The Invictus High School High School Board Director’s Meeting began at 4:49pm.

**Public Comment:** There was no public comment.

**Agenda:**
There was a Motion and a Second by Curtis Orr and Erica Stewart to approve the agenda with presented changes and the ability to amend throughout the meeting as needed.

**19-81 RESOLVED:** The Board of Directors for Invictus High School approved the agenda with presented changes and the ability to amend throughout the meeting as needed.

**Meeting Minutes:**

**November Minutes**
There was a Motion and Second by Britton Hill and Curtis Orr respectively to approve the November minutes as presented.

**19-82 RESOLVED:** The Board of Directors for Invictus High School approves the November minutes as presented.
**Legal Update:**

The Legal update was given by Ms. Hart. There was no legal update this month.

**Sponsor Report:**

Delores Junior gave the Sponsor update. CSS received the rating of Exemplary for the sponsor ratings. The Sponsor Connection was discussed. The Annual Report was due last month. Graduation changes were discussed. Ms. Junior gave out copies of the updates. Licenses were discussed and must be used in appropriate ways. Appropriate teacher ratios in special education were discussed. She reminded the Board that trainings for federal programs are taking place in December. Ms. Junior concluded her report with a few pages of extra “food for thought” items.

**State of the School:**

The State of the School was presented by Mr. Jackson and Mr. Manke. The Student Wellness Plan was discussed and Invictus’s plan to spend down the funding. The teacher ratios for students on IEP’s was discussed. Invictus has a disproportionate number of students with IEP’s. The school is working with the State to remedy the situation. Graduation is Dec 19, 2019. OIP strategies for Invictus were discussed. State Assessments are ongoing, and 379 students have completed testing requirements to date. The school had 15 total suspensions. Career Tech was discussed and Mr. Whitney’s leadership initiatives. 138 CBI students are currently working and this number already exceeds the total number of working students last year. Pre apprenticeships discussed as the school looks for partnerships specifically IT was mentioned. Residency Verification was discussed with monthly audits. Professional Development and Climate Events were discussed.

**Fact Finding Process:**

Mr. Jackson discussed the changes needed for the fact-finding process.

*There was a Motion and Second by Britton Hill and Erica Stewart respectively to approve the Fact Finding or Inquiry Process for employee’s due process.*

**19-83 RESOLVED:**  The Board of Directors for Invictus High School approves the Fact Finding or Inquiry Process for employee’s due process.
**Ratify the Employee on Paid Leave:**

Mr. Jackson discussed the employee on administrative leave.

*There was a Motion and Second by Erica Stewart and Tonya Perkins respectively to ratify the employee that is on paid administrative leave*

**19-84 RESOLVED:** The Board of Directors for Invictus High School ratifies the employee that is on paid administrative leave

**Changes to the Student Wellness funds plan:**

Mr. Jackson discussed the Student Wellness Plan.

*There was a Motion and Second by Curtis Orr and Britton Hill respectively to Approve the Student Wellness Plan*

**19-85 RESOLVED:** The Board of Directors for Invictus High School approves the Student Wellness Plan

**Financial Report:**

Ms. Holt gave the financial report. She discussed the great position the school is in financially. FTE’s were at 403. CCIP funds were discussed. Grants thru ODE were discussed and are awaiting approval.

*There was a Motion and Second by Erica Stewart and Curtis Orr respectively to approve the November finance report pending audit as presented.*

**19-86 RESOLVED:** The Board of Directors for Invictus High School approves the November finance report pending audit as presented.
Residency Verification:

There was a Motion and Second by Tonya Perkins and Erica Stewart respectively to approve the School Residency Verification Plan

19-87 RESOLVED: The Board of Directors for Invictus High School approves the School Residency Verification Plan

Next Board Meeting will be moved up to Tuesday January 28th at 4:30pm at the ESC.

Motion to Adjourn: There was a Motion by Erica Stewart and second by Curtis Orr to adjourn the meeting at 5:28pm.

Board Secretary

__________________________
Invictus High School