
Absent: Kris Dionne

Visitors: Kathy Norris, Beth Rhatigan, Susan Haldane

McLamb called the meeting to order at 5:37. Anderson read the Evergreen mission.

1) Program Update -  
   No program update.

2) Celebrations of Success -  
   Susan wrote and was awarded a grant, which will help provide more support for our students.

3) Correspondences Received -  
   Correspondence from Jody Flemming.

4) Board-Staff Liaison Update -  
   We currently do not have a Board Staff Liaison, but Mertz and Showman are working on finding someone.

5) Action Items


   c) Finance motioned for ECCS to make a $400,000 long-term investment from the unallocated reserves to a ECCS account with CFWNC. Hillard moves to table the motion from finance till next month. Straw poll unanimously in favor. Voting members in favor: Mertz, Arnall, Carnevale, Curtis, Keeler, Hilliard, Keen, McLamb, Anderson, Cole. deVerges. Curtis and Jimenez abstained. Motion carried.

   d) Executive Committee acted on behalf of the board to lock in a loan with First Citizens at 4.25% for 7yrs with a 20yr amortization.

   e) Mertz presented the policy changes stating they come from a desire to improve our policies, requirements from Office of Charter Schools, and from our Federal Auditor. Carter explained Policy #1 has been communicated to middle school families and well received. Mertz explained in Policy #2 instead of having level 2 volunteers have to do a background checks every year, we can put them into a system that will keep track of our volunteers. Mertz explains this will save us a couple thousand dollars every year. Jimenez asked Mertz to amend this for any undocumented parents. Mertz was going to look into making these changes and share that information at our next meeting. Mertz explained further the changes needed for Policy #4 Multiple Birth Siblings comes from the Office of Charter Schools says if one sibling gets in all other siblings must be accepted even if there is no opening. Discussion ensued.
Mertz moves that we approve the 10 policies. Anderson seconds. Straw poll unanimously in favor. Board unanimously in favor. Motion carried.

f) Mertz moves to approve the new hires. DeVerges seconds. Straw poll unanimously in favor. Board unanimously in favor. Motion carried.

g) Mertz states bank signature cards have been signed.

6) Discussion Items
   a) McLamb will be sending Mertz’s evaluation to board members who were serving last year to be completed by next Friday. DeVerges says that comments are especially helpful.
   b) Mertz presented about her needs that were given in board packet.
   c) Keen says there are many ways Development is looking for support from the board as shared in the board packet.
   d) Hilliard explains our bylaws states no board members can be cohabiting or married. We currently have a new board member that brings us out of compliance of our bylaws. Discussion ensued. Hillard highlights that we have vetted these board members through our Nominating Committee and we want them on the board. Discussion ensued. Hillard explains next month we could vote on changing the bylaws and bring it for a community vote in October. Mertz will email our Bylaws to everyone to see if there are any other changes that might need to be made. Anderson said board members can make comments on Google Docs and send to Executive to be reviewed.

7) Committee Reports
   a) No clarifying questions.

8) Items for next month’s agenda
   a) Action items:
      i) Community Foundation investment
      ii) Bylaw changes
   b) Discussion Item:
      i) Strategic initiative language
      ii) Review additions to operating plan
      iii) Executive Director Review

9) Reflection
   a) Introductions to new board members.

Meeting adjourned at 7:22 pm. Submitted by: Brittany Keeler
EVERGREEN BOARD OF DIRECTORS - BOARD PACKET

DATE 8/23/18– 5:30 P.M.
Location: Jesse’s Room - Upper Middle School

Mission: Evergreen Community Charter School is a learning community committed to the pursuit of excellence in the holistic education of mind, body, and spirit. We prepare students for successful lifelong learning, social responsibility, environmental stewardship, and service. We value the voice of every member of our community.

The Evergreen Board of Directors agrees to follow these Board Norms:
- I proactively seek and consider diverse voices, ideas and perspectives.
- I seek first to understand, then to be understood.
- I take care of myself, others, and the environment.
- I embrace a mindset that promotes my own and others’ learning.
- I address conflict directly, productively, and with compassion.
- I seek opportunities to show gratitude and celebrate with colleagues.

AGENDA:
1) Visitor Recognition 1 min
2) Program Update 0 min
3) Celebrations of Success 5 min
4) Correspondences Received 0 min
5) Board-Staff Liaison Update 5 min
6) Action Items
   a) Approve Minutes from last month – See separate attachment 2 min
   b) Treasurer's Report: Approve Monthly YTD Budget Report– See separate attachment 15 min
   1. Gordon motioned for ECCS to make a $400,000 long-term investment from the unallocated reserves to a ECCS account with CFWNC. Andy seconded. Passed unanimously as a motion to bring to the Board.
   2. Gordon motioned for approve the YTD budget report. Andy seconded. Passed unanimously as a motion to bring to the Board.
   3. Given blessing by the Executive Committee on behalf of the Board, DeVerges motioned to proceed with a note extension with First Citizens that locks in a 4.25% for 7yrs with a 20yr amortization. Gordon seconded. Passed unanimously as a motion to bring to the Board. DeVerges subsequently discussed with a majority of Executive Committee members who approved to proceed.
   c) Approve 10 policies- 1 located in Director’s Report and 9 sent as attachments 15 min
   d) Approve new hires 5 min
   e) Bank signature cards signed by Exec members- Susan and Beth 5 min
7) Discussion Items
   a) Executive Director Evaluation due 8/31 5 min
   b) Susan’s needs/requests for 2018-19 10 min
   i) Support in development efforts (involvement, accountability for the board and Director)
   ii) Focus on strategic priorities at each board meeting- Recall of these with an anchor of these.
   iii) Director of Development report at each Board meeting (with a dashboard)
   iv) Help Susan identify blind spots- exec give feedback.
   c) Strategic plan modifications 15 min
   d) possible bylaw change 5 min
   e) stressing importance of our board norms 5 min
8) Committee Reports (Clarifying questions only, please)
CORRESPONDENCES RECEIVED:
Greetings,

As many of you may have heard, I have decided not to renew my contract to serve as the Director of Development and Communications for the 2018-19 school year. While I’m inspired every day I come to work by the energy, love, positivity, and passion that staff, teachers and the Evergreen community show up with throughout the school year, I’ll be moving on to pursue a different career path. I’ve enjoyed every day working to help ensure the financial sustainability of this place and the work that we do. I also take pride in the work that we did to exceed the fundraising goals set forth by the Board, to streamline and improve our communications and publications, and to create a broader awareness of Evergreen in Asheville.

Though this is not the sole reason for me moving on, it has played a big part in my decision. Over the past few months, the Development and Communications Office has come under heightened, and in my opinion unwarranted, scrutiny. When someone is given the responsibility of achieving a certain goal, and they continually exceed that goal, it is patently unfair to treat them as if they had somehow failed. If you’re a salesperson in the business world and you exceed your goal, you receive kudos, you get bonuses, you get promotions. This year, before the Evergreen Fund Campaign was even wrapped up, I was treated by a few people on the Board as if I was a failure. I believe that language was even used in a public meeting to describe my performance. I simply don’t understand how I can be held to some standard other than the one that was approved by the Board, and then judged on some vague idea that I should have raised “more”. I appreciate the apology from Sam, but a frame has been drawn around me and my performance that I don’t think can be forgotten and I am not willing to work in an environment of mistrust. In the interest of creating a frame of understanding, trust and support for the next Director of Development, I offer these comments:

The next Director of Development will step into a unique position at Evergreen. The Development and Communications Office impacts and works with every department and staff member at the school. We’re there to support teachers, staff, board, students and families with myriad jobs, projects, events and celebrations, in addition to the task of raising money. I don’t think that everyone understands all to functions we perform, or values those roles as much as they would if they had a better understanding.

When the new Director of Development is on board, I would encourage you all to make your expectations of that person crystal clear. Either hold them to the fundraising goals in the approved budget, or tell them up front that your true expectations are something different. Put it in writing, so they have an accurate understanding of what you really want from them. Set goals that are ambitious, but attainable. Yes, there is definite potential for growth. Yes, we can do more. But don’t set them up to fail with unreasonable goals.

I would also encourage each of you to take a more active role in identifying, recruiting and cultivating donors within the Evergreen community and from your personal networks of friends and associates. If you know that someone has the
ability to give more, share that information. If you have connections to likely donors in the community, invite them to campus. If you have not increased your personal giving level lately, please do so, and encourage others to do the same. By taking the initiative to increase your own giving, you will not only set the standard for others, you will free up the Development Director’s time to engage others who are not as keenly aware of the need for increased support. An Evergreen Board with enhanced fundraising capabilities would go along way in helping the next Director to succeed.

I’ll stay on into the summer as we search for the next Director of Development, to help with a smooth transition, and to make sure that Evergreen is set for another successful year of fundraising. I’ll also remain an active and involved part of the Evergreen community as my daughter Sadie moves up to middle school. I appreciate the opportunity to have served the students of Evergreen and will treasure so many memories of my time working here. It’s a special place, and I know that more great things are in our future.

Sincerely,

Jody Flemming

COMMITTEE REPORTS

A) FINANCE COMMITTEE REPORT –

Finance Committee meeting minutes – June 20th, 2018.

Attendance: Mark deVerges, Gordon Simmons, Dr. Susan Mertz, Kendra Ferguson CPA, and Andrew Slosiarek CPA. Guests: Patrick Fitsimmons, Beth Rhatigan, and Scott Kitt.

Called to order: 8:38am

1. Special guest – Patrick Fitsimmons, Executive Director of MountainBiz Works. Following the last Board meeting, Finance was requested to look into additional means to return a higher ROI for some of our contingency funds. Mr. Fitsimmons presented various investment options within MountainBiz Works. Finance enjoyed the presentation and learning more about the mission of their organization.

After the presentation, the consensus was that while their mission and goals are aligned to the desire of ECCS, putting significant funds would not prove to be fiduciary responsible for our Board.

Given previous CD and other investment options, investing a portion of our unallocated reserves within CFWNC continues to seem to be the most prudent option while providing the highest standard of care.

**Gordon motioned for ECCS to make a $400,000 long-term investment from the unallocated reserves to an ECCS account with CFWNC. Andy seconded. Passed unanimously as a motion to bring to the Board.**

2. **2017-2018 – Year-to-date budget report review.** Gordon provided follow-up clarity on ‘Rev - Contributions-Evergreen’ discrepancy from prior Finance Meeting – outlining that the funds are meeting budget targets and that the concern was due to a lag from when funds are pledged to when they are collected to when they are reported to when we in Finance receive the report.

**Gordon motioned for approve the YTD budget report. Andy seconded. Passed unanimously as a motion to bring to the Board.**

3. **Upcoming Loan Refinance Considerations.** Continuation of prior conversation. Following prior Board Meeting, Finance and the Executive Committee were authorized to pursue best loan proposals, including proceeding with the selected choice.
While HomeTrust Banking provided a competitive option, First Citizens proposed a note extension which mimics the desired results sought while minimizing fees and long-term expenses.

**Given blessing by the Executive Committee on behalf of the Board, DeVerges motioned to proceed with a note extension with First Citizens that locks in a 4.25% for 7yrs with a 20yr amortization. Gordon seconded. Passed unanimously as a motion to bring to the Board. DeVerges subsequently discussed with a majority of Executive Committee members who approved to proceed.**

4. **Account Balance policy of non-returning students.** Finance discussed briefly how best to address outstanding account receivable balances… particularly from families who no longer have children attending ECCS. Tabled to the next meeting as Dr. Mertz will discuss with an advisor and how other schools handle the balance of providing services while needing to collect funds for extracurricular programs and fee based services.

Adjourned 10:14am

Next Finance meeting August 15th 2018 at 8:35am in Dr. Mertz’s office

Finance Committee meeting minutes – August 15th, 2018.

Attendance: Mark deVerges, Dr. Susan Mertz, Andrew Slosiarek CPA, and Beth Rhatigan. Guest: Scott Kitt.

Called to order: 8:49am

1. **2017-2018 – Year-end review.** The final budget report for the year looks spot on. There are some questions for Acadia. Looks close to on budget, when known unbudgeted expenses are considered.

2. **2018-2019 - Year-to-date budget report review.** None yet.

3. **Loan Refinance Update.** Loan is officially extended. 4.5% 7yr balloon with a 20yr amortization. Will see a ~$33,000 cost savings for this YE19 and ~$40,000 moving forward.

4. **CFWNC Fund Selection.** Finance discussed some initial thoughts on allocations, but concern centered on their draft agreement and some language that seemed to conflict our desires. Dr. Mertz to review with an advisor and see about possible scheduling of CFWNC’s CFO to come to the next Finance meeting.

5. **Account Balance policy of non-returning students.** Finance discussed how best to address outstanding account receivable balances… particularly from families who no longer have children attending ECCS. Several larger accounts are rather dated. Rhatigan to write letters to all families of non-returning students who have a balance owed. Discussion on who to apply compassion for hardship while also looking out for the best interest of ECCS. Dr. Mertz will discuss further with an advisor and how other schools handle the balance of providing services while needing to collect funds for extracurricular programs and fee based services.

Next Finance Committee meeting – September 19th at 8:35am in Dr. Mertz’s office.

Visitors welcome!
B) DIRECTOR’S REPORT –

Director’s Report – August 2018

1. Accountability

AdvancED External Review for re-accreditation is scheduled for November 7-8, 2018.

Performance Framework review from the Office of Charter Schools showed need to revise several policies. These will be presented back to OCS upon approval from our Board.

Federal Fiscal Review showed need to revise or add policies. These will be presented to the auditor upon approval from our Board.

2. Safety

Thanks to Sgt. Angela Tullis for reviewing our Emergency Response Plan and providing guidance. New emergency packets will soon be in every classroom and office.

Evergreen has been awarded School Mental Health Personnel Grant from DPI. We will receive $60,969.21 that will cover salary and benefits for one new part-time 5-8 Behavior Specialist and moving our current part-time elementary behavior support counselor to full-time. This is a one-year grant with no guarantee of being available or awarded to us again. Personnel filling these positions will be made fully aware of this.

3. Finance

Gordon Simmons worked with new Business Manager Beth Rhatigan through Aug. 8 to hand over the responsibilities, knowledge and work in progress. They met with our banker, with our account manager at Acadia, and with our insurance rep. Beth jumped into all things HR while Gordon finished out the work for last fiscal year.

Also, see Finance Committee Report.

4. Development

Jody Flemming met with new Development Director Susan Haldane, Communications and Development Coordinator Megan Markovic, and me before he left to review the Development Plan and provide the history and rationale for upcoming changes and approaches in the development and communications roles. Susan has been onboarding with Megan and I since she began on August 14.

5. External Policy/Legal/Political

6. School Policy

Action Item:

Faculty and administration would like to make slight change to policy in our Community Handbook that reflects chosen new practice.

1. Proposed new policy:

Cell phone use by students is prohibited at Evergreen without express permission for specific use of function or feature from a school staff member, including during lunch, exercise breaks, Before School, EverAfter, and on fieldwork trips. Use is interpreted not just as the sending or receiving of calls. Use
includes using any cell phone function or feature, including but not limited to texting, photography, recording, Internet access, music playing, etc. These restrictions apply to use in hallways, restrooms, offices, the field or any other place on campus or during field work. Campus restrictions are in effect before school from initial drop off time and after school through dismissal procedures.

Students are allowed to have cell phones at school, but the phones must be turned off and kept out-of-sight in book bags or locked in lockers. Students bring these devices to school at their own risk. Evergreen, its faculty and staff, are NOT responsible for any damaged, missing, or stolen cell phones.

**Action Items:**

See separate attachments showing proposed changes or new policies for:

2. Volunteer Background Check  
3. Conflict of Interest  
4. Nepotism  
5. New Hire Criminal History Check  
6. Admissions and Lottery  
7. Allowable Cost (Federal Funds)  
8. Contracted Services and Procurement (Federal Funds)  
9. Equipment (Federal Funds)  
10. Time and Effort (Federal Funds)

**7. Strategic Goals/ Operating Plan**

Educational Excellence  
Diversity, Equity, and Inclusion  
Financial Sustainability

**8. School Improvement**

The admin team has been working with EL School Designer Sarah Norris on analysis of data from last year and goal completion as well as developing our work plan (school improvement plan) for this year. Sarah also met with all grade level teams during the August workdays to examine the first expedition at each grade and identify strengths and any areas for improvement.

Also, see School Improvement Team Report.

**9. Personnel**

We are still interviewing for a full time Academic Support Teacher This position was vacated this summer.

**New Hire Recommendations:**

**Kamryn Wisner, 7/8 Math Lead Teacher.** Kamryn has a BA in Chemistry, an Associates of Science in Chemistry and Math, and holds a Multiple Subject Teaching Credential from Cal State Teach in California. Her NC teaching license is in process. Kamryn taught 7/8 math at Grass Valley Charter School in CA, another EL credentialed mentor school for 5 years after working in their afterschool program for 4 years.

**Kathryn (Katie) Edwards, 1st Lead Teacher.** Katie has a BA in Anthropology and a MA in Teaching from East Carolina University. She taught 1st grade for 2 years in Greenville, NC, then moved to Buncombe County where she taught at Fairview Elementary in 1st grade as an assistant teacher, then kindergarten as lead teacher for 6 years, then 1st as lead teacher for 1 year.
Mary Beth Tanner, Part time 2nd Associate Teacher. Mary Beth has a BS from UNC-Greensboro in Dance Education. Her experience includes teaching dance at Wendell Elementary, assistant teaching at Summit Charter School, homeschooling her children for 10 years, and teaching classes at Black Mountain Home School Group. Her oldest son graduated from Evergreen last year and her younger son will be here in 6th grade this year.

Walter Bradley III, Part time 1st Associate Teacher. Walter has a BS in Molecular and Cell Physiology from East Carolina University. His experience includes working as an analytical chemist/lab analyst, a jazz drummer, an aquatics consultant, swim coach, and soccer coach.

Timothy Cupp Full Time EC Associate. Tim has a BS in Biology, NA in Neuroscience, and a MS in Cell and Developmental Biology from UNC-CH. He has experience as a teaching assistant at UNC, and at HopeCreek Academy, where he worked one-on-one with elementary, middle, and high school students with special needs.

Laura Brooks Meers, Full Time EC Associate. Laura has a Bachelor’s degree in Psychology, a Master’s Degree in Social Work, and teaching certification for Exceptional Children from UNC-Wilmington. She has 11 years of experience as a child, adolescent, and family therapist, 10 year of experience as an EC teacher, and 3 years as an English Language Arts teacher.

Susan Haldane, Development Director. Susan has a Masters in Liberal Arts and Sciences from UNC-Asheville and a BA in Psychology from UNC-Greensboro. She also has completed the Duke University Certificate Program on Nonprofit Management. Her experience includes Fundraising Consultant at Sims & Steele Consulting, and 8 years with AB Tech as Special Events Coordinator and then Development/Events Coordinator.

Sean Nelson, EverAfter Instructor. Sean will complete a BS degree in Public Health from Western Kentucky University in December 2018. He has experience as an outdoor recreation and adventure center trip leader, and as a group leader in an afterschool program.

Brittany York, EverAfter Instructor & Interim Full time 2nd grade Associate Teacher. Brittany is completing her MS in Environmental Education at Montreat College this month. She also has a BS in Environmental Studies from UNC-Wilmington. Her experience includes working as a Lead Environmental Education Instructor at Mountain Trail Outdoor School and working in Evergreen Summer Adventures.

Christine Gray, EverAfter Instructor. Christine studied art at Humboldt State University. She brings with her experience in retail, as a retirement village receptionist, as an afterschool program leader, in CA and at the YMCA in Asheville.

Additional information about our staff can be viewed on our website.

10. Curriculum and Instruction

11. External Work

College Partnerships

Annie Jonas’ Ed Psych class from Warren Wilson is scheduled to return again this fall.

We will likely have a speech intern from NYU this year and possible undergrad counseling interns from WCU or UNCA.

Other Partnerships

We’re investigating different partnership opportunities that may come about from a state grant supporting partnerships that address mental health needs in schools. This grant is different from the
SMHP grant that we have already been awarded but is a result of the same legislation that requires the state to provide more funding for school safety.

C) DEVELOPMENT DIRECTOR’S REPORT – August 2018

Evergreen Fund YTD: $1,482.33

Donor Cultivation Activities:
   # of Donor “Touches”
   # of “Asks”

Fundraising Events:

Miscellaneous:
   • With Susan M.’s assistance, Susan H. will begin meeting parents and other major donors to introduce herself and to learn more about Evergreen through their experiences with the school
   • Susan H. will also be meeting with all Board members to introduce herself and learn more about their experiences on the Board and their involvement with Evergreen.

Board Member Opportunities:
   • Meet with Susan H.
   • Continue to share leads on prospective donors

D. BOARD-STAFF LIAISON REPORT

No report.

E. DEVELOPMENT COMMITTEE REPORT – June 25, 2018

Attendees: Linnea Keen, Susan Metz, Kris Dionne, Jody Flemming, John Dewitt

Update from previous meeting:
   1. Renewed Raiser’s Edge in May 2018 for 1 year
   2. Prioritize Raiser’s Edge data clean-up
   3. Active recruiting for Director of Development, Jody working until end of July
   4. Summer focus and priorities
      a. Evergreen Fund Theme - 20th Anniversary
      b. Building the message around anniversary, communication plan and celebration
   5. Board’s Role in Development Committee
      a. Identify opportunities for board members to support and contribute to development efforts
      b. Target to review during August or September 2018 Board meeting
   6. Development Messaging - discussion on the importance of the message and refining it.
      a. Suggestions to focus the message around EL Education, it is the foundation. After all, why are we sending out children to Evergreen Community Charter school? EL Education
      b. Community is highly valued and foundation for Evergreen and our children’s education and experience
   7. Parent Champions / Ambassadors
      a. Description, Role and Goal for parent engagement
      b. Champion of Champions
   8. Evergreen Fund Update by Jody - achieved $109,000

Next meeting in August, date to be determined with new Development Director
Update - August 19, 2018

Megan Makovic shared the update from the Development Office on Development action items and Roles and Responsibilities, please see below. Susan Haldane, Megan Makovic and Linnea Keen to meet to review as Susan has recently joined Evergreen Community as Development Director.

https://docs.google.com/document/d/1HBMx7EqPp2c38CFkArcrEz-VgJFLxldK8Ma99NKVjs/edit?usp=gmail

https://docs.google.com/document/d/1YozItRscXn1ouAcBOwv-sR58ruVWW2DNiFMdpvqXU8/edit?usp=gmail

F. NOMINATING AND EVALUATING COMMITTEE REPORT –
Did not meet.

G. FACILITIES COMMITTEE REPORT –
No report.

H. GRIEVANCE COMMITTEE REPORT
No report.

I. SCHOOL IMPROVEMENT TEAM REPORT -
No report.

J. EXECUTIVE COMMITTEE REPORT – August 6, 2018, 8:30 a.m., Dr. Mertz’s office
Attending: Susan Mertz, Lori Hilliard, Sam McLamb, Mark DeVerges, Erika Anderson (by phone)

Update on summer work:

- Personnel; Professional Development
  - Hired 1st lead, Director of Development Susan Haldane (Aug 14), 2nd associate, EverAfter staff, 1st associate
  - Resigned: EC 1:1, Academic Support- still looking to fill
  - Mental Health Support Personnel grant ($61K) submitted
  - On-boarding Business Manager- Beth Rattigan
  - Prep for August work days, new teacher training
  - 1 week of vacation
  - EL Mentor School Leaders Institute
  - Diversity Equity Inclusion PD plan draft
  - Reality Check conference, REI Caucus
- School Improvement
  - EL Work Plan/SIP review; data analysis, SIT Retreat last week- tied in the current priorities
- General
  - Updated Emergency Response Plan – waiting for feedback from APD/SRO
- Revised policies – Conflict of Interest, New Hire Criminal History Check, Nepotism, Admissions/Lottery
- Drive organization and clean up
- Finance work
  - FY18 budget clean up (final #s are close to budget when adjusted for unbudgeted exp.)
  - Audit
- Facilities work
  - Asbestos removal
  - Floor cleaning
  - Staff lounge makeover
  - Deltec HVAC (waiting on parts)
  - Room moves
  - Exterior door locks (done)
  - Interior security doors (next week)
  - Tech devices – new, updates, carts
- Enrollment work
  - Registration
  - Filling unanticipated openings- we need to think about communicating with returning parents about the importance of timing for placement.
- Development work- Megan over the summer
  - Interviews & hire
  - Database clean up/research
  - Role responsibilities
  - Transition out and Onboarding prep
  - Grant for mental health support personnel ($61k, notified Aug 10)
  - Grant for EE program ($5500, granted)
  - Web updates
  - Donor touches- Susan trying to pick up on those
  - 20th Anniversary planning

**Action Items:** Bank signature cards signed by Exec members, Susan and Beth

**Discussion Items:** Executive Director Evaluation- Inform the board of survey at the August 23 meeting due on the 31st. Google Survey based on the Superintendent's evaluation measures.

Susan’s needs/requests for 2018-19
- Support in development efforts (involvement, accountability for the board and Director)
- Focus on strategic priorities at each board meeting- Recall of these with an anchor of these.
- Director of Development report at each Board meeting (with a dashboard)
- Help Susan identify blind spots- exec give feedback.

Upcoming Board Agenda for August 23rd-
- Strategic plan modifications
- possible bylaw change
- stressing importance of our board norms

Adjourned: 11:00 a.m. Report by: Lori Hilliard

---

**K. EQUITY LEADERSHIP TEAM REPORT**  
No report.

---

**L. LEGISLATIVE COMMITTEE REPORT**  
No report.
No report.