

Forest Grove Community School

Board of Directors Meeting

January 10, 2017

Board Members Present

Anita Zijdemans-Boudreau, chair

Jon Stagnitti, vice chair

Bob Hatt, treasurer

Rochelle Auran, member

Steve Molin, member

Roger Neyman, member

Board Members Absent

Robbie Pock

Staff Members Present

Vanessa Gray, Principal

Karen Torry, Director of School Operations

The meeting was called to order at 6:34 p.m.

Voting Items

- December Minutes
- Sexual harassment policy
 - Discussion:
 - Jon made a motion to move this policy from discussion to voting. Bob seconded. All approved to move the policy to a voting item.
 - Roger moved to approve, Steve seconded motion to approve the sexual harassment policy. All voted to approve.

Discussion Items

Sexual Harassment Policy: See Voting Items.

Annual Evaluation: FGCS received a very positive report in the annual evaluation by the independent evaluator contracted by the District. Vanessa reported that the evaluator was very fair and thorough in his approach; she was particularly pleased that the evaluator had a good understanding of public charter schools and how they operate differently from traditional public schools. FGCS was found to meet or exceed expectations in most areas of evaluation. There were several recommendations in areas where the evaluator gave a 'nearly meets' rating. Bob asked whether the school

has an obligation to respond to the findings in any way and wondered whether the Board should be able to respond to questions from parents or others about the evaluation. Steve recommended that Board members review the evaluation and send any questions to Vanessa, with Vanessa then responding to those specific Board questions. Vanessa suggested that she create a document responding to the evaluation findings and any specific questions Board members have. Jon recommended that Board members funnel their questions through Anita, who will communicate them to Vanessa. Anita agreed to do this.

Personnel Handbook: This item related to the way that the Personnel Handbook is approved. In the past, the Board has been asked to approve the handbook annually. Vanessa noted that this is less than ideal because the handbook contains documents and information that are not subject to Board approval, but it also contains policies that are subject to Board approval. If the Board must approve the entire handbook, the Board would need to approve even minor amendments to practices, procedures and other information that the Board would not independently have to approve. A employee policy consultant at PACE, the FGCS insurance provider, recommended that the Board approve only policies, not the entire handbook. Vanessa proposes creating an ad hoc personnel committee made up of the principal, a Board member and an employee to review and approve handbook updates. This would create some separation between Board and administration decision making, and streamline those processes. Roger suggested that Vanessa update the Board on personnel handbook changes in summary fashion to keep the Board informed of changes that are not considered by the Board. Going forward, Vanessa will update the personnel handbook and make the most recent version available to employees on the Google Drive.

The next meeting of the Board will be 6:30 p.m. Tues., Feb. 14.