conduct the annual meeting is no longer necessary. The Board Governance Committee is recommending the creation of a handbook containing information needed by the Board that will be available for use in the Board Office. The Board will discuss this further at the August 17 Board Executive Session.

NIEA Date Conflict – It was noted that the October 5th Open Board Session will conflict with the NIEA Conference. This will be discussed at the August 17th Board meeting. Debbie, please put the next Open meeting date on the agenda.

2022-2023 Wall Calendar – Justin Thundercloud announced the Community Relations Committee is recommending that the phrase “Thanksgiving Break” be removed from our calendars and be replaced with “Winter Break”.

The Board of Directors by unanimous consensus agreed that beginning in 2022 the term “Thanksgiving Break” will be replaced with the term “Fall Break”.

Ms. Flores adjourned the meeting at 8:00 p.m.

Respectfully submitted,



Diane Amour, Board Secretary

8/17/2022

Date Approved