Académie Lafayette
Board of Director’s Meeting
October 8, 2018

MINUTES

Board Present:
Jon Otto, President
Marvin Lyman, Vice President
Chad Phillips
Pam Gard
Kelly Baker
Beth McCarthy
Crissy Dastrup
Michael Bland

Board Absent:
Harriet Plowman

Staff Present:
Elimane Mbengue, Head of School
Robyn King
Chris Neher
Jean Claude-Diatta

Guest in Attendance:
Dana Cutler, Legal Counsel

Meeting Called to Order
Jon Otto called meeting to order at 6:33 p.m.

Approval of Agenda
Jon Otto asked for approval of the agenda as presented.

Motion
Crissy Dastrup moved to adopt the agenda as presented. Beth McCarthy seconded. Board VOTED to approve. Motion passed.

Approval of September Minutes
Pam Gard moved to approve the September minutes as presented. Kelly Baker seconded. Board VOTED to approve.
Head of School Report – Elimane Mbengue

- Jacque Lane and Ruth Terrell, former board member, accepted the award presented by the Missouri Charter Public School Association to founding members of the first charter schools started in Missouri. Academie Lafayette was also recognized for being the first charter school to receive their charter.
- Academie Lafayette, because of high performance, is one of only two schools that will receive a ten-year charter.
- Armour Campus students have been assigned lockers.
- Renovation at Armour is nearing completion.
- Human Resources coordinator position has been posted.
- Professional Development budget has been allocated and approved.
- A social worker and building sub for Armour will be hired.
- Principals Coffees at all campuses have gone well.
- Home room parents are still needed at Armour Campus
- Teacher representatives for the board, Council d’Ecole, and PTSO still need to be assigned.
- 50% of the 7th grade students are in advanced math.
- 2018 MAP test results will be available in January.
- Students are using the Cafeteria at Armour
- Upper Room homework help starts on October 16th.

Admissions and Outreach Report – Robyn King

- Robyn King gave student Demographics.
- 1,082 students currently enrolled with six open kindergarten spots.
- There will be seven pre-schools included in the French instructional program provided as part of the recruitment program.
- Marketing for the upcoming recruitment program is being planned to include radio and newspaper ads.
- November 10th is the tentative scheduled date to begin accepting applications for the upcoming school year. We are working with Show Me KC Schools on the Common Application to be used.
- Two community tours have been given to SMKCS.
- 20 tours have been provided for parent groups.
- High School fair for 7th and 8th graders with is scheduled and there will be at least 14 area high schools represented.
- Kindergarten open house will be on Tuesday, November 13th.
- 3000 mailers have gone out advertising the open house.
- State of Missouri passed legislation to allow for F&R lunch preference. And, the following comments were made and discussions held.
- - Crissy Dastrup asked if we needed to draft policy changes to allow for this preference to be given. Jon Otto stated that we possibly already have the framework in place to allow for Free & Reduced Preference. Discussion followed.
- Beth McCarthy asked how we would know who qualified for free and reduced lunch.
- Chad Phillips then asked if it would be for the upcoming year.
- Marvin Lyman asked Dana Cutler to provide information about the program.
- Dana Cutler expressed concern about MAP scores dropping if we give this preference based on data surrounding F&R lunch qualifications.
- Chad Phillips asked about the mechanics of instituting this policy.
- Crissy Dastrup asked for a copy of the bill to review.
- Elimane Mbengue believes it is an excellent opportunity to reach our goal.
- The question “Can this happen this year” was raised and comments were that extensive discussion has been held regarding this issue.
- Marvin Lyman asked how we are doing in retaining our F&R lunch students. And, also asked about the data we have to document this information. He also questioned the reason why students are leaving or have left Academie Lafayette.
- This program must be submitted to UCM for approval.
- F&R program must align with the SchoolAppKC parameters.

Data needs to be collected on F&R lunch stats, and on the students who withdraw from the school.

- Beth McCarthy asked about our waitlist for Kindergarten and was informed that we no longer have a wait list.

Development Report – Chris Neher
- New t-shirt logo has been designed.
- Discussed that awards be given to people who helped school get to it’s current successful status.
- Looking back as well as forward.
- Message to be sent regarding annual fund.
- 2nd installment from Sherman Family was received.
- Boogie Down was a success 100 tickets sold.
- Raffle time!!! 10,536 tickets sold so far.
- Generation’s day plans underway.
- Community partnerships are being developed.
- Discussions being held with STEM program funder regarding potential grants.
- We did not receive the federal grant but w will try again.
- Meeting held with Hall Foundation.
- Derrick Thomas Third and Long Foundation board member visited the Armour Campus and was very pleased with the renovations and progress made and expressed interest in developing a partnership with our school.
- EIP plans are in progress and future collaborations are being discussed.
**PTSO Update – Leslie Kohlmeyer**
- On-Line ballot has gone out and 120 people have voted and a reminder to vote went out today.
- Budget and By-laws are on the ballo.
- Events are being planned - Boo Bayou, Amazing Race, and Holiday Art Market.
- Communications: Flyers, Room Parent emails, Social Media, Website, and Constant Contact.
- Teacher appreciation gifts have been planned.

**President’s Report – Jon Otto**
- Plans for 20th anniversary in progress.
- Marketing and strategy for the 20th anniversary are being discussed.
- Letter from the board in regards to social media conversations and policies and course of action if you need to register complaints to be sent to parents.
- Diversity Committee goals: Cultural awareness messaging and presentations. Flags from all the countries that our staff comes from will be hung in the hallways or auditorium of each campus.
- Mr. Mbengue mentioned that there are some cultural differences in teaching styles and that education needs to be provided for both parents and teachers. School needs to do a better job of training new teachers so that they understand the culture of schools in the US. Onboarding changes are happening for this year’s new teachers and are ongoing.

**Governance Committee Report – Jon Otto**
- New candidates for the board were interviewed and resumes were sent to the board for review. The new candidates have been screened and are being voted on tonight.
- Two new board members will officially start in November and one will start in January.

Jon Otto asked for a motion to accept the two proposed board members.

**Motion**
Marvin Lyman moved to accept Tanja Heinen and Dr. Carla Mebane to the Academie Lafayette Board of Directors. And, stated that the 3rd candidate will serve on a committee. Crissy Dastrup seconded.

**Discussion**
Pam Gard expressed concern that the process for appointing board members to the board before they are vetted by serving on committees first was inappropriate. She also that all board members should have met them in person and not just been presented with their resume’s.

Jon Otto replied that both have already been vetted by Charter Board Partners.
Marvin Lyman stated that our growth and making more streamlined and formal processes should be met. Marvin disagrees that individual meetings need to be held. He thinks the board does not all need to meet the candidates. They were professionally vetted and that is a best practice. He thinks the candidates were properly interviewed and recommended.

Chad Phillips again brings up that Charter Board Partners properly vetted the candidates and fully agrees that the process was professional.

Crissy Dastrup defends the process as being best practice for non-profit boards.

**Vote Taken**
All in favor with one abstention (Pam Gard).

**Closed Session**
Jon Otto asked for a motion to go into closed session.

**Motion**
Chad Phillips moved to go into closed session to discuss human resources and real estate. Michael Bland seconded.

Roll Call Vote Taken

- Jon Otto  Yes
- Marvin Lyman  Yes
- Chad Phillips  Yes
- Pam Gard  Yes
- Kelly Baker  Yes
- Beth McCarthy  Yes
- Crissy Dastrup  Yes

Adjournment
Open meeting adjourned.