



Board of Directors Emergency Meeting Minutes

10/7/24 10:00 AM

Present: Dwight Mullen (via phone), Crystal MacKinnon, Gene Bell, Kathey Avery, David Robinson, David King

Staff: Kidada Wynn (via phone), Joyce Hicks (via phone), Sharon Campbell (via phone)

- 10:20AM: GB Commences meeting.
- Approve 10/7/24 consent agenda: GB motions, KA seconds, none oppose.
- Approval of 9/10/24 minutes tabled due to the storm (no internet, power, etc.)
- GB and CM will follow up on Trinity lease termination because AB and KF are otherwise occupied and/or unavailable temporarily post hurricane.
- KW updates the Board on her conversation with DPI and says the school could be closed for anywhere from one month to six months. KW indicates that DPI requires the school to have running water in order to operate, and the City has provided no timeline for that as of now.
- Discussion of staff salaries during closure: It is noted that charters are not required to pay salaries when not in session after a natural disaster, and discussion ensues about the adverse effects such as attrition and low morale. KW points out that H1B visa holders are not eligible for unemployment.
 - DM asks if there is any “in between” solution prior to re-opening, such as short days or small groups to keep scholars engaged and learning. KW says DPI will not allow this either due to lack of running water.
 - Joyce and Sharon join via phone to advise on the feasibility of paying staff during closure; Sharon will draft an amendment to staff’s employment contracts indicating that PEAK will continue to pay salaries during closure until the end of the calendar year or when school re-opens, whichever comes first. Sharon will send the amendment to KW and CM prior to disseminating to staff. If school is not re-opened by the end of year, the Board will re-evaluate.
 - Sharon clarifies that the amendment should require that staff receiving salary and benefits during closure must not take other employment.

- DR motions to approve continuing to pay staff salaries and benefits through the end of the calendar year; KA seconds; none oppose.
- KW reports ongoing concerns with the current space and the need for urgency with finalizing the lease.
- KW reminds the Board that we are in our charter renewal year and raises concerns about how the hurricane may affect this. Additionally, we are still in the midst of our financial audit. KW requests that the Board review and submit the Going Concerns letter from the Board Chair to the auditor.
- KW indicates that the Board did not participate in DPI's governance training at the inception of the school; as the Board had a primarily different makeup at that time, there is unsurity about this. DR will look back through his notes and emails to confirm either way. GB requests that KW inquire as to whether we could partake of the DPI training now.
- KW canceled the October 17 fundraiser event due to the hurricane. We received half of our deposit back for the event space. As a result, we will have to fundraise online; KW asks for assistance spreading the donation link.
 - Discussion ensues about how we can utilize our new video (planned to show at the fundraiser) for online fundraising.
 - KW is pursuing funding from Dogwood and will update the Board as able.
- KW will send a twice-weekly "hurricane update" via email to the Board on Wednesday and Sunday.
- Board member discussion: the ninth seat remains open. Concern is expressed about the need for this seat to be filled by a treasurer. Potential members are discussed, and it is requested that interested parties meet with Mrs. Wynn first. The matter is tabled.
- 11:55AM: GB adjourns the meeting.