

# American International Academy

Meeting of the Board of Directors

Thursday, September 26, 2024 - 6:00 PM

AIA-Rosewood Campus

Join Zoom Meeting

<https://us06web.zoom.us/j/91426645984?pwd=RU5Vdnd4RnMvZUZKNTYyZHFURUkV2UT09>

Meeting ID: 914 2664 5984

Passcode: iqXkM0

## PROPOSED

September 26, 2024

## Board Meeting Minutes

1. Call to Order  
6:01pm

2. Roll Call

Peter Stockmann- Present (online in CA)  
Angeline Gardner- Present  
Natalie Evans- Present  
Carmen Rome- Present  
Freda King- Present

3. Public Comment-Agenda Items Only

No Public Comment

4. Adoption of Board Agenda (September 26, 2024)

Motion – Natalie Evans  
Second- Angeline Gardner  
Motion adopted unanimously

5. Adoption of August 22, 2024 Board Meeting Minutes

Motion – Natalie Evans  
Second- Freda King  
Motion adopted unanimously

6. 2023-2024 Academic Report presented by LSSU (J. Buchholtz)  
Julie presented AIA 2023-2024 Academic Achievements.

### **Old Business:**

7. Discussion about which board member will chair the October 2024 meeting.  
(Peter Stockmann)

Angeline Gardner will run the next board meeting.

**New Business:**

8. **CEO** (Chief Executive Officer) & **CFO** (Chief Financial Officer) (Thomas White)

**Rosewood Parking Lot:** Public Bid conducted on September 12, 3pm. One proposal submitted by Diversified Excavating & Site Utilities Inc. Updated plans 658K. Restore back to original 135K. Will restore back to original state with several modifications for handicap easement (10K), dumpster pad (40K), and fire hydrant relocation (10K). Estimated cost 195K.

**Rosewood Gym:** The Rosewood gym floor is a vinyl glue down on concrete floor. The seams have come apart and now the floor has developed bubbles in it creating a hazard and liability. The Academy is currently in the process of bidding out the contract to put down a new floor at approximately 100K. In order to put down a hardwood floor, the gym must have an air conditioning unit to protect the floor from heat swelling in the summer months. Two 24.5 ton air conditioning units will be an approximate cost of 75K to be bid out. The Academy applied for a 12A Michigan Healthy Schools matching grant for 150K. If awarded the grant this will cover the cost of the Avondale gym AC also.

**Project Funding:** First American Finance (Financing 300K over 3 years @ %)

- a. Rosewood Parking Lot 200K
- b. Rosewood gym floor 100K
- c. Rosewood gym air conditioning unit 75K

Total cost 375K (This is an approximate 125K hit to the fund b

**Super Classroom Initiative**

Looking at best practices and research driven data, the Academy has used its database to determine that smaller classroom sizes 12-15 students have not made a difference in achievement or classroom management. However, the incentive of great pay and support will help create Master teachers and motivate a high retention amongst them. The concept is a classroom of 50-60 students with a Master teacher teaching at an extremely high level. Each classroom will have video walls for all students to have access to streaming and digital information. Whiteboard tables, 1-1 computers and differentiated resources will be available for all students. Teachers will be mentored by a Master teacher for a minimum of one year and have access to a Co-teacher, Master Teacher or parapro in the classroom at least 70% of the time. The pay for this Super Teacher is 100K/year when certified and 75K without certification. The criteria to be a Super Teacher are the following:

- a. 95% in attendance throughout the year
- b. Must have teacher certification or be in AIA's grow your own program and receive their certification within 3 years.

- c. Must show 15% growth annually in all Standardized tests
- d. Must have an immaculate classroom, great classroom management and relationships with students.

Financially: the district pays a Master teacher with certifications 70K annually (5K is paid as a certification bonus as an incentive to get certified). Two teachers with a class of 25-30 students cost the school approximately 130K plus 20K in benefits. A certified Super teacher will cost the school for a class of 50-60 students 100K plus 10K in benefits. This is a savings of 40K. The district plans to have 4 Super Teachers across the district in 3 years for an annual savings of 160K which will go back into programming.

Academically: With the teacher shortage it has been a challenge to put certified teachers let alone Master teachers in front of students. When developing teachers at AIA, we have consistently lost those teachers we have developed to larger districts for more pay. This will help level the field and keep out Master certified teachers at the Academy.

**Staffing:**

School Leaders: AIA currently has a principal at every building.

D. Wilder-Rosewood

Dr. Forletta- Avondale

C. Watkins- Westland

**Teachers:**

Westland: The District has 8 classrooms at Westland with 7 classroom teachers and 1 contracted services sub.

Avondale: There are 8 classrooms at Avondale with 7 classroom teachers and 1 contracted services sub.

Rosewood: All of the Teaching positions are fully staffed at Rosewood.

9. **CAO** (Chief Academic Officer) Report (Latoya Williams)

**\*Partnership Agreement & Academics**

Partnership agreement has been rescheduled from October 22, 2024 to October 28, 2024. We did do a preliminary look at where we would be in that review and basically we will not need the metrics, that data would not be available until our 36 month benchmark, which we feel we should and will make based on our programming and things that we are doing. Grow your own grant was just approved and we have 12 candidates. The grow your own allows us to pay for those who are already in the program. We have eight staff members that are going for an additional certification which is more of a traditional route. After school programs and summer learning are part of specific data that we are collecting around student achievement that is going to increase our student scores. Having teachers in the classroom that are supported through coaching and ongoing

professional development is key. Everywhere we increased training we saw an increase. Turning over staff drops our achievement levels. We have received over 400,000 in grants with the 21H. A grant was submitted today for 80,000 that will be used for after school learning and summer school.

## Approvals

### a. Financing

1. HVAC
  2. Parking Lot-Rosewood
  3. Gym-Rosewood
- Motion – Freda King  
Second- Angeline Gardner  
Motion adopted unanimously

### 10. Review of the Academy's Emergency Procedures (Laquanda Nevins)

We do practice our drills every year that are required by the state.

We have 5 Fire Drills a year

2 Tornado Drills a year

3 Lockdown Drills a year

### 11. LSSU Report (Melissa Weisberger)

Professional development training coming back this year.

October 17 Ceaser Chavez

November 6 Voyager Academy

November 13 Pace Academy

We will be giving away t-shirts again this year to all staff.

Providing CPI training we can help with it

Board members are 100 percent for conflict and interest forms

### 12. Board Governance Expectations ( Peter Stockmann)

#### a. LSSU September 18, 2024 Memo to Academy Board Members

Peter sent all board members a memo that should be reviewed by all board members.

### 13. New Board Member LSSU Workshop Video (30 Minutes) (Peter Stockmann)

Peter will send each board member a copy and they will discuss it with Melissa Weisberger. This will apply to the board members' educational credits.

### 14. Meeting Adjourn- 7:14

The Motion was made by Peter Stockmann

Motion - Angeline Gardner

Second- Freda Kind

Motion adopted unanimously

**Board Secretary's Signature:**



**Date:**

10-24-24