

La Salle Charter Schools, Inc.

Board of Directors
Meeting Minutes
January 24, 2018

La Salle Charter Schools, Inc. Board Members Participating in Person: Demetrius Grooms, Constance Gully, James Hill, Chris Hinckley (for a portion of the meeting) and Jackie Jones

La Salle Charter Schools, Inc. Board Members Participating Telephonically: Kim Perry

La Salle Charter Schools, Inc. Board Member Absent: Colette Edson and Shirleas Washington

Other Participants: LaShanda Boone, Amber Cline, Amanda Henry, Grace Kiely, Darnell Marshall and Sherida Williams (*La Salle Charter Schools, Inc.*), Christine Holladay and Annie Oliverio (*De La Salle, Inc. Staff*), Shannon Spradling (*Accounting Consultant*) and Shanika Harris (*University of Missouri - Charter Operations*)

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" or the "School") at approximately 4:40 p.m. Central Time at 1106 North Jefferson Avenue, Saint Louis, Missouri, 63106.

II. Mission Moment

Grace Kiely, a teacher who just joined La Salle after the Christmas break, shared some of the experiences she's had since coming to La Salle, focusing on examples when her students have remarked upon her making a difference in their lives.

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 December 13, 2017 were presented for approval. Upon a motion duly made and seconded, the Board approved these minutes, as presented.

Mr. Grooms provided the Board with an update regarding the Strategic Planning meetings held among members of the staff and board of La Salle and De La Salle Inc. in recent months, reporting that a subset of this group of staff and board representatives met last week to discuss a revised combined mission statement for the two entities. Mr. Grooms will report back to the Board once those mission statement discussions are finalized, possibly asking the Board to approve a revised mission statement.

IV. Encompass Report

Ms. Holladay shared with the Board highlights from a recent performance by twenty-one La Salle 5th and 7th grade students at Ignite Theatre. These students were able to participate in this enrichment experience because they had sufficiently mastered the standards focused on during the previous learning period such that they did not have to participate in ReTeach Week at La Salle. Instead, they focused on five other speaking, listening, research and social studies skills by reading and researching civil rights materials focused on child advocacy, participating in numerous related exercises and then, writing, memorizing and performing the theatrical production I AM SOMEBODY – I AM A SPARK. The Board thanked Ms. Holladay for her efforts in making this enrichment activity such a success.

V. Head of School Report

Ms. Boone reported that one teacher who would have been placed under a Performance Improvement Plan did not return after the Christmas break. This position has been posted, and until it is filled, La Salle is covering the class via a combination of substitute teachers and Ms. Henry. The Board thanked Ms. Henry for her continued willingness to pitch in where needed. Ms. Boone advised that Intent to Return letters would be distributed in the coming weeks to teachers she would like to see return next year. Other jobs have already been posted. She also advised that academic coaches will soon be used in a number of different ways, including helping the 7th and 8th grade teachers better prepare their students for the MAP tests and assisting one teacher who struggles with classroom behavior management. Ms. Boone reported that she is in the process of completing the evaluations of her administrative staff, which may include some realignment of duties.

Ms. Boone advised that Ms. Henry “dove into the data” over the Christmas break and after doing so, the students have been placed into different learning groups – based upon the data. All indicators to date is that the changes have been positive – both from a behavioral and learning perspective. The names of the new learning groups are names of doctors and nurses who did their medical training at Homer G. Phillips Hospital. The Board again voiced their appreciation of Ms. Henry.

Ms. Boone announced that School enrollment currently stands at 121 – providing a shout out to Ms. Williams for all of her efforts in this area.

Ms. Boone discussed with the Board some of her planning for the 2018-2019 school year. She’s considering some new contract provisions for teacher contracts, including a breach of contract clause. La Salle is going to aim for teacher pay of at least 100% of 2017-2018 SLPS rates. The Board also asked that salary numbers be run with a “guesstimate” as to what 2018-2019 SLPS rates might be, assuming the same percentage rise as SLPS experienced in the 2017-2018 school year. Ms. Boone also suggested that she is considering a professional development incentive, which could be spent at the teacher’s discretion. While the Board was supportive of this idea, Board members suggested that some portion might need to be earmarked for teacher-specific growth needs and/or Mission-focused development. The Board was also very supportive of Ms. Boone’s idea of a mentor program for La Salle teachers.

Ms. Boone reported that enrollment indicators for next year are good – with especially strong interest in 6th grade and more interest in 5th grade than La Salle has seen in the past. The goal for next year is to reach at least current enrollment – if not more – without accepting any 7th or 8th grade students. Ms. Boone is going to review whether or not this would require a change in School policy, which would require the approval of the Board.

VI. School Update

Ms. Henry provided an abbreviated School Update, as MPI calculations are not yet available. She advised that she will email the data to the Board as soon as it is available, which should be no later than February 1. Ms. Henry reported that all but one group, i.e., 6th grade math, showed improvement during ReTeach Week. She believes that lack of improvement in this group was due to staffing issues as this is the class of the teacher who did not return after the Christmas break. In taking over the teaching of this class, Ms. Henry feels like this class is already beginning to show improvement.

VII. School Climate

Mr. Marshall provided an update regarding Kickboard, reporting that he has recently learned of some additional features of the program which allow him to have more insight into the positivity rate of each teacher, i.e., how often they award positive merits in relation to negative demerits. The Board suggested seeking teacher feedback regarding Kickboard and considering teacher merits during Teacher Appreciation Week this Spring.

Mr. Marshall advised that 90/90 attendance is at 84%, compared to 81% in the prior year.

VIII. Financial Update

Mr. Hinckley joined the meeting.

Ms. Henry presented the check registers, bank statements and financial statements of La Salle for December 2017. Following a discussion and upon a motion duly made and seconded, the Board approved these documents, as presented.

IX. Closed Session

A motion was made and seconded for the Board to go into closed session at approximately 5:45 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 Mr. Grooms, Ms. Gully, Mr. Hill, Mr. Hinckley and Ms. Jones – with no votes in opposition – a closed session of the Board began.

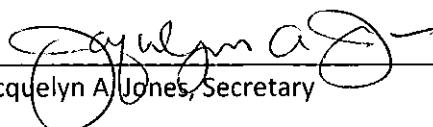
Minutes of the closed session of the Board are maintained in a separate document.

X. Adjournment

Upon a motion duly made and seconded, the meeting was adjourned at approximately 6:30 p.m.



Demetrius Grooms, Chair



Jacquelyn A. Jones, Secretary