



Freedom Preparatory Academy Governing Board Meeting Minutes

Date and Time

Thursday Sept 15, 2022 at 5:30 PM

Location

136 Webster Ave, Memphis, TN 38126

Directors Present

C. Ettingoff (remote), C. Jackson, C. Orrin, J. Cornes K.
Post (remote), M. Sain (remote), N. Powers (remote), R. Billings

Directors Absent

D. Lyles-Wallace, J. Sanford, M. Jones, M. McDonald, B. Landu

Guests Present

A. Baltimore (remote), A. Rosado, A. Barned, J. Hampton (remote), L. Chester, R. Jones, R. Webb, E. Tyler, M. Bradford

1. Opening Items

- a. Call the Meeting to Order: C. Orrin called a meeting of the board of directors of Freedom Preparatory Academy to order on Thursday, September 15, 2022 at 5:30 PM.
- b. FPA Mission in Action - Alumni Teacher Panel
- c. Approve May 25, 2022 Board Minutes: Cardell made a motion to approve the Governing Board meeting minutes May 25th. Motion from Mary to approve the May 25th Board minutes. C. Jackson seconded the motion. Motion approved unanimously.

2. Finance Q4

- a. **FY23 Proposed Budget:** Anika presented the proposed budget for FY23. Cardell made a motion to approve the proposed budget presented to the board for FY 23. C. Jackson seconded the motion. Motion approved unanimously.
- b. **Budget Analysis & End of Year 2022:** Anika Baltimore shared audit and debt service information. Current operating year - expecting \$1.6 million surplus at the end of July.
- c. **Enrollment:** BEP rate is much higher than budgeted. Enrollments clean up in progress.
 - i. 92.95% current enrollment budget.
 - ii. FPA does not have the space for High School students. Millbranch cleared the waitlist. Brownlee Middle has a waitlist, but campus does not have the space.
 - iii. Reconsider having Middle School and the High School in the same building. May need another free building.
 - iv. Currently have a facilities debt.
- d. **Budget for Staffing Challenges**
 - i. Proposal for the following bonuses: (1) Signing, (2) Referral, (3) Attendance, (4) Retention, and (5) Tutoring.
 - ii. Cardell motioned to reallocate funds to support HR/Talent efforts. Cornes seconded the motion. Motion approved unanimously.

3. Governance

- a. Proposal for new board committee chairs was presented as follows:
 - i. Chet Jackson as Chair
 - ii. Rich Billings -as Treasurer
 - iii. Kim Post- secretary- Respectfully declined, Position to be assigned
 - iv. Vice Chair – need volunteer (Cardel will hold until position is filled)

Cardell motioned to approve committee proposals. Mary McDonald seconded the motion. Motion approved unanimously.

4. Academics

- a. TCAP Results
- b. Parent and community involvement

5. HR/Talent

- a. Proposal and policy update request for 10.5 month employees. Cardell motioned to approve employee policy on sick days granted and accrued sick days. Cindy Ettingoff seconded the motion. Motion approved unanimously.

6. Closed Executive Session

7. Adjournment