

THE DELTA ACADEMY
BOARD MEETING MINUTES
WEDNESDAY, MAY 29, 2024
N. LAS VEGAS, NV 89030

Present Board Members:

Mrs. Dara Winn
Mr. Mark Ross
Mrs. Traci Mitchell
Mr. Rodney Rice
Mr. Kris Zeppenfeld

Guests:

Dr. Kyle Konold
Mr. Bruce Congleton
Mr. Austin Congleton
Mrs. Jennifer Rudolph
Ms. Brianna Martinez
Mrs. Jesse Fox

1. Call to Order and Roll Call

Meeting called to order by Mrs. Dara Winn and roll call.

A quorum was declared.

2. Approval of minutes from 3.27.24 meeting

First: Mr. Mark Ross

Second:Mr. Rodney Rice

Vote: Unanimous

3. Public Comment and Discussion

There was no public comment or discussion

4. Election of Board Members

The board bylaws require that every year, any board member who has been on the board for at least a year, is able to say whether or not they want to stay on the board. The board members vote, majority vote wins to keep the board member or to release them from their responsibilities.

Mr. Mark Ross would like to continue to serve.

Motion to approve to keep Mr. Ross on the board

First: Mr. Kris Zeppenfeld Second: Mr. Rodney Rice Vote: Majority

The attorney was consulted on voting rules for absent board members. Ms. Martinez answered that the board member can be removed by 2/3 votes of the standing directors. Therefore, voting for absent board members will proceed. In the event that any board member is removed, the board must remain in compliance with having five board members. The decision that is made needs to be a board decision in the best interest of the school and not any sort of personal opinion.

Ms. Vikki Courtney - There was a discussion about Ms. Courtney's ability to serve. It was noted that Ms. Courtney's votes and comments have given the impression that she does not support charter schools. It appears that she does operate in the manner in the best interest of Delta Academy and charter schools as a whole. There was discussion that both Ms. Courtney and Dr. Pearson have different mindsets and agendas that do not support the school. Trying to make positive moves were met with tension by both Ms. Courtney and Dr. Pearson. If there can be some movement with these board members, there might be opportunity to achieve more for the school and students. There was some discussion about the fact that Ms. Courtney and Dr. Pearson were not present and did not notify anyone that they would be absent. The board ultimately decided that they were given the opportunity and advance notice to be at the meeting.

Motion to remove Ms. Vikki Courtney from the board:

First: Mr. Mark Ross Second: Mr. Rodney Rice Vote: Unanimous

Dr. Brenda Pearson - The discussion surrounded the same things that had already been discussed about Ms. Courtney. Some board members felt Dr. Pearson was argumentative and not open to other opinions.

Motion to remove Dr. Brenda Pearson from the board:

First: Mr. Mark Ross Second: Mr. Rodney Rice Vote: Unanimous

Mrs. Dara Winn would like to continue to serve on the board and has enjoyed her time.

Motion to keep Mrs. Dara Winn on the board:

First: Mr. Kris Zeppenfeld Second Mr. Rodney Rice Vote: Unanimous

Mr. Rodney Rice would like to continue to serve on the board and hopes that the board can start making moves and focus on the kids and make an impact and to be effective.

Motion to keep Mr. Rodney Rice on the board:

First: Mr. Mark Ross Second: Mr. Kris Zeppenfeld Vote: Unanimous

Mr. Kris Zeppenfeld would like to stay on the board and see what the board is capable of accomplishing.

Motion to keep Mr. Kris Zeppenfeld on the board:

Motion to keep Mr. RHS Zeppenfeld on the board. First: Mr. Mark Ross Second: Mr. Rodney Rice Vote: Unanimous

5. Salary Schedule

The salary schedule document provided to the board would allow Delta to match what an employee would make in the district. Mr. Ross would like for Delta to at a minimum be the same as the district and would like to be one step ahead of CCSD. Dr. Konold replied there is a state law that stipulates no charter school employee can make more than the highest paid CCSD employee makes working in the same position. All CCSD special education teachers that work at a Title I school get an additional \$5,000. Delta Academy included this additional pay in all special education teacher contracts. Delta offers longevity and retention bonuses. Delta also offers a \$5,500 stipend for an extended day schedule. There are many teacher retention incentive programs offered at Delta to keep the staff satisfied and excited to return the following year. Mrs. Winn and Mrs. Mitchell asked about a compliance SPED bonus that the district offers which will be researched and considered.

Motion to approve the salary schedule to keep teacher salaries the same as CCSP

First: Mr. Mark Ross Second: Mr. Kris Zeppenfeld Vote:
Unanimous

6. 401(K) Match Policy

Dr. Konold presented to the board a policy that would match up to 5% on 401(k) contributions for all employees and full-time contractors. He stated that this would really help support staff and other non-licensed employees.

Motion to approve the 401(k) Match Policy:

First: Mr. Kris Zeppenfeld Second: Mr. Mark Ross Vote: Unanimous

7. FY25 Final Budget

The final budget has not changed a whole lot from the tentative budget. The overall revenue is within \$300,000 of the tentative budget. There is about a \$1,000,000 less in contracted services. There are several Teachers now licensed and on salary for SPED so that increased teacher salary category. It is an overall a difference of about \$1,000,000 lower expenses than the tentative budget. This includes the increased salaries and 401(k) match and everything else that has already been discussed. This budget is based on a projected enrollment of 1460 students. If enrollment goes up or down by a significant amount, then there would be an amendment to the budget. This is usually not known until the start of

the school year. With the space the school has now, Delta can only accommodate about 250 students in traditional model of instruction, but the hope is that Delta can expand with the new construction of additional classroom buildings. If Delta gets a new sponsor, the bank is willing to offer us the bond that was originally in motion. The Director of The State Charter School Authority has said that the procedure to request for a change in sponsorship should be finalized in August and then it would be a 3 month process after that. Hopefully Delta would have a new sponsor before January 2025.

Motion to approve the FY25 Final Budget

First: Mr. Mark Ross

Second: Mr. Kris Zeppenfeld

Vote: Unanimous

8. Vendor Contract Evaluations

The school is required to do vendor contract evaluations. The PR firm score was 68.5 out of 70. The IT vendor got a perfect score. Our leased employees contractor got a perfect score. The Curriculum provider got a less than perfect score but is still passing. Food services also got a passing score. This is for informational purposes.

9. Administrators Report

Dr. Konold will be sending a Conflict of Interest form for board members to sign.

Mr. Austin Congleton addressed the board and was happy to report that the school hit 98.5% participation rate for testing which is great news. He is expecting to see testing results that show growth from pre-covid numbers. There are a lot of programs that will be enhanced to improve student growth and great things to come.

10. Adjournment

Motion to adjourn:

First: Mr. Mark Ross

Second: Mr. Kris Zeppenfeld

Vote: Unanimous