

La Salle Charter Schools, Inc.

Board of Directors  
Meeting Minutes  
March 1, 2017

Board Members Participating in Person: Colette Edson, Demetrius Grooms, Constance Gully, James Hill, Jackie Jones, Kim Perry, Susan Turner, and Shirleas Washington

Board Member Absent: None

Other Participants: Phil Pusateri, Amanda Henry, Emily Hauge, and Sherida Williams (*La Salle Charter Schools, Inc.*), Melissa Brickey, Christine Holladay, Annie Oliverio, and Lisa Picker (*De La Salle, Inc.*), Gerry Kettenbach (*University of Missouri-Columbia*)

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**I. Call to Order**

Mr. Grooms acted as chair (the "Chair") of the meeting. Notice of the meeting having duly been given and a quorum being present, the Chair convened the meeting of the Board of Directors (the "Board") of La Salle Charter Schools, Inc. ("La Salle") at approximately 4:40 p.m. Central Time at 1106 North Jefferson Avenue, Saint Louis, Missouri, 63106.

**II. Mission Moment**

Ms. Brickey shared a video with the group of La Salle's Black History Month performance, featuring many of La Salle's students, noting it as a powerful example of students supporting each other and living the mission and values of the organization.

**III. General Board Business**

The floor was opened for the open comments portion of the meeting, which takes place in the first fifteen minutes of each Board meeting. No questions were asked, nor were any comments made, during this period.

Proposed minutes from the meeting of the Board held on January 25, 2017 were presented for approval. Upon a motion duly made and seconded, the Board approved these minutes, as presented.

**IV. Financial Update**

Dr. Pusateri presented the check register, bank statement and financial statements of La Salle for January 2017. Following a discussion and upon a motion duly made and seconded, the Board approved these documents, as presented.

## **V. School Update**

Ms. Henry shared that six La Salle students who are involved in a mentorship program at Monsanto recently traveled to the Monsanto campus to visit their mentors and to meet and hear a speech by Mae Jemison, the first African-American woman to travel in space.

Ms. Henry shared recent NWEA data with the group. She noted average achievement in math performance, a modest decrease in science performance, and significant growth in reading performance.

Ms. Henry shared that the school plans to transition from NWEA to Interim Assessments (IAs) that are more aligned to curriculum and CCSS and MO standards, and she shared the Interim Assessment Calendar for the next school year. It was noted that switching to interim assessments will give laser focus on standards, is more aligned with the MAP test, and provides more usable data than NWEA. She noted that La Salle is currently in the bidding stage with vendors to make the switch. Members of the Board recommended that the school focus on the comprehensiveness and rigor of the items in the test bank among the vendors, to best ensure quality of the program.

A question was posed by a Board member in looking at the dashboard about Out-of-School suspensions (OSS), and if there is a plan to reduce significantly or eliminate out of school suspensions. A discussion was had about the benefits of reducing or eliminating OSS, but it was noted that it takes time and resources to replace an OSS system. It was noted that last year, the school attempted to significantly reduce OSS, but without a sufficient replacement system, the system did not work and negatively affected the school climate. The Board requested that LaSalle staff break down OSS data in more detail in the future to better separate and distinguish chronic OSS students, perhaps breaking down the OSS days listed on the monthly dashboard into suspensions of less than 10 days, and suspensions of more than 10 days, or in whatever manner the LaSalle staff believes better presents the OSS data. La Salle will continue to focus on how best to reduce, and eventually, eliminate out of school suspensions.

## **VI. Executive Director Report**

Ms. Brickey shared a proposed salary schedule for La Salle teachers for the 2017-18 school year. She stated that she believes that great focus is needed in this area, in order to best recruit and retain good teachers. Ms. Brickey proposed using 100% of the 2016-17 salary schedules of the St. Louis Public Schools for La Salle teachers in 2017-18. It was noted that many substitutes were used this school year to fill vacant positions left by teachers that departed mid-year, which greatly affected school climate and student learning, and that paying a more competitive salary will help in hiring qualified teachers who will be retained. A conversation ensued about the best option to use to build the salary schedule for the budget in 2017-18, considering enrollment projections and other financial factors. Upon a motion duly made and seconded, the Board approved using 95% of the 2016-17 salary schedules of St. Louis Public Schools to build La Salle's first draft budget for 2017-18, which will be reviewed at the next Board meeting. It was suggested that the teacher agreements for next year are offered by the end of March.

Ms. Brickey shared a capital campaign fundraising and facility expense update with the Board, noting that the goal is for the building project to be fully funded. Ms. Brickey shared that a fundraising effort for the endowment will kick off in the near future, with a \$5 million goal. Ms. Brickey reminded the

Board of the upcoming De La Salle gala on April 8, and shared an update on Deaconess Foundation future funding, along with the proposed capacity-building focus areas for FY18 with Deaconess.

Ms. Brickey shared the proposed new organizational structure with the group, including the addition of a Joint Committee for Mission. After a conversation about the various functions of the committees and positions listed within the structure, and upon a motion duly made and seconded, the Board approved the proposed organization structure, as presented.

#### **VII. Closed Session**

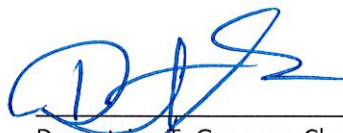
A motion was made and seconded for the Board to go into closed session at approximately 6:30 p.m., as authorized by RSMo. Section 610.021.3, and a roll call vote of the members of the Board was taken. Upon the affirmative vote of Ms. Edson, Mr. Grooms, Ms. Gully, Mr. Hill, Ms. Jones, Ms. Perry, Ms. Turner, and Dr. Washington – with no votes in opposition – a closed session of the Board began.

Minutes of the closed session of the Board are maintained in a separate document.

#### **VIII. Adjournment**

The Chair announced that the next meeting of the Board will be on March 29, 2017. Before adjournment, the Board discussed the optimal number of members of the Board, as well as the skill sets currently needed as the Board considers adding more members. The Board agreed to discuss this matter at a future meeting, after having the chance to review a matrix of the skill sets of its current members.

Upon a motion duly made and seconded, the meeting was adjourned at approximately 7:00 p.m.



Demetrius T. Grooms, Chair



Jacquelyn A. Jones, Secretary

