



**CIVA Board of Directors Meeting Minutes
January 10, 2024 – Approved
Location: Online
Time: 5:31**

Members Present: Dawn Eiber-Thurmond, Keith Benson, Joey Finkbeiner, Jason Reeve, Viola Lee Nathan Willers, and Jean Rice

Members Absent:

Advisors Present: Randy Zimmerman and Shaya Johnston

Called to Order:

Dawn called to order: 5:31

- Consent January Agenda
- Jean made a motion to approve the January Agenda. Joey seconded. Motion passed unanimously.
- Jason made a motion to approve the November and December Minutes. Jean seconded. Motion passed unanimously.

Public Comments

Action Items

- Shaya presented the December financials
- The Board will vote in February for December financials when the financials become trued up with the correct PPR.
- Jason nominated himself for Secretary. Nathan seconded. Motion passed unanimously.

Non-Action Items

- Paula resigned as Secretary
- Dawn briefly discussed Randy's evaluation. Will do more in Feb.

- Joey has been working on finding alternative banking
- Theater Update
 - A CAD rendering for the theater of various configurations has been completed
 - Looking for vendors
 - No ballpark figures yet
 - Looking for a space for Nick to work
- School Report
 - Second semester started with a snow day.
 - Kyle resigned two weeks before break to pursue a different career. Two finalists will shadow this week and we are hoping one will start on Monday.
 - APR 98%
 - 6 new students and 3 international students joined CIVA for the second semester
 - Staff Survey is positive, overall:
 - Staff lateness discussed. Not pervasive and very contextual
 - Compensation discussed. CIVA was at or above District 11's pay scale until this fall causing a disparaging gap between 1st year teacher pay and 3rd year teachers. CIVA will continue to research how we can avoid the gap while increasing teacher pay.

Next Board Meeting is on February 14, 2024.

Keith made a motion to adjourn. Joey seconded. Motion passed unanimously. Meeting adjourned at 6:40 pm.

Next Meeting: February 14, 2024.