

Academie Lafayette
Board Meeting
June 14, 2021

MINUTES

Board Present:

Jon Otto, President
Michael Bland, Vice President
Michele Markham
Beth McCarthy
Marvin Lyman
Gwen Poss
Harriet Plowman
Kelly Baker
Tanya Heinen

Staff Present:

Elimane Mbengue
Jacque Lane
Dr. Maritza Paul
Robyn King
Carlos McClain

Guests

Kevin Klinkenberg
Alona Lono, PTO

Meeting opened at 6:35 by Jon Otto, President.

Approval of Agenda

Jon Otto asked for a motion to approve agenda.

Motion

Gwen Poss moved to approve agenda as presented. Harriet Plowman seconded. Board **VOTED** to approve.

Stakeholder Comments

Jon Otto, President, asked for stakeholder comments. Kevin Klinkenberg had requested to speak at board meeting. Mr. Klinkenberg began by mentioning that he is parent of kindergartener. He spoke regarding concerns about COVID-19 policies and Academie Lafayette not removing mandates. 1. Why are we still applying restrictions. 2. Why are we implementing masks and requiring students to continue social distancing.

Jon Otto thanked Mr. Klinkenberg for his comments and concerns and mentioned that someone would be in contact with him to further discuss his concerns.

Approval of May Minutes

Motion

Harriet Plowman moved to approve the May minutes. Beth McCarthy seconded. Board **VOTED** to approve.

UCM Annual Oversight Report – Dr. Hughes

Review will be presented at the July 12, 2021, Board Meeting.

PTO Report – Alonda Lona

No report or updates.

Finance Committee Report – Jacque Lane

- Accounts payable for May presented for approval.
Jon Otto, President, asked for a motion to approve the May accounts payables.

Motion

Harriet Plowman moved to accept accounts payable as presented. Michael Bland seconded. Board **VOTED** to approve.

- DESE payments, KCPS, forecast for the year discussed.
- Actual YTD and projections – revenue and expenses explained in depth.
- Preliminary budget is still progressing and is being updated for staffing, new hires and summer school.
- Capital issues discussed.
- Grants discussed.
- Federal programs update provided.
- Food revenue will be updated once waiver is verified.
- Finance Committee reviewed salary scale amendment for staff of over 30 years employment with school. Discussion.

Jon Otto, asked for a motion to approve he salary scale update.

Motion

Gwen Poss moved to continue the annual 1.5% increase on the teachers' salary scale through year 35. Harriet Plowman seconded. Board **VOTED** to approve.

- Reviews being conducted by BellWether with administrative staff and teachers will also include meetings with board members.

- Harriet Plowman requested that the board meet later to review and approve the budget. Discussion held and June 28th was set as the tentative meeting date set to review and approve the budget

Question was raised as to when the last comparison of teacher salaries had been completed. Discussion followed.

Development Report – Michele Markham/Celia Liptak

- Assembling a new highly targeted prospect list and in the process of building new relationships.
- Mapping out events for visibility and connectivity.
- Recruiting for new committee members.
- Enhancing communication plan that will enable AL to effectively deliver information and opportunities.

Diversity Committee Report - Kelly Baker

- Diversity goals have been revised and rewritten.
- Key actions are being developed.
- Relevant data to measure success have been identified.
- Final work will be submitted to the board for approval on June 26.

Governance Committee – Beth

- Board officer positions to be voted on.
Beth McCarthy, President
Michael Bland, Vice President
Michele Markham, Secretary

Motion

Harriet Plowman moved to approve all board officer positions as presented. Kelly Baker seconded. Board **VOTED** to approve.

- Board retreat is on June 26th
- Identifying new charter sponsor to be identified. Timeline is to make decision by September.
- Policy approval: General administration, organization, philosophy and goals are being reviewed and updated. Decision is to review on June 28, with suggested changes being made via email. Request made that more detailed description of policies to be revised and forwarded to board.
- Suggest cancelling July board meeting due to board members' schedules. Also, decision to identify new AL charter sponsor and timeline in making final decision will be held later.

Head of School Report – Elimane Mbengue

Mr. Mbengue recognized all staff for successfully completing a difficult year.

- Cherry Building Leadership Team
- Announced Moulaye Seydi as new Cherry Vice Principal
- Oak entire staff
- Molly King for maintaining uniform closet
- Catherine VandeVelde and Sasha Martig for beautification of Oak Campus
- Muriel Desbleds, Aicha Touré Jackie Lawless, Celestin Wabo and Ousmane Baldé for their invaluable contribution to the students of the 20-21 graduating class.
- Celebrated the retiree
- Summer school total 759 (Cherry 310, Oak 341, Armour 108)
- Incentive awarded to teachers to encourage to teach kindergarten and first grade.
- Summer Learning progressions have been developed.
- Meet and greet night at Oak and Cherry on Tues., June 15th to allow kindergarten families an opportunity to meet teachers.
- AL will offer 0.5 credit for math courses to 9th grade students.
- Academic report provided. Student grade retention in K & 1 – working with parents to finalize decision to promote students considering recommended improvements and to build a plan for academic improvement.
- Visa appointments are delayed and a plan is in place to hire teachers while waiting. Visa challenges for new teachers being resolved. No interns this year due to visa challenges.
- AL partnering with EdFuel on training in Human Resources.
- Explanation regarding Bellwether provided. They are completing an assessment of AL to see what the needs are in operations and organization functions. This project is supported by SchoolSmartKC.
- First quarter learning progressions completed.
- 2021-22 school start times given – Oak and Cherry 8:15 – 3:45; Armour 8:00 – 3:30

Discussion held regarding upcoming board meeting schedule. Decision made to not cancel July meeting.

Question was raised regarding COVID-19 Planning Committee meeting to discuss ending mandates. Response was that that AL will follow the current plan which is to wear masks and social distance.

Enrollment Update – Robyn King

- Cherry 102
- Oak 104
- Pre-K 8
- HS 5
- Admissions – kindergarten report provided.
- Report of HS and MS returning and new students provided as well as number of students not returning.
- 1st pre-K graduation on June 13th.
- KC EAR June meeting hosted by AL on June 22.
- Kindergarten Fair on June 26

- Bounce Back to School” event on July 31
- Planning a neighborhood canvassing activity
- Open application dates for 2022-23 presented
 Open application Nov. 13
 Deadline for lottery – March 1st
 Lotteries held on March 2-7
 Offers made March 7th at 4:00 p.m.
 Deadline to accept main round offers on March 14th

Jon Otto asked for a motion to accept the 2022-23 application dates as presented.

Motion

Harriet Plowman moved to accept the 2022-2021 application and lottery dates as presented. Tanya Heinen seconded. Board **VOTED** to approve.

President’s Report – Jon Otto

No current updates due to the Legislative session ending.

Jon Otto thanked the Board for the opportunity serve as Board Chair and commended the board on a job well done. Michael Bland mentioned many of the accomplishments Jon Otto has made as president in working with the school on: obtaining a new building, starting high school, handling pandemic, legislative issues and updates re: Charter schools.

Jon Otto ask for board to move into closed session to discuss human resources.

Open meeting ended at 8:16 p.m.

Roll call vote taken to go into closed session.

Jon Otto	Yes
Michele Markham	Yes
Beth McCarthy	Yes
Marvin Lyman	Not present for vote
Gwen Poss	Yes
Harriet Plowman	Yes
Michael Bland	Yes
Kelly Baker	Yes
Tanya Heinen	Yes