

DMA Board Meeting Minutes
Date: September 26, 2023
Start Time: 1800 hours
Adjourn Time: 2100 hours
Meeting Duration: 3 hours 0 minutes

Present: Mike Berardi, Brian Rostocki, Heath Kahrs, Helen Barbato, Ken Gatson, Jennifer McCloskey, Glen DiEleuterio, General Frank Vavala; Sharon Kurfeurst, Nicole Krajewski, Don McLamb; Ken Gatson (via telephone), Scott Green (teacher rep); LCDR Butler (Naval Science Rep)

Absent: Zane Gordy

Guest: (see sign in sheet)

TOPIC	DISCUSSION	ACTION
○ Call to Order	<ul style="list-style-type: none"> ○ At 18:00 hours, Chairperson Kahrs called the September DMA Board meeting to order. Following the Pledge of Allegiance and a Moment of Silence. ○ Introductions taken by board and welcome to Don Mclamb 	○ None required
○ Secretary's Report	<ul style="list-style-type: none"> ○ The secretary's report for August distributed for approval. ○ First: Vavala ○ Second: Krajewski ○ Vote: unanimous – approved as amended 	○ None Required
○ Chairperson's Report	<p>Chairperson Heath:</p> <p>Heath announced that he would be rolling off the board after this meeting and thanked the board for their service and they thanked him.</p> <p>Save the date for charter learning and collaboration summit next august 2024 distributed to the board</p> <p>Save the date for annual charter school rally on May 16, 2024</p>	

TOPIC	DISCUSSION	ACTION
	<p>Special education due process training with two dates 9/10 and 9/26 looking for virtual opportunities as the meeting is in Dover. Waiting to see what happens.</p> <p>Conflict of interest policies for the board will be signed in October 2023.</p> <p>Finance training will be required for new board members.</p>	
<ul style="list-style-type: none"> ○ Commandant's Report 	<ul style="list-style-type: none"> ○ The commandant's report – see report previously provided <p>Referenced revised documents aligned with current standards:</p> <p>Staff handbook, cadet handbook and code of conduct, battle bill, HR complaint process, sexual harassment report process, title IX reporting</p> <p>Last payment sent for the track and parade field – it's completed.</p> <p>RAP discipline system implemented – in the past DMA had a paper process that was inconsistently used and variably applied. This year based upon the code of conduct all discipline and consequences are entered into the system as a result of any infraction. Reports can be run for analysis and standardization and data extrapolation. KPI's will be shared around that.</p> <p>Two cadet assemblies on 9/19 – split between 9&10 and 11&12 – welcome back and expectations, academic information, testing, college, JROTC program expectations, GPA maintenance, code of conduct reviewed, counseling and mental health information for cadets to understand resources available, open forum with cadets for recommendations from them that Commandant will attempt to implement if possible.</p>	<p>None required</p>

TOPIC	DISCUSSION	ACTION
	<p>Red Clay school board invites student rep each year – Valerie Robles serving in that role for DMA. Attended orientation meeting last week and will continue to do so.</p> <p>9/14 State police were activated – special needs cadet eloped from campus. Safely returned and parent meeting held.</p> <p>9/14 head volleyball coach suffered an accident; school nurse and athletic trainer both on campus and she received medication attention quickly – recovering nicely</p> <p>JROTC we are part of area 4 – new area manager. Lt Theresa Hicks and will do Area 4 manager inspection, retired Navy. AMI will be stricter and more by the book in the past. Prior area manager provided a softer inspection and we anticipate a much more by the book inspection.</p> <p>Rank inversion will not be an issue.</p> <p>Sewer project and sewer easement project will be forthcoming</p> <p>Disciplinary items will be addressed as part of the KPIs. Recommendation to look closely at admission and lottery process. School choice opens 11/6 and charter guidelines, interview, admission and wait list will be followed very closely.</p> <p>Staff handbook and policies have been distributed– document that the board has been made aware and there have been no concerns voiced at the meeting</p> <p>Jenny Aunet Scholarship being offered – Jenny Aunet taught Del Tech classes and DMA will offer to cover the cost for select students to take dual enrollment classes if students cannot financially afford to but academically qualify for those classes in her honor.</p>	

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	<p>KPIs distributed:</p> <p>Student populations – see kpi</p> <p>Racial diversity expanded</p> <p>Three special populations – 29 students which is about 18%, 25 ESL 15%, and 112 students with low income – no additional funding as a charter school</p> <p>Tardiness and absence is being reviewed closely because of lost instruction time and concern for students for falling behind</p> <p>Discipline issued was described – cadets signed code of conduct; physical assault, vaping is a pervasive problem, insubordination, disrespect cadet to cadet, cadet to admin, teachers and NSI, tardiness that rises to the level of detention; generous around uniform and grooming standards; upper classmen particularly challenged in adhering to the uniform standards with warnings and discipline will begin to be issued.</p> <p>Culture change is hard. Code of conduct is equitable, fair, and transparent. Looking to create a culture of mutual respect.</p> <p>1 NSI role is open – Gonzalez position has not been filled. SNSI is teaching two naval science questions.</p> <p>Questions or comments solicited from board, SNSI and Mr. Green</p> <p>Moral teacher perspective – positive start to the year and teachers feel very supported in the classroom. System is working with focus on code of conduct. No new rules just being enforced.</p>	

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	<p>SNSI – cussing out teachers and disrespect and insubordination. Lost sight of DMA for a reason. Lost touch that it is a military academy. The amount of disrespect in uniform it is upsetting.</p>	
<p>○ Treasurer’s Report</p>	<p>Treasurer’s Report: Report Provided by Ken Gatson projections for operating at a deficit this year. Some numbers in yellow because they were not received but will be updated.</p> <p>In line with regard to expenses at 16-17% for the fiscal year. Projection shows a deficit.</p> <p>Separate analysis performed. No significant changes from July to August.</p> <p>Motion to approve accept the budget. First: General Vavala Second: McCloskey Vote: unanimous – approved</p> <p>Funding: state, local, and federal funding. State funding is front loaded July 1st at 75%. Charter bills did go out to all districts so local funds are coming in. Federal funds we are wrapping up consolidated grant. Grants expiring we had to extend those funds by September 30th and all expiring federal grants have been extended down to the penny.</p> <p>Audit received and distributed – Barbara Cane would like to attend the October board meeting to present brief summary of the financials and will provide a 10-12 page summary.</p>	<p>None required</p>
<p>○ Finance Committee</p>	<p>Met last week – working with Don McLamb to put together finance committee calendar and CBOC calendar.</p>	<p>○ None required.</p>

	<p>Turf project – final invoice and wire initiated. Fully paid. Funds previously transferred from main operating account.</p> <p>Endowment fund is set up and received paperwork to have Sharon added as a second signer. Need board secretary to sign it. Account is set up.</p>	
<p>○ Governance Committee</p>	<p>Mike provided the report:</p> <p>Committee met. Developed a slate of officers for the 23-24 school year. Looking for approval.</p> <p>Secretary – Helen Barbato VC – Brian Rostocki Chair – Mike Berardi Treasurer – Don McLamb</p> <p>First: McCloskey Second: Krajewski Vote: Unanimous – approve</p> <p>Bylaws need to be cleaned up regarding committees and chairs. Rostocki will provide a new draft before next board meeting.</p> <p>Heath has agreed to serve an additional year. Motion to allow Heath to serve an additional year to serve an additional year. For knowledge transfer and continuity.</p> <p>First: Vavala Second: Glen DiEleuterio Vote: Unanimous – approve</p>	<p>○ None required.</p>
<p>○ Academic Excellence Committee</p>	<p>○ No Report</p>	<p>○ None required.</p>

<ul style="list-style-type: none"> ○ Fund Development Committee 	<ul style="list-style-type: none"> ○ No report 	<ul style="list-style-type: none"> ○ None required.
<ul style="list-style-type: none"> ○ Alumni Committee 	<ul style="list-style-type: none"> ○ Gala committee is looking to meet in October to decide on how to celebrate DMA's 20th anniversary. 	<ul style="list-style-type: none"> ○ None required.
<ul style="list-style-type: none"> ○ Old Business 	<ul style="list-style-type: none"> ○ None 	<ul style="list-style-type: none"> ○ None required.
<ul style="list-style-type: none"> ○ New Business 	<ul style="list-style-type: none"> ○ Motion to authorize the search committee to engage a search firm after interviewing and vetting Educators Collaborative and Storbeck Search Diversified Search Group up to \$75k all in. ○ Motion: McCoskey ○ Second: Berardi ○ Vote - unanimous 	<ul style="list-style-type: none"> ○ None required.
<ul style="list-style-type: none"> ○ Public Comment 	<ul style="list-style-type: none"> ○ Open to public comment <p>Jen Avery – President of PTA and serve on sports boosters board. PTA update – large participation; veterans day breakfast. Mr. Papa has donated all of the funding in the past. This year he is not donating the funds and has committed to another charitable organization. Chair person Ann Keunan is looking for additional sponsors. Have money in the budget to move forward with the breakfast but looking to get extra sponsors. Santora CPA Group will donate the \$2500 for the breakfast.</p> <p>Thanking the Naval Science department for controlling chaos. Pleases and thank yous are coming.</p> <p>Possible school project for homeless and food insecure students – food pantry, food vouchers, gift cards. K-8 backpack program.</p> <p>Kayla Nichols – VP for sports boosters. Homecoming is next week. Cadets are excited. Sales started today. Everything aligned. Have DJ, photo booth, snack donations. Discount with having some food available. Schematics about safety with plan to keep cadets in one area.</p>	<ul style="list-style-type: none"> ○ None required

Trying to implement more parent involvement. Large body of student athletes. Volunteers Needed

Kayatania John – band boosters. Thank you for coming to band boosters meeting. Band is constantly in uniform. Weather changes and uniform changes. Change in uniforms. Dress blues jacket has gold buttons. Band of chorus have silver buttons. MSGT Howie reported the change. When the weather changes looking to accommodate. They can wear a black beanie hat, black earmuffs, black gloves. Also thick cover long trench jackets. Sweaters were fitted today as well. Took away pea coat and navy took it out of supply system. Cadets are choosing not to wear them. Navy issued vest. Not authorized is a crew neck sweatshirt over the peanut butter shirt or hoodies with their uniforms. No more PT gear on bad weather days. PT gear on Fridays. Only wearing PT gear on days they perform PT. Concern about background checks. Where is the band 25% going to?

Juniors and seniors feel punished. They were not given appropriate instruction in teaching and learning. What learning curve will the cadets have when they don't agree with a rule or feel comfortable with the rule. Frustrated as a parent because there was no town hall and looking for transparency. Parents want the respect of being informed. Parents left out of the decision. Even the way board meeting is being conducted can't hear board. Help parents understand military and the environment.

Mauritious Navly – culture change is hard for adults; children find it to be harder. Promoting excellence on website – sports was a driving factor. Concerned sports achievements are not being rewarded at school only academic was recognized. Student athletes don't feel their programs are supported by the athletes. National day of signing should be conducted in public at the school in an assembly. Provide admin support and partnership at school activities. Asking for reconsideration about sports program.

Alex Leach senior and freshman here – athletic concerns. Grateful to be a DMA parent. Appreciate and respect stronger focus on military aspects of the school. DMA athletics – disconnect. Seahawk Nation – community is what drives a sense of belonging. Aside from athletics they came for community. DMA cheering on athletics. Boys varsity baseball game record numbers of fans. Varsity baseball ring championship ceremony – no administrator to congratulate them. Athletics have been separated and pushed to the back. Why are the cadets suffering. Student athletes participate in community service. National signing day recognized everywhere, and they don't want the tradition to go away.

Jennifer Roberts – freshman and junior here. Proud to be a DMA parent. Make sure board knows how important athletics program is.

Melanie Merich-Weir: DMA parent since 2019. Volunteer for everything, homecoming, football team mom. As a parent disappointed there was no transparency on changes of admin. Parents were not told the agenda. Things needed to be changed. Seeing kids come home upset because of drastic changes. Kids feel community is gone and not a school. First football game of the season and had someone come tell parent she needed a background check to volunteer. Insulted and offended.

Traffic direction at the two gates is an issue for the cadets which is causing lates.

Nicole Mayner: son chose to come to DMA for sports. Sports not supported. Brought titles to the school. Never supported. Need more communication to parents. Concern about paying for background checks.

Kristy Demaio Zeigler: seniors feel punished and confused.

Motion to close public comment
First: Heath

	<p>Second: McCloskey Vote: unanimous - approved</p>	
<ul style="list-style-type: none"> ○ Executive Session 	<ul style="list-style-type: none"> ○ Motion to go into Executive Session: 2004 hours ○ First: DiEleuterio ○ Second: Vavala ○ Vote: unanimous - approved ○ Entered executive session at 2004 hours ○ Motion to come out of executive session: ○ First: General ○ Second: Helen ○ Vote: Affirmative – Unanimous ○ Returned to regular meeting at 2100 hours 	<ul style="list-style-type: none"> ○ None required.
<ul style="list-style-type: none"> ○ Next Board Meeting 	<ul style="list-style-type: none"> ○ The next Board meeting will be Monday, October 23, 2023 	
<ul style="list-style-type: none"> ○ Adjournment 	<ul style="list-style-type: none"> ○ Hearing no additional business, Chairperson Berardi called for a motion to adjourn the September DMA Board meeting: ○ First: Helen ○ Second: Nicole ○ Vote: Affirmative – Unanimous ○ Adjourned 2100 hours 	<ul style="list-style-type: none"> ○ None required

Respectfully Submitted /s/ Jennifer Zelvin McCloskey