



Public Meeting of the Combined Board of Trustees
for
Universal Alcorn Charter School
Universal Vare Charter School
Universal Audenried Charter High School
*Meeting held Virtually via Zoom
September 10, 2021 at 6:00 PM*

Meeting Minutes

BOARD MEMBERS PRESENT:

1. Curtis Savoy
2. Christopher Hill
3. Dr. Patricia Williams – Diaw
4. Mrs. Phyllis Randall

Meeting called to Order at 6:05pm

I. Meeting Minutes

- i. The meeting minutes from August 24, 2021 were reviewed by board members prior to board meeting. Board members discussed and made corrections to the meeting minutes.
 - a. Mr. Savoy asked for a motion to accept and approve the August 24, 2021 Meeting Minutes with additions and corrections.
 - b. Mr. Hill made a motion to approve the August 24, 2021 meeting minutes with additions and Corrections and Dr. Diaw second that motion.
 - c. By a majority vote the August 24, 2021 meeting minutes were approved.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**
- ii. The meeting minutes from June 24, 2021 were reviewed by board members prior to board meeting. Board members discussed and made corrections to the meeting minutes.
 - d. Mr. Savoy asked for a motion to accept and approve the June 24, 2021 Meeting Minutes with additions and corrections.
 - e. Mr. Hill made a motion to approve the June 24, 2021 meeting minutes with additions and Corrections and Mrs. Randall second that motion.
 - f. By a majority vote the June 24, 2021 meeting minutes were approved.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**
- iii. The meeting minutes from June 10, 2021 were reviewed by board members prior to board meeting. Board members discussed and made corrections to the meeting minutes.
 - g. Mr. Savoy asked for a motion to accept and approve the June 10, 2021 Meeting Minutes with additions and corrections.
 - h. Mr. Hill made a motion to approve the June 10, 2021 meeting minutes with additions and Corrections and Mrs. Randall second that motion.
 - i. By a majority vote the June 10, 2021 meeting minutes were approved.
 - **Board Vote:**



- **Yes: 4**
- **No: 0**
- **Abstain: 0**

II. Old Business

i. Mr. Savoy discussed outstanding board request

1. There was a request for an update on food services department previous complaint regarding the menu items.
2. Mrs. Tamelia Hinson-Threadgill provided a detailed overview of the National School Lunch Program.

III. Superintendent Remarks

i. Dr. Nixon presented the Superintendents remarks.

1. Universal schools welcomed scholars back into the buildings for 100% in-person learning for the first time in 18 months.
2. School opening is off to a great start in all Universal schools.
3. Universal continues to provide timely communication to the school community including Board member, administration, teachers, staff, students, and families.
4. Universal Schools continue to follow the guidance of government and public health officials and medical professionals.
5. The conditions surrounding the COVID-19 pandemic are dynamic. Universal will continue to closely monitor it.

IV. Committee Reports

i. Financial Report

a. Alcorn Charter School

1. **Profit/Loss and Budget Statement:** Charter Choice financial management consultant. Kevin Corcoran presented the finance report for Alcorn Charter School.
2. Board members were given copies the Alcorn finance report which was reviewed by board members prior to the board meeting.
3. There was discussion amongst board members regarding the Alcorn financial report.
4. Mr. Savoy asked for a motion to approve the Alcorn financial report.
5. Mr. Hill made a motion to accept and approve Alcorn finance report and Mrs. Randall second that motion.
6. By a majority vote the Alcorn financial report was accepted and approved unanimously.

➤ **Board Vote:**

- **Yes: 4**
- **No: 0**
- **Abstain: 0**

b. Vare Charter School

1. **Profit/Loss and Budget Statement:** Charter Choice financial management consultant. Kevin Corcoran presented the finance report for Vare Charter School.
2. Board members were given copies the Vare finance report which was reviewed by board members prior to the board meeting.
3. There was discussion amongst board members regarding the Vare financial report.



4. Mr. Savoy asked for a motion to approve the Vare financial report.
5. Mr. Hill made a motion to accept and approve Vare finance report and Dr. Diaw second that motion.
6. By a majority vote the Vare Financial Report was accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

c. Audenried Charter High School

1. **Profit/Loss and Budget Statement:** Charter Choice financial management consultant. Kevin Corcoran Presented the finance report for Audenried Charter School.
2. Board members were given copies the Audenried finance report which was reviewed by board members prior to the board meeting.
3. There was discussion amongst board members regarding the Audenried financial report.
4. Mr. Savoy asked for a motion to approve the Audenried financial report.
5. Mrs. Randall made a motion to accept and approve Audenried finance report and Dr. Diaw second that motion.
6. By a majority vote the Audenried Financial report was accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

ii. HR Committee Reports

a. Alcorn Charter School

1. Tamelia Hinson-Threadgill presented the HR report for Alcorn Charter School.
2. Board members were given copies the Alcorn HR report which was reviewed by board members prior to the board meeting.
3. There was discussion amongst board members regarding the Alcorn HR report.
4. Mr. Savoy asked for a motion to approve the Alcorn HR report.
5. Dr. Diaw made a motion to accept and approve Alcorn HR report and Mr. Hill second that motion.
6. By a majority vote the Alcorn HR Report were accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

b. Vare Charter School

1. Tamelia Hinson Threadgill presented the HR report for Vare Charter School.
2. Board members were given copies the Vare HR report which was reviewed by board members prior to the board meeting.



3. There was discussion amongst board members regarding the Vare HR report.
4. Mr. Savoy asked for a motion to approve the Vare HR report.
5. Dr. Diaw made a motion to accept and approve Vare HR report and Mr. Hill second that motion.
6. By a majority vote the Vare HR report were accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

c. Audenried Charter High School

1. Tamelia Hinson-Threadgill presented the HR report for Audenried Charter School.
2. Board members were given copies the Audenried HR report which was reviewed by board members prior to the board meeting.
3. There was discussion amongst board members regarding the Audenried HR report.
4. Mr. Savoy asked for a motion to approve the Audenried HR report.
5. Mr. Hill made a motion to accept and approve Audenried HR report and Dr. Diaw second that motion.
6. By a majority vote the Audenried HR Report were accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

iii. Facilities Committee Reports

a. Alcorn Charter School

1. Mr. Hill presented the facilities report for Alcorn Charter School.
2. Board members were given copies the Alcorn facilities report which was reviewed by board members prior to the board meeting.
3. There was discussion amongst board members regarding the Alcorn facilities report.
4. Mr. Savoy asked for a motion to approve the Alcorn facilities report.
5. Dr. Diaw made a motion to accept and approve Alcorn facilities report and Mr. Hill second that motion.
6. By a majority vote the Alcorn facilities report were accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

d. Vare Charter School

1. Mr. Hill presented the facilities report for Vare Charter School.
2. Board members were given copies the Vare facilities report which was reviewed by board members prior to the board meeting.



3. There was discussion amongst board members regarding the Vare facilities report.
4. Mr. Savoy asked for a motion to approve the Vare facilities report.
5. Dr. Diaw made a motion to accept and approve Vare facilities report and Mr. Hill second that motion.
6. By a majority vote the Vare facilities report were accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

e. Audenried Charter High School

1. Mr. Hill presented the facilities report for Audenried Charter School.
2. Board members were given copies the Audenried facilities report which was reviewed by board members prior to the board meeting.
3. There was discussion amongst board members regarding the Audenried facilities report.
4. Mr. Savoy asked for a motion to approve the Audenried facilities report.
5. Dr. Diaw made a motion to accept and approve Audenried facilities report and Mr. Hill second that motion.
6. By a majority vote the Audenried facilities report were accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

iv. Nomination Committee

- a. Mrs. Randalll presented the nomination committee report for Alcorn, Vare and Audenried Charter Schools.
 1. Board members were given copies the nomination committee report which was reviewed by board members prior to the board meeting.
 2. There was discussion amongst board members regarding the nomination committee report.
 3. Mr. Savoy asked for a motion to approve the nomination committee report.
 4. Dr. Diaw made a motion to accept and approve nomination committee report and Mr. Hill second that motion.
 5. By a majority vote the nomination committee report were accepted and approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

V. Presentations

i. Alcorn Monthly Reports

- a. Mr. Starke presented Alcorn's monthly school report.
 1. Alcorn's total enrollment is 545. Alcorn enrollment cap is 620.



2. Alcorn implements Positive Behavioral Intervention and Supports (PBIS) through a Multi-Tiered System of Support (MTSS) for behavior. The three (3) tiered system is as follows:
 - a. Tier 1- the base level of school behavior that is applied to all scholars as school policy
 - b. Tier 2- Develop individual positive behavior support plans, including: mentorship, monthly team meetings with STS providers, Group Counseling and individual counseling
 - c. Tier 3- referral for evaluation for specialized services, Bi-weekly agency and school based meetings.
3. Alcorn's leadership team is in the process of identifying scholars that are in need of behavioral support. There are 6 scholars that carried over from the previous school year.
4. Alcorn has a goal to achieve a ten (10) percent gain in all subject of scholars performing proficient or advanced.
5. Alcorn will continue to promote a system-wide culture of safety, effective engagement, cultural competency, and customer service
6. There was some discussion regarding the Alcorn Principal report
7. Mr. Savoy asked for a motion to approve the Alcorn Principal Report
8. Mr. Hill made a motion to approve the Alcorn Principal Report and Dr. Diaw second that motion.
9. By a majority vote the Alcorn Principal Report was approved unanimously.

➤ **Board Vote:**

- **Yes: 4**
- **No: 0**
- **Abstain: 0**

ii. Vare Monthly Reports

- a. Principal Howee-Toomer presented Vare's monthly school report
 1. Vare's total enrollment is 212. Alcorn enrollment cap is 230.
 2. Vare implements Positive Behavioral Intervention and Supports (PBIS) through a Multi-Tiered System of Support (MTSS) for behavior. The three (3) tiered system is as follows:
 - a. Tier 1- the base level of school behavior that is applied to all scholars as school policy
 - b. Tier 2- Develop individual positive behavior support plans, including: mentorship, monthly team meetings with STS providers, Group Counseling and individual counseling
 - c. Tier 3- referral for evaluation for specialized services, Bi-weekly agency and school based meetings.
 3. Vare's leadership team is in the process of identifying scholars that are in need of behavioral support.
 4. Vare has a goal to achieve a ten (10) percent gain in all subject of scholars performing proficient or advanced.
 5. There was some discussion regarding Vare's Principal Report.
 6. Mr. Savoy asked for a motion to approve the Vare Principal Report.
 7. Dr. Diaw made a motion to approve the Vare Principal Report and Mr. Hill second that motion.
 8. By a majority vote the Vare Principal Report was approved unanimously.



- **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

iii. Audenried Monthly Reports

- a. Mr. Anderson presented Audenried’s monthly school report
 1. Audenried’s total enrollment is 578 with a goal to reach 705. Audenried is under the enrollment cap.
 2. Audenried implements Positive Behavioral Intervention and Supports (PBIS) through a Multi-Tiered System of Support (MTSS) for behavior. The three (3) tiered system is as follows:
 - a) Tier 1- the base level of school behavior that is applied to all scholars as school policy
 - b) Tier 2- scholars placed into groups based on the type of infractions. Interventions include: Community service, Group Sessions and daily reports
 - c) Tier 3- Scholars receive behavioral contracts, counseling sessions, positive behavior support plans.
 3. Audenried will continue to promote a system-wide culture of safety, effective engagement, cultural competency, and customer service
 4. Audenried focus is on scholars being college and career ready. Scholars take PSAT in grades 9-11 and are allowed to take the pre-test numerous times to determine how prepared scholars are.
 5. Audenried has a goal to achieve a ten (10) percent gain in all subject of scholars performing proficient or advanced.
 6. There was some discussion about the Audenried Principal Report.
 7. Mr. Savoy asked for a motion to approve the Audenried Principal Report.
 8. Dr. Diaw made a motion to approve the Audenried Principal Report and Mr. Hill second that motion.
 9. By a majority vote the Audenried Principal Report was approved unanimously.

- **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

iv. Central Office Report

- a. Dr. Nixon presented the school reopening plan for the 2021-2022 academic year
 1. Over the past several months, Universal Schools followed the guidance of government and public health officials and medical professionals. .
 2. The conditions surrounding the COVID-19 pandemic are dynamic. Universal will continue to closely monitor the situation and adjust the school opening plan as needed.
 3. All Universal Schools reopen for 100% in-person learning on August 31, 2021.
 4. Dr. Nixon established a COVID-19 response team that coordinates all things COVID in all the school buildings, including but not limited to testing, responding to positive test results and exposure.



5. The COVID response team created all letters and/or correspondence to notify parents of COVID case within the schools building and exposures procedures.
6. The COVID response team maintain a dashboard on the school websites.
7. There was some discussion about the Central Office Report.
8. Mr. Savoy asked for a motion to approve the Central Office Report.
9. Dr. Diaw made a motion to approve the Central Office Report and Mr. Hill second that motion.
10. By a majority vote the Central Office Report was approved unanimously.
 - **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

- v. **Corporate Office Report**
 - i. There was no corporate office report
- vi. **Legal Update**
 - a. There was no Legal update

VI. Board Action Items

i. Universal Alcorn Charter School

a. Resolution AL21-22-003: 2021-2022 HR Personnel Hires and Salaries

1. Mr. Savoy asked for a motion to accept and approve Resolution AL21-22-003.
2. Dr. Diaw made a motion to accept and approve Resolution AL21-22-003 and Mr. Hill second that motion.
3. By a majority vote Resolution AL21-22-003 was approved.

RESOLVED, that the Board of Trustees authorizes Universal Community Homes, through the Chief Operating Officer or her designee, in the form attached, to execute and deliver contracts for the 2021 - 2022 HR hires, to which include the salary and benefits of employees.

- **Board Vote:**
 - **Yes: 4**
 - **No: 0**
 - **Abstain: 0**

b. Resolution AL21-22-004: 2021-2022 HR Personnel Terminations

4. Mr. Savoy asked for a motion to accept and approve Resolution AL21-22-004.
5. Dr. Diaw made a motion to accept and approve Resolution AL21-22-004 and Mr. Hill second that motion.
6. By a majority vote Resolution AL21-22-004 was approved.

RESOLVED, that the Board of Trustees authorizes Universal Community Homes, through the Chief Operating Officer or her designee, in the form attached, to terminate contracts for the 2021 - 2022 HR terminations, to which include the termination of salary and benefits of employees

- Board Vote:**
 - **Yes: 4**
 - **No: 0**



- **Abstain: 0**

ii. Universal VARE Charter School

a. Resolution V21-22-004: 2021-2022 HR Personnel Hires and Salaries

1. Mr. Savoy asked for a motion to accept and approve Resolution V21-22-004.
2. Mr. Hill made a motion to accept and approve Resolution V21-22-004 and Dr. Diaw second that motion.
3. By a majority vote Resolution V21-22-004 was approved.

RESOLVED, that the Board of Trustees authorizes Universal Community Homes, through the Chief Operating Officer or her designee, in the form attached, to execute and deliver contracts for the 2021 - 2022 HR hires, to which include the salary and benefits of employees

➤ **Board Vote:**

- **Yes: 4**
- **No: 0**
- **Abstain: 0**

c. Resolution V21-22-005: 2021-2022 HR Personnel Terminations

7. Mr. Savoy asked for a motion to accept and approve Resolution V21-22-005.
8. Dr. Diaw made a motion to accept and approve Resolution V21-22-005 and Mr. Hill second that motion.
9. By a majority vote Resolution V21-22-005 was approved.

RESOLVED, that the Board of Trustees authorizes Universal Community Homes, through the Chief Operating Officer or her designee, in the form attached, to terminate contracts for the 2021 - 2022 HR terminations, to which include the termination of salary and benefits of employees.

➤ **Board Vote:**

- **Yes: 4**
- **No: 0**
- **Abstain: 0**

iii. Universal Audenried Charter School

d. Resolution AU21-22-004: 2021-2022 HR Personnel Hires and Salaries

10. Mr. Savoy asked for a motion to accept and approve Resolution AU21-22-004.
11. Dr. Diaw made a motion to accept and approve Resolution AU21-22-004 and Mr. Hill second that motion.
12. By a majority vote Resolution AU21-22-004 was approved.

➤ **RESOLVED**, that the Board of Trustees authorizes Universal Community Homes, through the Chief Operating Officer or her designee, in the form attached, to execute and deliver contracts for the 2021 - 2022 HR hires, to which include the salary and benefits of employees

➤ **Board Vote:**

- **Yes: 3**
- **No: 0**
- **Abstain: 0**



e. Resolution AU21-22-005: HR Personnel Terminations

13. Mr. Savoy asked for a motion to accept and approve Resolution AU21-22-005.
14. Dr. Diaw made a motion to accept and approve Resolution AU21-22-005 and Mr. Hill second that motion.
15. By a majority vote Resolution AU21-22-005 was approved.

RESOLVED, that the Board of Trustees authorizes Universal Community Homes, through the Chief Operating Officer or her designee, in the form attached, to terminate contracts for the 2021 - 2022 HR terminations, to which include the termination of salary and benefits of employees

➤ **Board Vote:**

- **Yes: 3**
- **No: 0**
- **Abstain: 0**

VII. Public Comments

- a. Charles Reeves, Parent and community member, comment regarding parent involvement in the Charter Renewal Process and negotiations.

VIII. Adjournment

- a. The meeting concluded at 10:08 p.m.

