Académie Lafayette  
Board of Director’s Meeting  
September 9, 2019  

MINUTES

Board Present:
Jon Otto, President  
Michael Bland, Vice President  
Marvin Lyman (via conference call)  
Harriet Plowman  
Carla Mebane, Ed.D  
Beth McCarthy  
Kelly Baker  
Tanja Heinen  
Gwen Poss, Ed.D  
Renee Schloss  
Chad Phillips

Board Absent:
Lori Wilkerson

Approval of Agenda
Jon Otto asked for approval of the agenda with the following Item 7D moved to the Finance Report, which is Item #8. After Finance Committee agenda item, add Académie Lafayette Leadership Review Committee update (review and approve head of school goals for 2019-20).

Motion
Harriet Plowman moved to accept the changes to the proposed agenda. Carla Mebane seconded. Board VOTED to approve.

Stakeholder Comments
No comments presented.

Approval of Minutes
Jon Otto, President, asked for approval of August 12, 2019, minutes.

Motion
Tanja Heinen approved the minutes as presented. Harriet Plowman seconded. Board VOTED to approve.
PTO Update– Leslie Kohlmeyer

- First meeting held and officers were decided.
- Budget to be set to a parent vote.
- All officer positions are filled.
- Room parent spots are filled.
- Sept. 5th meeting is for Chad Phillips and Board members to discuss funding issues.

Head of School Report – Elimane Mbengue

- Thank you to committee for putting together the 20th anniversary report (Michelle Markham).
- Admission and Outreach updated in terms of open seats and total enrollment to date.
- Fall NWEA testing is being administered at all buildings and Armour has completed testing.
- IBMYP – reintroducing teachers to the IB student learner profile.
- Weekly approaches to Learning sessions facilitated by IB Coordinator
- Mr. Mbengue asked the Board to approve adopting the Special Education Compliance Plan.

Jon Otto, President, asked for a motion to adopt the Special Education Compliance Plan.

Motion
Chad Phillips moved that Académie Lafayette chooses to adopt the Model Compliance Plan made available by the Department of Elementary and Secondary Education. Harriet Plowman seconded. Board VOTED to approve.

- Visa Update
  - 1 teacher will be arriving this week (Cherry).
  - 1 teacher has Embassy appointment on Sept. 11, and will arrive immediately after that time.
  - All Oak teachers have arrived.
- Professional Development
  - AL teachers will attend the KC Unconference on Sept. 20.
  - New teachers will be mentored by teachers from the Teach for America Program.
  - Training on positive behavior intervention, social emotional learning and trauma informed schools would be held.
- Teacher Recognition – Awards were presented by MO Chapter Public School Association to:
  - Muriel – Teacher of the Year Award.
  - 2nd grade for winning the Excellence Team Award.
• Special Projects & Partnerships
1. Pre-K cooperative: AL is planning to be part of the Pre-K Cooperative. The charter will need to be changed into a Pre-K – 12-grade charter. This will allow us to have 4% of our free and reduced students funded in a pre-K program. Leslie Kohlmeyer provided further explanation about the Pre-K program.
2. Citizens of the World Charter Schools Co-location – meetings are held every other week to address any issues.
3. Charter School Growth Fund: A grant was received from the Growth Fund and Mr. Mbengue will be participating in the annual Emerging Emco conference in New Orleans. He will be presenting a challenge based on issues in the school.
4. SSKC & Teacher for America – AL is part of a partnership with SSKC and Teach for American to coach new teachers and work with their AL mentors. SSKC is paying 50% of the cost.
5. UMKC Institute for Applied Linguistic – we are in conversation with the IAL to see how they can provide training to our staff. We now offer Algebra I here at AL.
6. Springfield School District Launch Program – AL is using SSD Launch Program to provide online geometry classes to one student. There is a one-time membership fee and a cost per credit.
7. French college credit classes for the 8th grade were discussed with UMKC.

After School Program with Upper Room
• Several programs are available, but a coordinator is needed to oversee and coordinate the program and all the proposed activities for the after school program. Discussion. Currently the activities from last year will be continued and the new activities will be added later. Discussion regarding how the program can function and the fees paid are set and collected. The plan is to work on putting this program together. Plan is to begin the planning in Jan. or Feb. and this will also include coordinating the summer school program. Discussion regarding introducing and moving into Phase 2 of the plan with regards to fundraising was held.

President's Report – Jon Otto
• MCPSA Update – Jon attended a meeting with MCPSA and received information on how we can get the message out regarding funding cuts and also, how to address the strategies needed. He also mentioned that some legislative updates were provided.
• MPCS Conference is in October and board members are encouraged to attend. He mentioned that their attendance would be part of their required board training. Jon Otto continued by mentioning that charter schools accountability/guidelines are the same as regular schools as mandated by DESE. Jon Otto informed the group that he had sent a letter to DESE
regarding the proposed law on the guidelines. The law being discussed before being presented to the legislative session.

- Update on Founder's Day event. Very successful – Mayor was present and Ed Rucker, Founder, was present and received the Ed Rucker Award. Jon Otto discussed having a board historian or someone to document and maintain the history of the school.

- High School Update – Lengthy discussions regarding the high school was held and the following comments made and discussed:
  - Opening high school helps with funding, but what if the funding is not met in order to fund high school. Discussion. Also, discussion regarding who and how the start up of the high school will be staffed was held. Chad Phillips provided an explanation of how the growth of adding a high school will be covered in terms of funding and staffing.

  Jon recommended putting together an updated 10-year financial projection. He continued by saying that the application process for 8th grade starts in Nov. and therefore, we need to develop a contingency plan to present to parents/families. March 15th, is latest date schools announce their admission process. It was suggested that a staffing plan be put together.

Jon Otto, President, asked for a motion to approve opening Académie Lafayette high school starting with 9th grade only beginning in Fall 2020-21 school starting in the fall of 2020.

**Motion**
Harriet Plowman moved to approve opening Académie Lafayette high school starting with 9th grade only beginning 2020-21 school year starting in the Fall of 2020. Discussion. Michael Bland seconded. Discussion followed. Board **VOTED** to approve. Roll Call Vote taken:

Kelly Baker– Yes
Beth McCarthy– Yes
Carla Mebane– No
Marvin Lyman – No
Chad Phillips– Yes
Renee Schloss– Yes
Michael Bland – Yes
Tanya Heinen – Not present for vote
Harriet Plowman– Yes
Jon Otto– Yes

**Motion Carried.**
Adhoc Committee appointed to develop communication for high school. Jon Otto, Beth McCarthy, Carla Mebane and Gwen Poss agreed to participate on this committee.
Governance Committee
- Discussion of board members and terms will be moved to next month.
- All board members will communicate through AL emails.

Finance Report – Jacque
It was stated that per DESE, Académie Lafayette now needs to post Accounts payables on the website.

Motion
Jacque Lane asked for the board to approve accounts payables for August.

Motion
Harriet Plowman moved to accept the August accounts payables. Chad Phillips seconded. Board VOTED to approve.

UMB Fund
Harriet Plowman commented that the reports sent to the board by Jacque Lane lists the UMB account, which lists funds in the endowment account. There were recommendations made by the bank to move some of the money around that is in the account. Jacque Lane provided an explanation of how the endowment fund was started and the purpose for its use.

Jon Otto asked for a motion to approve the changes to the account.

Motion
Chad Phillips moved to update all investment in the UMB endowment account based upon the recommendations made by Sara Hobbs, VP of Portfolio Strategy, as presented to the board in the finance committee meeting minutes. Michael Bland seconded. Board VOTED to approve.

Jacque Lane gave the revenue and expenditure report providing explanations of both revenue and expenditures.

She mentioned that DESE requires that all expenditures be applied to each building appropriately.

Development Committee Report – Chris Nehr
- Founders Day – over 100 people expected to attend and he will be following up with past attendees.
- Finalizing development plan for next year.
- Raffle kick off held.
- Donor Perfect database reports were explained.

Leadership Review Committee – Michael Bland
• Sent five goals out. First four goals are from Strategic Plan: meet demographics of city with regard to diversity, attrition rate not to exceed 5%.
• Head of school will keep attendance and discipline data.
• Discussion held regarding areas to include in leadership responsibilities.
• Mr. Mbengue explained the math strategic goals and mentioned that goals have also been set for English and Science.
• Goals were discussed in terms of being able to meet them and/or change them.

Jon Otto mentioned that Mr. Mbengue’s goals could be modified and asked for a motion to approve the Head of School goals for 2019-20.

**Motion**
Jon Otto moved to approve the head of school goals for 2019-20 school year with the caveat being that it will be modified as needed. Michael Bland seconded. Board approved.

**Diversity Committee – Kelly Baker**
Meeting scheduled for Sept. 25.

**General Discussion**
Harriet Plowman mentioned that there is concern about the new laws coming down from Jefferson City and asked the PTO to put a committee together who understands the new laws and our budget that can travel to Jefferson City to represent the school and voice opinions about the new school funding laws. Chad Phillips mentioned that names of parents who will be going would be provided to the State Representatives. He mentioned that the plan is for the State Representatives to invite 500 parents to Jefferson City to voice their concerns.

With no further business to be discussed, Jon Otto, President, adjourned the meeting.

**Adjournment**
Jon Otto adjourned the meeting at 9:00 p.m.

Respectfully submitted by,

Carlos McClain
Secretary to the Board