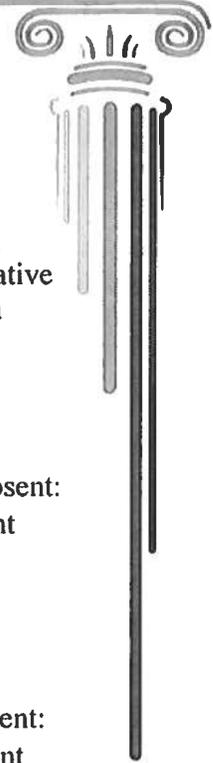


**GEORGE GERVIN PREP ACADEMY GOVERNING BOARD**  
**2801 E. Southern Ave, Phoenix, AZ 85042**



**MISSION**

The George Gerwin Prep Academy Governing Board's mission is to provide resources, which support student growth and development as well as preparation of the administrative staff and teachers that will allow them to successfully compete in the educational arena

**MINUTES**  
**September 15, 2022**

**Members Present:**

- Herb Jackson, Chairman
- Reggie Dye
- Michael Williams
- Norman Darkwa

**Board Members Absent:**

-No members absent

**Staff Present:**

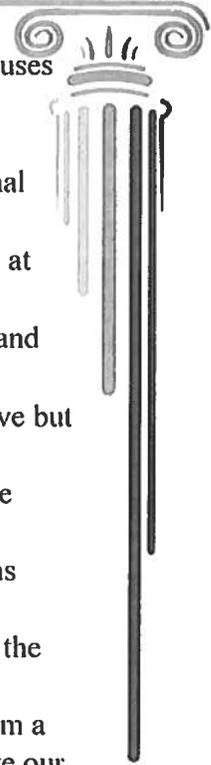
- Barbara Hawkins, Superintendent
- Milinda Crawford, Principal

**Staff Members Absent:**

-No staff were absent

1. Call to Order: Virtual meeting called to order at 5:38P
2. Recited Pledge of Allegiance
3. Call to Public
  - No representatives from the public.
4. Approval of Minutes
  - July 2022 Minutes were submitted for approval and acceptance.
  - Moved by Mr. Williams and seconded by Mr. Darkwa to approve and accept the July 2022 Minutes. Motion approved 4-0.
5. Principal's Report
  - Ms. Crawford asked if the Board members had an opportunity to review her pre-submitted report. All Board members confirmed that they had, there were no questions and therefore no discussion took place.
  - Moved by Mr. Williams and seconded by Mr. Dye to approve and accept the Principal's Report. Motion approved 4-0.
6. Superintendent's Report
  - Ms. Hawkins informed the Board that the 2022 letter grade hasn't been issued yet, but based on what she understands, she believes GGPA will receive a B grade.
    - Arizona Department of Education (ADE) has an accountability training session at the end of September where attendees will receive insight on how to calculate their grades.

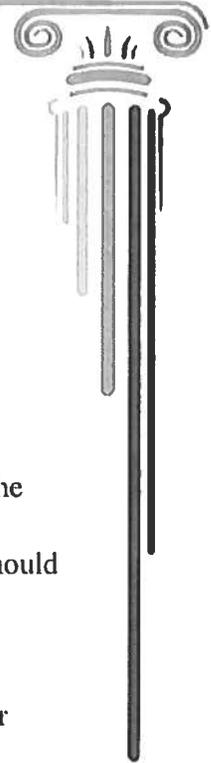
Building Bridges of Hope and Opportunity



- Grades may be issued as late as November. GGPA is unable to provide bonuses until the letter grade is received.
- GGPA's "Does Not Meet" designation has been removed and its Accountability Dashboard is completely green (positive) for financial, academic, and operational metrics. Congratulations to Principal Crawford for this achievement!
- GGPA is still attempting to reach an enrollment of 200 students and is currently at 168 students.
- Ms. Hawkins is considering hiring a Business Manager to focus on enrollment and compliance.
- It is still difficult to find staff. Salaries have been increased to remain competitive but it's still difficult to attract qualified staff.
  - 2-3 vacancies are being filled with substitutes. A strategy is needed to fill the gaps in the long term.
  - Ms. Crawford added that some staff has been poached by other organizations offering higher compensation.
  - Mr. Otis Frazier will be the new Dean of Students and will be introduced to the Board at its next meeting.
  - Ms. Crawford is interviewing teachers and waiting for offer acceptances from a couple of candidates. Mr. Williams noted that we should be sure to publicize our class sizes, which should be an advantage and attractive to candidates.
- Desired renovations to the building have been a challenge, in part due to supply chain issues and finding contractors willing to take on the jobs.
  - The resources are available, only workers are needed.
  - The proposed business manager may also be able to help develop the relationships needed and apply additional focus to advance these efforts.
  - GGPA also needs to work with the city to move a manhole on the property.
- Moved by Mr. Dye and seconded by Mr. Williams to approve and accept the Superintendent's Report. Motion approved 4-0.

## 7. Financial Report

- Ms. Hawkins reported that GGPA remains profitable.
  - GGPA continues to remain profitable. GGYA is still owed funds and GGPA will provide some payment, making sure it still maintains its profit margin.
  - Mr. Jackson asked if a payment plan was possible. Response: Yes, but we want to make sure enrollment is up to increase revenue and cover any additional expenditures.
  - Mr. Jackson asked if a payment plan was possible. Response: Yes, but we want to make sure enrollment is up to increase revenue and cover any additional expenditures.
- Moved by Mr. Dye and seconded by Mr. Williams to approve and accept the Financial Report. Motion approved 4-0.



8. Program Planning

- No report.

9. Nominating

- Mr. Williams reported that he has not yet been able to connect with potential candidates. He and Mr. Jackson are working on a few still.
- Moved by Mr. Dye and seconded by Mr. Williams to approve and accept the Nominating Report. Motion approved 4-0.

10. Procurement

- No formal report, but it was noted that contractors were being sought for the previously mentioned renovation work and the vans need to be removed from the multi-purpose room because the floor is buckling.
  - Two sheds would be needed to store and protect the vans and flood lights should be considered for added security.

11. Special Events

- Ms. Hawkins noted that the next Texas Board Meeting will be late November or early December and she will confirm the date.
- The GGPA Board will attend that meeting in San Antonio with current members if new members are not yet on-board.

12. Action Items

- Official, written resignations were received from Mr. Edward Lumpkin and Ms. Audrey Bell-Jenkins.
  - Moved by Mr. Williams and seconded by Mr. Dye to accept the resignations of Mr. Lumpkin and Ms. Bell-Jenkins, effective September 15, 2022. Motion approved 4-0.
- Ms. Williams updated the GGPA Proposition 301 Teacher Pay for Performance Plan SY23 to clarify criteria regarding bonus eligibility.
  - Moved by Mr. Dye and seconded by Mr. Darkwa to approve the new clause on the GGPA Proposition 301 Teacher Pay for Performance Plan SY23 stating staff must return to GGPA to qualify for any bonuses. Motion approved 4-0.

13. New Business

- None

Meeting adjourned: 6:15P.