

KIPP Delta Board of Directors Special Meeting

Friday, March 13, 2020

1-877-668-4493; Password: 807 149 762

Board Members in attendance by phone: Robin Houseworth, Lisa John Adams, Vince Billingsley, Randy Zook, Ron Nurnberg, Tequilla Brownie, and Darrin Williams

Staff and/or KIPP Foundation Representatives in Attendance: Raven Adams and Carissa Godwin Holsted

Agenda

- I. Welcome
 - a) Lisa John Adams called the meeting to order at 1:35 p.m.

- II. Action Agenda

COVID-19 Emergency Resolution – Carissa Godwin Holsted presented information on the effect COVID-19 on KIPP Delta Public Schools and answered questions from the board. Ms. Godwin Holsted asked the board for permission to waive certain personnel and compensation policies to allow for quick and decisive action in response to possible school closure. Ms. Godwin Holsted asked specifically for authority to:

- (1) Regarding procurements, the Executive Director and her designee(s) are authorized to procure, negotiate, and execute contracts for goods and services that are necessary to mitigate, prevent, restore, and repair damage caused to KIPP Delta's equipment, personal property, and facilities or to protect the safety of KIPP Delta's students and staff; and (d) the Executive Director shall inform the Board of Directors of all emergency purchases made hereunder at the next regular Board meeting following such purchases, at which point the Executive Director's emergency authority as contemplated in this Resolution shall expire;
- (2) The authority to close KIPP Delta Public Schools or any part thereof including but not limited to closure of regions, individual offices or schools, feeder patterns, activities, or departments without further action from the Board of Directors;
- (3) The authority to make all decisions regarding payment of employees during an emergency closure, subject to any requirements or guidance from the state or federal government;
- (4) The authority to make decisions regarding the compensation, if any, of exempt and non-exempt employees and to implement those decisions;
- (5) The authority to alter KIPP Delta's 2019-2020 school calendars by changing and/or adding school/instructional hours and work/school days as necessitated by any emergency closure or related concerns;
- (6) Temporarily revise or waive KIPP Delta's personnel policies and procedures, including remote work, medical leave, sick leave, and other leave of absence policies and implement those decisions, if appropriate;
- (7) The authority to create guidelines and make determinations regarding absences, leave time, leave days, and compensation of any employee who is quarantined as a result of COVID-19

and/or who tests positive for COVID-19 and who presents appropriate medical documentation regarding themselves and/or an immediate family member, in the sole discretion of the CEO or her designee, in compliance with Arkansas and federal law;

- (8) The authority to seek any necessary waivers from the Arkansas Department of Education without further action of the Board of Directors regarding missed instructional days, low attendance, or any matters related to the emergency closures as part of this Resolution; and

After discussion, Tequilla Brownie moved to accept the resolution presented with a revision limiting the authority of the Executive Director to make these emergency measures to a maximum of three weeks following a school closure. Ron Nurnberg seconded the motion. The resolution was adopted unanimously.

The board meeting was adjourned at 1:49 p.m.

Respectfully submitted by Carissa Godwin Holsted, March 16, 2020.