

**Kids' Corps, Inc.**  
**Policy Council Meeting Minutes**  
**Monday, September 28, 2020**

Members Present:	Members Absent:
Brittany Pickens, President	Caitlyn Thompson
Rhonda Drake, VP	Tawnya Palmer
Kaya Avila, Sec.	Jessica Teague-Beach
Noreen White	
Tasi Sablan	
Shawna Bailey	
Staff Present:	
Dirk Shumaker, Executive Director	
Ronnie Brown, FCES	

Greetings and Welcomes extended: Due to Covid-19, meeting was held virtually. Quorum present. Parents all received their pizzas for dinner, Brittany had a Birthday. Open conversation while families ate.

Packets had been sent out earlier, Dirk shared screen for Agenda and asked if there was anything to be added.

**Minutes:**

Minutes were displayed and reviewed. Rhonda motioned to accept the minutes as written, Tasi seconded. Motion approved.

**New Hires:**

Ronnie gave information on new hires, parent asked when this person would start. Start date was given. Kaya motioned to accept the new hire, Rhonda seconded. Motion approved.

**Financials:**

Dirk went over the financials. He mentioned two items were over budget. Personnel, due to COLA and Dues and Subscriptions for CLOUD! Equipment and tons of laptops were not thought about as such a high need. These things were unknown when the budget was created. With transportation down, gas cards weren't being used for buses. KCI is in a good place, no issues at this time. Fraudulent charges reported at an earlier meeting have been credited to the card.

**Executive Directors Report:**

Dirk shared his report, stated that KCI would not be opening any more classes until January even if ASD reopens as planned on October 19. Keep virtual options open even if KCI does start more in person classes. Parents were very happy to hear that KCI would keep a virtual option for families not comfortable with in person classes yet. Some families have compromised children or adults in the home. Glad to hear they wouldn't be excluded. Everyone agreed that it was important to wait and see what happens when ASD opens for their elementary students.

Dirk explained that if ASD was successful, KCI would start reaching out to families to see what their interest is in returning to the classroom. Parents asked questions about Staff that come back, versus staff that don't or can't. Dirk explained about the 10% increase in wages to help cover those returning and putting themselves on the front lines for families. Only those in direct physical contact (classroom/center) where children are served were eligible. This was a way to acknowledge them and thank them for the extra work. Parents thought that was very fair, compensation pay. Parents asked about the staff that were only part time, did they get the same 40 hours of pay? Dirk explained that they received exactly the same amount as before virtual happened. (only one staff person part time). Another question involved leave accrual and how that worked. Dirk explained that the agency had set up an extra 80 hours of leave for anyone having to quarantine for two weeks or even one day due to Covid and isolation requirements. Staff will also accrue leave at their regular rate. This helps build credibility and trust between KCI and its staff. Retention is vital if KCI is to resume classes at a future date.

#### **Covid Leave Policy:**

Dirk went through a series of questions that play into the making of a new policy. "What if" scenarios to take into consideration. With the possibility of ASD opening, KCI eventually trying to open a few more in person classes, much needs to be discussed. What will this policy look like? Since it will have to be approved by the Policy Council and the Board of Directors, Dirk is looking for a few people to review the draft, ask questions, look for clarity in the proposal. Since a lot goes into good quality training and development, KCI is looking for retention of good staff and want to provide for any contingency. Kaya, Noreen, Tasi, Rhonda and Brittany all stated they would like to be on a committee to review the draft. Dirk will set up a time that those able can zoom meet and go over the details before presenting to the PC.

#### **Federal Grant Funds, Carry Over Request:**

Since March there has been limited spending of Federal dollars for the 2019-20 program year. No bus service since February so no gas purchases except for the van to do deliveries. No purchase of supplies since no classrooms in session. When a staff person left the agency, they weren't replaced so extra wage funds available. Since the money is federal dollars, KCI must request a carry over or could possibly lose the funding. (don't spend/don't need). KCI is looking at approximately \$300,000 in funds that could be lost if not requested to carry over. Rhonda motioned to request the carry over of funds, Kaya seconded. Motion approved.

#### **Strategic Planning:**

Board members and any PC members available will do a zoom meeting on 10/10 from 10-4pm to look at general vision for the next three to five years for KCI. What will the big picture/long range vision look like. Dirk asked parents: What is your dream for KCI? Parents responded:

- That the public would know who and what KCI is
- Expansion (more classes across town)
- Have an Immersion program (Spanish, Japanese, Russian, etc.)
- More toddler slots
- Get kids organized/structured more

- Have a zoom class in the morning and then close the day out in the afternoon with a story or songfest
- Use this time as a trial and error for what really works virtually
- Use as a platform to virtually enroll children that would otherwise not get in due to barriers (homeless, no transportation, sitting on a waitlist, over income but close enough if more slots were available)
- Make available as a resource-virtually for families that may not qualify or no transportation
- Connect family with a past parent to help them connect to the program

Second question asked: What is one big difference we'll see in 2024/25 versus today?

- More virtual classes-online services offered as well as in person
- Different curriculum-different ways of teaching, using different technologies
- Use technology more as learning options
- Using different approaches for different types of families needing flexibility/options
- Another classroom available for homeless (EHS, go to them?)
- If child out sick, use virtual to show classroom so child can see classmates and participate, not feel left out, count as some sort of attendance

Community Engagement:

Ronnie discussed the flyers in their packets. One is for information on not being evicted if can't pay rent. Parent spoke about her friend that was being evicted since COVID but went on the website and showed the landlord that he couldn't evict them because they were paying what they could and he was accepting it. Large website with many different sources of information. She also spoke about the Practical Positive Parenting classes in October. Several parents stated they had taken some of the classes and how good they were. Parents were able to guide the conversations under the headings of the training. Made it fit to their needs at the time. Health and Nutrition Advisory coming up, feel free to go on zoom, staff love their input and questions. Parents bring an element of reality to what they are discussing and choosing for the classrooms.

Parents who are in the virtual option, mentioned how helpful it is to get the food weekly. How nutritious it is and reminds them how to prepare good snacks and lunches for all their children.

Dirk praised GCI for the 40 donated Chrome books that totaled over \$70,000. What a generous gift. Meeting adjourned at 7:30pm.

Respectfully submitted by,

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Ronnie Brown, FCES