

Covenant Keepers Charter Board Meeting Minutes 06.19.14

Meeting was called to order at 5:30 p.m.

Board members present were Cynthia Townsend, Noland Buckley, and James Jones. Ms. Barbara Dalu was absent. Others present were Dr. Valerie Tatum, LauretteWhipps, Marquita Hill, Deron Hamilton, Jenna Jones, and Curtis Freeman.

Potential board members are Attorney Earnest Sanders and Jorge.

Minutes were accepted as read.

Old Business

Mr. Curtis Freeman is attending the board meeting was employed as a Substitute teacher and then as a Social Studies teacher. He was dismissed in front of his colleagues and felt as if that was disrespectful. He felt as if students were intentionally directing physical force towards him. Told student that he would file an assault charge if necessary. He was terminated for following the directive of the director. He felt as if there was something that was detrimental he should have been warned and given a chance to correct these items. As a teacher he was subject to profanity from students. There were students who did not have supplies. A lot of this was because there was no fear of discipline. No one wanted to hear him out when he tried to explain what happened. Meetings were always about behavior and nothing was about academic. Student earned 3 points total, but he was the sole reason that he was let go.

- 1.) Concerned about the way grades were averaged.
- 2.) Being terminated for no reason.
- 3.) Lack of professional leadership.
- 4.) Protocol wasn't followed
- 5.) Every conference centered around behavior.

Dr. Tatum- discipline for all teachers was an issue, not just Mr. Freeman. Roxie from ADE felt as if that was the best decision to let Mr. Freeman go. The parent made a list of times that he came to the car and had issues with him. Dr. Tatum did not stop Mr. Freeman from talking. During one of the teacher meeting Dr. Tatum did chastise the teachers. If the students don't have supplies they should not be put out of the classroom. Mrs. Whipps stated that she did support Mr. Freeman in any discipline issues that he had.

Mr. Freeman wants to make sure no one else gets treated. Feels as if he should be re-instated. If he wants to re-apply he can feel free to do that.

New Business

Director's Report- Dr. Tatum

- Barbara Hunter Cox with APSRC will be starting on July 1st because we are still a needs improvement school.
- Did letter of dissolve for ECS will no longer will be working with the school.
- Paul Blume has filed the motion to dismiss the lawsuit from Dewayne Johnson. The insurance has helped with these types of issues. Paul Blume formerly with ASBA has a wealth of knowledge regarding school issues.
- Academic distress from three years of test score data resulted in this rating.
- Dr. Tatum has found another office space. Very close to the school.
- Teachers will begin on July 14th.
- Huge drop in test data. Mainly due to behavior issues and this caused test scores to take a hit.
- Coach Watson will be back in with discipline; he follows everything by what the handbook. Dr. Tatum and Clancy will be in the classrooms dealing with teachers. They will be sitting with teachers and discussing issues and kudos. Both admin will be in every boot camp meeting to make sure they know an understand everything. This will assist them in supporting the teachers. Everything must be done on the "text thread" so that everyone will understand. All this information will be typed up so everything will know what is going on.
- Dr. Tatum has a calendar the she has built so that she can let everyone know what times she will be here and what she will be doing. Subs can only be kept 30 days.
- CK North will be built up over two years with APSRC. Grant is on hold until Academic distress and CKCS can be in order.
- Salary schedule was sent and there will be no salary increases on the front end. There could be a possibility that after things start going in the right direction that teachers get some type of increase or stipend.

Data Coordinator- Jones

- School wide there was a drop in scores. Will get updated scores once rosters are finalized. Drops can be attributed to discipline with new influx of students.
- AMO's were not met. Can be met based on growth or proficiency.
- Sometime in October, Dr. Tatum will have to go before the Charter authorizing board to explain.

Financial Report- Hamilton

- Substantial Drop in cash about \$30K
- Federal reimbursements being submitted at the end of the year.

Meeting adjourned at 7:32 p.m.

July 24th, 2014