

**BOARD OF DIRECTORS MEETING  
OPTIONS CHARTER SCHOOLS – CARMEL AND NOBLESVILLE,  
INC.**

**April 16, 2019**

Directors present were: Will Mattingly, Hannah Heuser, Stacy Segal, Matthew Abbott,  
John Kerr, Valerie Love, Lawrence Phillips, Thomas Lyons III

Directors absent were: Brenda Flowers and Gordon Heminger

Staff Present were: Mike Gustin, Michelle Walden, Shannon Franklin, Jacob Brandau

Guest Present: None

Stacy Segal opened the meeting at 6:00 p.m.

**1. CALL TO ORDER**

**A. ANNOUNCEMENT BY THE CHAIR WHETHER A QUORUM IS PRESENT, THAT THE MEETING HAS BEEN DULY CALLED AND THAT THE MEETING HAS BEEN POSTED IN ACCORDANCE WITH INDIANA OPEN DOOR LAW AS CODIFIED UNDER I.C. SECTION 5-15-1.5. THE AGENDA FOR THE MEETING HAS BEEN POSTED AND MADE AVAILABLE TO THE PUBLIC.**

**B. DISTRIBUTION OF THE AGENDA.**

**2. ROLL CALL**

**A. PUBLIC ANNOUNCEMENT REGARDING THE ATTENDANCE OF ALL BOARD MEMBERS, THE ABILITY OF THE BOARD TO FORM A QUORUM, AND THE POWER OF THE BOARD TO CONDUCT BUSINESS.**

**3. EXECUTIVE SESSION:**

There will an Executive session to follow.

**4. PUBLIC FORUM:**

Nothing at this time.

**5. REPORTS**

**A. CHAIRMAN OF THE BOARD OF DIRECTORS REMARKS, STACY SEGAL:**

- a. Nothing at this time.

**B. REPORT OF THE PRESIDENT/EXECUTIVE TEAM:**

Mike Gustin presented the board with his report. Discussion took place; however, no action was needed.

**C. TREASURER'S REPORT:**

**a. APPROVAL OF VOUCHERS:**

Will Mattingly presented the Noblesville Allowance of Vouchers dated April 16, 2019, in the amount of \$211,349.59. Will Mattingly requested a motion of approval of Allowance of Vouchers in the amount of \$211,349.59. John Kerr moved to accept, and Lawrence Phillips seconded. The motion passed unanimously.

Will Mattingly presented the Noblesville Allowance of Vouchers dated April 16, 2019, in the amount of \$79,099.52. Will Mattingly requested a motion of approval of Allowance of Vouchers in the amount of \$79,099.52. John Kerr moved to accept, and Lawrence Phillips seconded. The motion passed unanimously.

**G. TEMPORARY AND AD HOC COMMITTEE REPORT:**

No updates at this time. Committee will meet in executive session.

**6. OLD BUSINESS**

**a. 2019-2020 Board Meeting Calendar:**

Mike Gustin presented the Board with the 2019-2020 Board Meeting Calendar. Matt Abbott moved to accept, and Valerie Love seconded. The motion carries.

**b. OCS Strategic Plan:**

Tabled at this time.

**7. NEW BUSINESS:**

**A. APPROVAL OF MINUTES FROM SCHOOL BOARD MEETING:**

Stacy Segal asked the members to review the Minutes presented for the March 19, 2019 meeting.

Hannah Heuser moved to accept, and Lawrence Phillips seconded. The motion passed unanimously.

**B. Update Mission Statement:**

Mike Gustin requested a motion to amend the mission statement from reading “High School” to “Middle/High School”. After Board discussion it was decided to amend it to read “Traditional Education Program” Lawrence Phillips moved to accept, and Hannah Heuser seconded. The motion passed unanimously.

**C. 2019-2020 Rough Draft Budget:**

Mike Gustin presented the Board with the Budget Draft. No action was needed. The Board did request that there be a line for category totals.

**D. Noblesville Signage:**

Mike Gustin presented the Board with information and cost regarding signage for the Noblesville campus. Stacy Segal requested a motion to set a cap of \$35,000 for the cost of the signage. Lawrence Phillips moved to accept, and Hannah Heuser seconded. The motion passed unanimously.

**E. Retirement Resolution:**

Mike Gustin presented the Board with a resolution that needs to be approved for our current 403B Retirement Plan. Stacy Segal made a motion to approve the resolution for our 403B Retirement Plan. Lawrence Phillips moved to accept, and Valerie Love seconded. The motion passed unanimously.

**8. GOOD OF THE ORDER –**

Nothing at this time.

**9. ADJOURNMENT:**

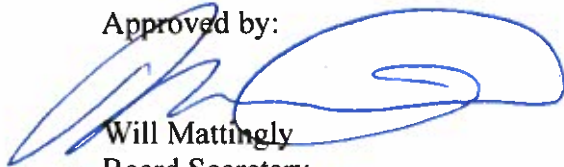
Stacy Segal requested a motion for adjournment at 8:07 pm. The motion for adjournment passed unanimously.

Submitted by:



Shannon Franklin  
Board Stenographer

Approved by:



Will Mattingly  
Board Secretary

Next scheduled meeting will be held on July 16, 2019 at the Options Charter School – Noblesville at 6:00 pm.

Board,

Below are the details of a Monday April 15, 2018 with Westfield city officials.

1. Present at meeting: Dave Coots, Tom Goins, Mike Gustin, Todd Burtron, and Brian Zaiger
2. We expressed that even though we are a tax-exempt entity supported by State funding, we acknowledge Westfield's need to generate revenue from this Economic Development Area and our willingness to participate in that funding requirement.
3. We stated our preference to be a lump sum contribution at the front end of our project in the amount of \$200,000 paid in two installments after permits were pulled.
4. Burtron responded that the City wanted payments in perpetuity, although they had great latitude in the actual amount of those payments.
5. He made a rough calculation and said the City would be willing to accept payments in the range between \$18,768(his figure based on 75% of a reduced assessment amount multiplied by the current District rate of \$2.9246 per \$100 of assessed value.) and \$25,000 per year.
6. He then suggested several alternatives to arriving at an annual PILOT payment going forward ranging from minimal payments initially due to the amount of Road Impact Fees we will be assessed with stepped up payments in years 5 and beyond. (We can stage our Impact Fees over a period of time up to 5 years).
7. The end result is his request that we come forward with a PILOT Agreement taking into consideration our Impact Fees with more money loaded on the later years of the PILOT Agreement.
8. Matt Skelton then joined the meeting and will give us an estimated Impact Fee calculation after he gets information from us to fit us into the Institute of Transportation Engineers guidelines. I will work with you to see how quickly we can arrive at that figure. His initial "ballpark figure" was \$142,384 using a day care use as the basis of his calculation.

Suggestion moving forward from Mr. Coots.

1. Options offer a PILOT Agreement that has payments starting 3 years after our Certificate of Occupancy giving us that time plus construction time to absorb and pay the Impact Fees.
2. Once those are paid, we would start PILOT payments in the amount of \$18,768 per year for a period of 15 years.
3. After the expiration of that time period, we would convert to a PILOT payment based on the City Tax rate (currently .77) multiplied by 50% of our assessed value. (presently, that payment would be \$12,512). The City tax rate would be capped at .85(based on 50% of assessed value, that tax bill would be \$13,812 annually.)
4. Mr. Coots is sure the City will respond with a higher amount, but I think this accurately describes where and how Burtron sees our PILOT payment being calculated.

President Recommendation.

Using the budget sheet prepared by Jake Brandau, comparing the current lease payments at Carmel and the number of students served versus the rough estimate of P&I on the mortgage and PILOT payments and the number of students the new facility would serve, it would be my recommendation that the board agree to an emergency meeting of the board once the attorneys finalize a PILOT agreement and that the board give serious consideration to that final PILOT agreement.

Mike Gustin, President  
Options Charter Schools



## Westfield Project Facilities Cost Comparison

Potential Westfield Facility Expenses	
Project Cost	\$3,250,000
Down Payment	\$650,000
Loan Amount	\$2,600,000
Interest Rate	6%
Term	20 years
Monthly P&I Payment	\$18,627.21
Yearly Mortgage Expense	\$223,526.52
City PILOT Payment	\$20,000.00
<b>Total Potential Yearly Facility Expense</b>	<b>\$243,526.52</b>

	Westfield Facility	Carmel Facility
Yearly Facility Expense	\$243,526.52	\$186,141.00
In Building Enrollment	200	150
<b>Facility Cost Per student</b>	<b>\$1,217.63</b>	<b>\$1,240.94</b>





Executive Team  
OCS Board Report  
April 16, 2019

**From the Office of the President/CEO**

Spring Break was April 1-12, 2019. Our staff and students were able to get away and enjoy some much-deserved time off. If you follow Options Charter Schools on Facebook you would have seen that several of our staff forwarded pictures and details to Andrew Piper. Andrew uploaded these human interest pieces on Facebook. It is really exciting to see Andrew in-action taking Options' stories to outside stakeholders!

The end of the 2018-2019 school year is nearing. Options Charter Schools will graduate students on May 29, 2019 at 6pm at the Ritz-Charles in Carmel, Indiana. The board, school leadership, and our guest speaker will go for dinner at Matt the Millers in Carmel immediately following the ceremony. We have extended an invitation to State Representative Donna Schaibley (pronounced Shi-Blee) to be our guest speaker. We are waiting on her staff to confirm.

Representative Schaibley visited our schools on Friday March 29, 2018. She was taken on a tour, visited and took pictures with our students, and spent more than an hour visiting with Mike, Michelle, and Andrew on issues that are challenging our schools. Andrew was able to get the Hamilton County newspaper to run a rather large article with a nice picture.

**Facility Update**

From March Board Meeting:

Options Charter Schools hired Dave Coats, an attorney from the Carmel area, to represent us in negotiating a PILOT agreement with Westfield city officials. An initial offer on behalf of the Options board was made to the city official on March 5, 2019. It was a one-time payment of \$200,000. The city has not yet responded to our offer. I have checked in with Dave on several occasions regarding feedback; most recently on March 14, 2019. According to Dave, the city is currently dealing with financing on Grand Junction. He encouraged us to be patient with city officials. He felt that pushing them would only hurt our cause. I have communicated with landowner, Bob Barker, and builder, Steve Berg, regarding our situation.

For the April Board Meeting:

I decided to leave the facility update for March in my April Facility Report. The reason for this is to provide continuity to the board. Since the March board meeting, the following has occurred:

- a. We received word from Westfield city officials that they were seeking 75% of normal tax rate in perpetuity from Options to locate on the current property.
- b. I had a meeting with Rick and Hannah (Facility Committee) and we agreed that I would make one more try to get city officials to reconsider this harsh financial position. If we

could not, the facility committee would likely recommend moving on from the Oak Manor North property.

- c. Since that Facility Committee meeting I have met in-person or on-the-phone with our Attorney, Dave Coots; land owner, Bob Barker; Westfield business developer, Tom Goins; and Westfield business developer and attorney, Steve Heinke. These gentlemen are working together to intervene on our behalf with city officials (specifically Mayor Andy Cook) and get them to significantly soften their position.
- d. Steve Heinke did have a conversation with Mayor Cook stating that the Options project would be good for Westfield.
- e. Mr. Coots was able to get a meeting with several city officials including Mr. Skelton and Mr. Butron on Monday April 15th. I should have an update for the board at our meeting on Tuesday April 16th.
- f.

#### Options in Education Foundation (OIEF) Report

There has been little activity in the foundation during the past month. There has been the routine giving by stakeholders and expenditures for student purposes. The OIEF balance is \$53,000. Some of those funds are encumbered for student counseling, cafeteria services, scholarships, and student programming. The majority of those funds are will be used at the discretion of board and president. Please see the balance sheet in the OIEF folder in the April 2019 Board Folder to review the specific categories and amounts.

#### Policy Governance

#### **Policy Governance**

#### **Policy 2.0 – Global Executive Constraint (Monitored Annually in April)**

The President shall not cause or allow any practice, activity, decision or organizational circumstance which is either unlawful, imprudent or in violation of accepted educational policies or commonly accepted business and professional ethics.

#### **President Interpretation:**

Any practice, activity, decision or organizational circumstance at Options Charter Schools will be lawful, prudent, and part of accepted educational policy or business and professional ethics.

#### **Report:**

There are no incidents to report that were unlawful, imprudent or in violation of accepted educational policy or commonly accepted business and professional ethics.

#### **Policy 2.1 – Treatment of Students (Monitored Annually in April)**

With respect to interactions with students or potential students, the President shall not cause or allow conditions, procedures, or decisions that are unsafe or undignified.

Further, without limiting the scope of the foregoing by this enumeration, the President shall not:

1. Use methods of collecting, reviewing, transmitting or storing student information that fail to protect against improper access to the material elicited.

**President Interpretation:**

Student information will be stored securely and any processes that is in place to collect, review, transmit, or store information will be done in a manner that protects the privacy of the student, along with protecting against the risk of unauthorized access.

**Report:**

Student information is stored securely in accordance with Options' Board Policy and state and federal regulations. There are no incidents of

2. Fail to provide appropriate accessibility and privacy in Options schools.

**President Interpretation:**

Options Charter Schools and its programs will be accessible to all staff, students, and stakeholders and reasonable efforts will be made to accommodate individuals with physical limitations.

**Report:**

Appropriate accessibility and privacy in our schools has been provided. Our facilities are wheelchair accessible and in our facilities with more than one floor an elevator is installed. To my knowledge, no student, staff, or stakeholder has been prevented from attending an even or gaining access. Our school facilities are also accessible via telephone, fax machine, email, and other traditional means.

3. Fail to establish with students a clear understanding of what services may be expected and what services may not be expected.

**President Interpretation:**

A comprehensive list of services and expectations should be created and distributed to our students, parents, and stakeholders.

**Report:**

A comprehensive list of services and expectations was created, is updated regularly and is disseminated via our students, mailed to parents at home, and/or posted on the website. In addition, we typically review our services and expectations through staff meetings, administrative meetings and board meetings.

4. Fail to inform students of this policy.

**President Interpretation:**

We will communicate the list of services and expectations to the students, staff, and stakeholders.

**Report:**

We have informed students, staff, and stakeholders of their protections through many of the means indicated above.

5. Fail to provide a way for students to be heard if he/she believes he/she has not been accorded a reasonable interpretation of their protections under this policy.

**President Interpretation:**

An appeal process will be provided to ensure that due process and the rights of students are protected by the Options' board and staff.

**Report:**

Through our communications, we make students aware that the staff makes interpretations of our policies and that if they feel our interpretations are unreasonable they can bring any dispute to the Options chain-of-command (teacher, principal, director, president, and board). In addition, student and staff due process is specifically addressed in all discipline letters.

6. Fail to provide a means for submitting an appeal to the Options Charter School Board of Directors on the grounds that they have not been offered a reasonable interpretation by the President under this policy.

**President Interpretation:**

Students, staff, and stakeholders will be made aware of appeal options and will be provided the appropriate contact information to file an appeal.

**Report:**

All students, staff, and stakeholders are advised that our policies are subject to interpretation and that they have protections under this policy. Appeal processes are clearly laid out in our staff and student handbooks which are available in printed format distributed to all new students and electronic format.

7. Fail to establish a mechanism to capture customer or owner complaints.

**President Interpretation:**

Complaints or concerns by students should be recorded and responded to as appropriate.

**Report:**

Complaints or concerns are received verbally or in written form via letters or email. Individuals with concerns or complaints are afforded an opportunity to express them directly to their teachers, principal, director of schools, or the president, and are given reasonable outcomes for their concerns.

**POLICY 2.2 - TREATMENT OF STAFF  
(Monitored Annually in April)**

With respect to the treatment of of paid staff and volunteers, the President may no cause or allow conditions that are unfair undignified, disorganized or unclear.

Further, without limiting the scope of the foregoing by this enumeration, the President shall not:

1. Operate without written personnel policies that clarify personnel rules for staff, provide for effective handling of grievances and protect against wrongful conditions, such as nepotism and unjustified preferential treatment.

**President Interpretation:**

Options Charter Schools will develop written personnel policies that target personnel rules, develop a process for handling grievances and protect against adverse working conditions such as nepotism and preferential treatment of personnel.

**Report:**

Expectations for staff are consistently discussed with all staff during annual and monthly staff meetings and when needed specific staff expectations are stressed by building principals, directors, and/or the President. Staff expectations are distributed to all staff in a printed format and are available on the Options' website.

2. Discriminate against any staff member for expressing an ethical dissent.

**President Interpretation:**

Options Charter Schools will provide guidance to employees who feel they are being discriminated against because they brought an ethical concern to the organization's leadership.

**Report:**

Staff members are encouraged to report any issue of concern through proper chain-of-command. If the complaint is with an immediate supervisor that staff member may elect to take their concern above that individual to the next person on the chain-of-command. If any employee feels as though they are being discriminated against, they can appeal to any person on the chain-of-command they feel has the authority to offer them relief. These guidelines are expressed in the Options' staff handbook.

3. Fail to provide protection to those who bring financial mismanagement and other matters to the attention of the President or the Options Board of Directors

**President Interpretation:**

I will not penalize any staff member for raising an issue or expressing a concern regarding financial management issues of the school.

**Report:**

No such reports have been received.

4. Prevent staff from grieving to the Board when (A) internal grievance procedures have been exhausted and (B) the employee alleges that board policy has been violated to his or her detriment.

**President Interpretation:**

Staff members will be made aware of their right to grieve to the Board and I will not prevent any staff member from exercising that right.

**Report:**

Staff is fully aware of their right to address the board and they are given free access to communicate to the board. Staff is aware of the grievance process. Both are explained in the staff handbook.

5. Fail to acquaint staff with the President's interpretation of their protections under this policy.

**President Interpretation:**

The rights and protections of the staff members will be communicated to them.

**Report:**

Staff is aware that all of our policies are open to the President's interpretation. We will develop a form each employee with signs indicating their understanding of the staff handbook and reflects a staff member's ability to appeal to the board and that all policies are subject to interpretation of the President.

6. Fail to provide every staff member with an annual evaluation and performance review.

**President Interpretation:**

Every employee of Options Charter School will receive at least one performance evaluation annually.

**Report:**

Options Charter Schools has an evaluation system for all employees.

**Policy 2.8 – Communication and Support to the Board**  
**(Monitored Annually in April)**

The President shall not permit the board to be uninformed or unsupported in its work.

Further, without limiting the scope of the foregoing by this enumeration, the President shall not:

1. Fail to provide to the board the President's interpretations of the ends and priorities of the board.

**President Interpretation:**

I will provide a President's interpretation of end's and priorities to the board.

**Report:**

This task was accomplished in the first year Policy Governance was implemented to the "Policy" level. There are approximately three to six "Policies" within each end statement. With the guidance of board member, Gordy Heminger, I am now editing how this report is completed. In the future the format will be different and a "President's Interpretation" and "Report" will be given for each "Objective" within each "Policy" for all "End Statements."

2. Neglect to submit monitoring data required by the board (see policy on Monitoring President Performance) in a timely, accurate and understandable fashion, directly addressing provisions of board policies being monitored.

**President Interpretation:**

I will provide to the Board all required monitoring data in a timely, accurate and understandable fashion. The data will address provisions of board policies being monitored.

**Report:**

The Options Board of Directors is provided all required monitoring data at the monthly and/or annual meetings of the board. The data offered to the board addresses data related to: organizational/operational performance, financial data (including all audit feedback), governance data (including the 5-Year Plan), and academic performance of the school and individual students.

3. Let the board be unaware of relevant trends, anticipated adverse media coverage, material external and internal changes, and particularly changes in the assumptions upon which any board policy or ends have previously been established.

**President Interpretation:**

I will inform the board of relevant education trends, anticipated adverse media coverage, material changes to the organization, and changes to relevant board assumptions about the organization.

**Report:**

The board is offered regular communication at the monthly and annual meetings of the board. Trends in education and material changes that are either anticipated or present are disclosed as an agenda items, in the president's report or the director's report. The board bylaws and policies (Policy Governance) are reviewed monthly and/or annually.

4. Fail to advise the board if, in the President's opinion, the board is not in compliance with its own policies on Governance Process and Board-PRESIDENT Linkage, particularly in the case of board behavior, detrimental to the work relationship between the board and the President.

**President Interpretation:**

I will report to the board if the board does not act in accordance with items listed in Policy Governance-- specifically those items spelled out in the Board-President linkage which may be detrimental to the working relationship.

**Report:**

During my six-years as the President of Options Charter Schools, we have had only two or three issues that have qualified for reporting under Policy 2.8(4). In each case, I alerted the board chair and with her/her assistance the board was also alerted. In each circumstance, the issue was resolved swiftly. There are no new issues to report at this time.

5. Fail to provide as many staff and external points of view, issues and options as needed for reasonably informed board choices.

**President Interpretation:**

I will work to offer a complete perspective of any point-of-view, issue or option so that the Options Board of Directors can make a reasonably informed choice.

**Report:**

In the six-years that I have worked as the president, I haven't any feedback from board members stating that they felt as though they were not sufficiently informed to make a board decision. I will continue to strive to make sure all perspectives are represented to the board.



6. Present information in unnecessarily complex or lengthy form or in a form that fails to differentiate among information of three types: monitoring, decision preparation, and incidental.

**President Interpretation:**

I will present information to the board in the most transparent and fundamental fashion. In doing so, the information will be presented in three categories: monitoring, decision preparation, and incidental.

**Report:**

In preparing for monthly board and annual board meetings an agenda is developed outlining monitoring reports (or "Reports to the Board"), decision preparation or "action items", and incidental information in the form of general reporting through reports or "non action items."

7. Fail to provide monthly written President's reports.

**President Interpretation:**

I will provide reports to the board at the monthly meeting of the Options Charter School Board.

**Report:**

This report is given in timely manner each month.

8. Fail to provide a mechanism for official board, officer or committee communications.

**President Interpretation:**

I will make sure that all board members, officers or committee members are afforded multiple means of communication.

**Report:**

Each board member is offered a board binder that includes contact information of all Options Board Members. All board members are given an Options email account to assist them in communication.

9. Fail to deal with the board as a whole except when (a) fulfilling individual requests for information or (b) responding to officers or committees duly charged by the board.

**President Interpretation:**

I will deal with the board as whole except when I am assigned to work with an individual board member, officer, or when responding to a request for information.

**Report:**

The history of Options Charter Schools is that all information flows through the board at board meetings unless I am working with the board chair in preparation for board meetings or

emergency issues arise. I also with certain board members, such as the Board Treasurer, on a monthly basis to help this member develop the monthly Treasurer's Report.

10. Fail to communicate with the entire board of upcoming linkage opportunities for board members to participate in.

**President Interpretation:**

I will communicate upcoming events to the Options Board of Directors so they have an opportunity to engage with staff, students, and stakeholders.

**Report:**

There is a consistent practice to alert board members at monthly meetings and a board expectation that board members attend school events and outings. Annually, there is board representation at our large events like Senior Institute presentations, prom, and graduation.

11. Fail to report in a timely manner an actual or anticipated noncompliance with any policy of the board.

**President Interpretation:**

I will inform the board in a timely manner of any issue of noncompliance with any policy of the board.

**Report:**

There is a process for reporting violations of board policy to the board. There is nothing to report at this time.

**From the Office of the Chief Operations Officer**

**Enrollment**

03//2019

	Carmel		Noblesville	
	17/18	18/19	17/18	18/19
Total Enrollment	202/185 (109%)	211/225 (94%)	322/320 (101%)	294/315 (93%)

Enrollment by Program

	Carmel	Noblesville
The Hope Source	-	54/50 (108%)
Jr. High (6,7,8)	-	23/20 (115%)
Sr. High (Brick and Mortar)	135/150 (90%)	141/170 (83%)
Distance Education	76/75 (101%)	76/75 (101%)

**Reflection:**

The steady flow of enrollments continues into this month. Open houses have begun for enrollment for the 19/20 school year as well. Our first open house was held at Carmel. Four families attended as well as a few counselors from local schools. We saw a slight increase in enrollments for this time of year compared to last year and a large decrease in withdraws in the same comparison. 28 new students enrolled in the month of February, 2019 compared to 22 in the same month last year. 8 students were withdrawn in February, 2019 with 100% of them being for positive reasons, including 3 graduates. Last year, the same month, 38 students withdrew with only 45% of them having positive mobility codes. A positive mobility means the student graduated or is returning to their home school or transferring to a program that is a better fit, identified with the help of the Options team.

We are focusing recruitment efforts for the remainder of the school year on continuing to fill the identified gaps in enrollment for each program.

- Noblesville Brick and Mortar: 11th and 12th grade
- Carmel Brick and Mortar: 9th and 11th grade
- Distance Education: all school-aged children instead of older adults returning to school.

**Accountability Data**

School Improvement Data  
[18/19 School Improvement Plans](#)

February Data

[Carmel](#)

[Noblesville](#)

[Distance Education](#)

**SBOE, IDOE, OCS BSU Updates/News:**

State A-F Grade

Final A-F Accountability Reports have been released to the schools.

[2017-18 Annual Performance Report](#)

We have completed the appeals process. The State Board of Education voted 10-0 to uphold the hearing officer's decision that the A-F grade was applied correctly and we were not eligible for a null grade.

[Official Carmel Appeal](#) - submitted by OCS-C to SBOE

[Official Noblesville Appeal](#) - submitted by OCS-N to SBOE

[Initial response from hearing officer - Options Carmel](#)

[Initial response from hearing officer - Options Noblesville](#)

[Final Decision - Options Carmel](#)

[Final Decision - Options Noblesville](#)

**Staffing:**

Name of Employee	Job Title	Brief Biography	Type
Lisa Chandler	Middle School Math Teacher	<ul style="list-style-type: none"> <li>● 10+ years of experience in education</li> <li>● Specialized in working with students with autism</li> </ul>	Filled open position

- We are actively looking for 1 or 2 more substitute teachers.

**From the Office of the Chief Financial Officer**

**Hope Source**

Per the direction of the board, I did an analysis on what the financial impact of losing the Hope Source will be. I have attached my spreadsheet "Hope Source Loss Analysis" to the Board Meeting folder. To summarize, due to the nature of Special Education funding, we will continue to receive Special Education money for the Hope Source students until December 2019. We will only be paying a fee to Hope Source in July as they transition to Dynamic Minds in August. Since we will have a significantly reduced expense to Hope Source while still receiving a large amount of Special Education money, we will have a net gain of \$207,000 from the Hope Source in the 2019-2020 budget. However, the loss will occur in 2020-2021 when all revenue and expenditures are completely removed from the budget. The major impact will be the loss of \$207,000 for the 2020-2021 budget. I also included in the analysis how much money we netted from the Hope Source relationship over the last 2 years.

**2019-2020 Budget Progress**

I am currently compiling all the expenditures and revenues for the 19-20 budget. I have received the needs of all departments and schools as well as staffing needs for the entire organization. The executive team will be reviewing the initial budget in the next 2 weeks and I will have the rough draft completed for your review at the April board meeting.

**Current 2018-2019 Financial Status**

With 5 months to go in the fiscal year, Options Noblesville currently has net gain of \$409,723 for the year which puts our cash balance for Noblesville at \$1,209,723. The 2018-2019 budget projected a net gain of \$231,000, so we are on pace to hit or surpass that target.

Options Carmel currently has a net gain of \$214,966, which puts the cash balance for Carmel at \$1,114,966. The 2018-2019 budget projected a net gain of \$183,000, so we are on pace to hit or surpass that target.

