



**Board of Directors**  
**Minutes of Meeting (full audio recording available at ECHS website)**

Regular Monthly Board Meeting		
12.20.2018	5:33pm	ECHS
Facilitator	Marsha Horton, ECHS Board President	
Note taker	Nyia McCants, ECHS Recording Secretary	
Board Members Present	Robin Demby, Jacob Roddy, Sandy Spangler, Marsha Horton, Crystal Gillis, Juanita Wilson, Charlie McDowell, Sandra Sutton, Lois Hobbs, Evelyn Edney, Nyia McCants, Brionna Denby (via phone)	
Board Members Absent	Tawanna Prophet-Brinkley, Denese Lindsey, Gwendolyn Scott-Jones, Ronald Pinkett	
Other Attendees	Jacob Roddy's family and Timothy Yancy	
Approval of Agenda	Changes to agenda: Add Executive session <b>Motion to approve modified December 20, 2018 meeting Agenda – HOBBS</b> <b>2<sup>nd</sup> – SUTTON</b> <b>Motion carries.</b>	
Approval of Meeting Minutes	<b>Motion to approve October 25, 2018 meeting minutes – SUTTON</b> <b>2<sup>nd</sup> – HOBBS</b> <b>Motion carries.</b>	
Public Comment		
3 minutes per		
Comments	No public comments.	
Executive Committee		
	Marsha Horton, Chairperson	
Comments	Horton presented the report. Horton welcomed all new board members. The committee met today and discussed Dr. Edney's Bonus Framework. This information will be discussed during Executive Session. Staffing changes will be discussed during Dr. Edney's report and Executive session. Reactivating the Marketing & Recruitment Committee (Prophet-Brinkley, Gillis, & Demby). In addition, Dr. Edney is reaching out to find out if one of the team members from DSU's Marketing Department will join the committee. One of the committee's charges will be to develop a fundraising plan. Student Handbook, Student Code of Conduct, was sent to all board members for review and comment. Report provided for information only.	
Personnel Committee		
	Juanita Wilson, Chairperson	

Comments	Wilson presented the report. The committee met to review the school leader bonus framework for 2018-2019. A draft will be shared during executive session. Report provided for information only.
<b>Finance/Facilities (F/F) Committee</b>	
	Denese Lindsey , F/F Chairperson
Comments	Timothy Yancy, ECHS Operations Manager, presented the report. During the committee meeting, the committee discussed the following: <ul style="list-style-type: none"> <li>- priorities of ECHS as it relates to upcoming issues for FY19 and FY20 budget</li> <li>- Enrollment</li> <li>- Transportation</li> <li>- LOC payoff</li> <li>- Reviewed regular finance report with ECHS Financial Consultant, Dorcell Spence</li> </ul> Report provided for information only.
<b>Nominating Committee</b>	
	Lois Hobbs, Chairperson
Comments	Hobbs presented the report. Welcomed Robin Demby to her first board meeting. Dr. Edney introduced new student representative, Jacob Roddy. The Board looks forward to working with Jacob. Jacob Roddy addressed the board and introduced his family (two cousins, brother, uncle, aunt, and mother).
<b>Marketing Committee</b>	
	Vacant, Chairperson
Comments	No report
<b>Academic Affairs Committee</b>	
	Sandy Spangler, Chairperson
Comments	Spangler presented the report Spangler welcomed the committee's newest member, Tawanna Prophet-Brinkley, ECHS School Counselor. She will replace LueAnn DeCastro. Dr. Edney provided data to the committee that shows a growing need for special education supports as the special education student population is approximately 10% of the total student population. This is average for schools. The school has had to add a "B" setting to support student needs. In addition, there was discussion to add a paraprofessional to enhance special education supports. Committee discussed the process mapping which was discussed at the last committee meeting. Dr. Edney shared a table that was used by staff for staff to indicate their interest to serve in a particular area of the academic needs of the process map. Areas include: <ul style="list-style-type: none"> <li>- Increasing college readiness</li> <li>- DSU resources</li> <li>- Professional Development</li> </ul> Lastly, the committee reviewed the disciplinary section of the student handbook.
<b>Audit Committee</b>	
	Charles McDowell , Chairperson
Comments	No report
<b>School Leader</b>	
	Evelyn Edney, School Leader

Comments	<p>Edney distributed a copy of the update to all board members present. Reviewed highlights:</p> <ul style="list-style-type: none"> <li>- 7 student withdrawals</li> <li>- Enrolled a new student a few weeks ago</li> <li>- 3 students on homebound (2 medical and 1 discipline for incident that occurred outside of school)</li> <li>- All fall recruiting dates completed</li> <li>- 75 applications as of 12/19/18</li> <li>- Professional development <ul style="list-style-type: none"> <li>o Staff just completed Fall PD at the end of the semester</li> </ul> </li> <li>- Completed 1<sup>st</sup> semester exams last week</li> <li>- Included 1<sup>st</sup> semester college readiness data</li> <li>- PTSA meeting held November 20th</li> <li>- Hornets In Action community service project/fundraiser <ul style="list-style-type: none"> <li>o "No Shave November" to benefit the Still Foundation for Pediatric Cancer</li> </ul> </li> <li>- Winter sports started</li> <li>- Facilities – New HVAC units on roof</li> <li>- Upcoming events for 2<sup>nd</sup> semester</li> </ul> <p>McDowell – questions about college readiness graphic on school leader report Edney explained that the graphics represents the entire school. If the report was disaggregated by grade level, the 9<sup>th</sup> grade students would probably be the lowest. The 11<sup>th</sup> grade students are doing the best as it relates to college readiness. Students who are not doing well, we have inserted a note in their report card envelope stating we need to schedule a parent/administrator conference to discuss an academic plan.</p> <p>Horton – asked what is the difference between the blue and green on the pie chart Edney explained that the blue represents student college readiness scores between 17-20, while the green represents scores 15-16, yellow represents scores 12-14, and the red represents scores 11 and below.</p> <p>Horton requests that a legend is provided for any future graphics.</p> <p>Horton – asked why would the seniors be less college ready than the juniors Edney responded that most of the seniors are taking all college courses, the most rigorous courses a student can have. In addition to class dynamics, grades, attendance, teacher recommendations. It worked out this way for this senior class in comparison to the junior class. In the past years, it has been the seniors leading the way, but there is a different dynamic this year. Our sophomore class seems to be doing well. Last year, 50 of them earned eligibility to begin taking college courses this past fall. Of the 50, all but 3 passed all of their college courses. Going into the spring 2019 semester, we have about 25 more sophomores eligible to take college courses.</p> <p>Horton – asked Dr. Edney to share the December activity Edney shared that the advisory classes had a door decorating contest. She thanked the board members who served as volunteer judges. The students and staff participated in an ugly sweater contest. The band and chorus did a wonderful job during the winter concert. The staff donated to help a student family in need. McCants shared that ECHS attempted a new fundraiser to support ECHS Student Activities, 25 Days of Giving.</p>
<b>Parent Association Report</b>	
	Crystal Gillis, Chairperson
Comments	No report
<b>Teacher Report</b>	
	Tawanna Prophet-Brinkley, Chairperson
Comments	Teacher representative not present
<b>Budget Items</b>	
Comments	None
<b>Discussion/Action Items</b>	
Comments	Hobbs – Will there be a student report? Horton stated that this will be added to the agenda.

## Executive Session

Comments	<p><b>Motion to enter Executive Session – HOBBS 2<sup>nd</sup> – MCDOWELL</b></p> <p><b>Motion carries.</b></p> <p><b>Executive session held for 7 minutes.</b></p> <p>Public Board session reconvened at 6:26pm.</p>
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### Old Business –

#### 1. Student/Parent Handbook –

Dr. Edney previously shared the entire document. The Academic Affairs committee looked at the code of conduct portion of the document. Today that is what the board will direct focus.

Edney explained the student code of conduct structure and progressive discipline steps which includes a menu of strategies and responses.

#### Conversation:

Horton stated that there appeared to be some words missing within the document, need to review for edits. In addition, she thought that the progressive discipline chart was more difficult to follow than previous document.

Spangler shared the school's intent of providing a menu of options for disciplinary incidents.

Horton understands the intent, but feels that it is difficult to follow because had to flip back and forth. We need to make sure that the document is easily understood and that readers know that if an incident calls for a higher level response, the school can implement any response at the starting level or below.

Hobbs believes that the revised document can help with consistency.

McDowell asked if the document was modeled after another school or organization. McCants responded that the document was modeled after Capital School District as both she and Edney has been a part of the process when Capital had undergone a complete revamp of their school code of conduct. That process included use of best practices including restorative justice practices.

McDowell asked if there has been legal review of the document. He suggests having DSU General Counsel review the document prior to publishing. Denby (attorney) stated she has reviewed the document. McDowell is disappointed that academic cheating/lying starts at a very low level 2. He mentioned that this is a character trait and is this how it is treated in the world today. McCants responded no and explained that the initial loss of credit is a severe consequence for our students because it impacts them academically. McDowell states that the initial response for use of tobacco is higher than academic cheating. McCants responded that for an initial offense of academic cheating we would not suspend a student out of school, but if additional occurrences we would go up from there.

Spangler and Sutton both added commentary that getting a zero on an assignment does have impact on a student. Sutton mentioned that if there are repeated offenses, then she could see additional consequences. Spangler mentioned that is also important to have a conversation with student about integrity as not all students are taught what that means. Edney explained that we do talk with students during that conversation and explain what could happen if this were to occur when they become a full university student. Additional conversation was held to discuss the intent of the Steps from least restrictive to most restrictive with the most restrictive consequence being expulsion and removal from school environment.

Horton asked for a clarification between verbal and written lying and why each begins on a different step. Edney states that she will have to review notes.

Horton asked is there a way to differentiate between instigating a fight and hitting someone back when the student was initially hit. McCants responded that although an incident response may start at a certain step, the administrator still has administrative discretion to implement a response at or below the stated response level.

Horton asked if someone is the instigator, does that automatically include the consequences for assault. McCants responded that if someone is charged with assault by a police officer, that consequence is higher than if the individual was involved in a fight where the offenders were considered mutual combatants.

Horton would like to see the revised documents before the Board votes to approve or not approve. Horton suggested that the Board could allow the document to be publicized with a note that it is "pending Board approval." Edney responded she would prefer to not do that. Edney will resend the google document for all board members to review and comment. The Board will vote on the document in the spring. Edney stated ECHS requests to have the approved document by June.

### New Business –

Student report – will add to the agenda

### Appeals/Reviews – None

**Announcements** – McCants announced remaining board meeting dates for the 2018-19 school year – February 28, April 25, and June 27. All meeting dates for the rest of the calendar year will be sent to Board members via email.

Horton thanked ECHS for the treats and food. Wishes everyone a wonderful holiday.

Two of the three absent board members have had significant health issues in their family. Please keep them all in prayer.

**Motion to adjourn – SUTTON**

**2<sup>nd</sup> – HOBBS**

**Meeting adjourned at 6:28pm**

**Next Board meeting will be on February 28, 2019.**

Minutes submitted by – Nyia McCants