

**MINUTES OF REGULAR MEETING OF THE
BOARD OF DIRECTORS OF
EWING MARION KAUFFMAN SCHOOL, INC.**

June 14, 2023

A special meeting of the Board of Directors of Ewing Marion Kauffman School, Inc., a Missouri nonprofit corporation exempt from federal taxation under Internal Revenue Code § 501(c)(3), was held at its headquarters in Kansas City, Missouri on June 14, 2023, pursuant to public notice provided at least 24 hours in advance.

Participating were Juan Rangel and Jerry Williams. Participating by Zoom such that all could hear and be heard and see and be seen were the following directors: Tracy McFerrin, Kristin Bechard, Kelly Barnes, Brett Hembree, Juan Rangel, and Jerry Williams.

Corey Scholes was not able to attend.

Also participating from the School were Hannah Lofthus, President/CEO; John Tyler, Secretary and General Counsel; and Katie Pasniewski, Chief Operating Officer. Also participating by Zoom such that all could hear and be heard and see and be seen was Dr. Tonya Richardson from the Missouri Charter Public School Commission, the School's sponsor/authorizer.

No community members were present at the beginning of the meeting.

Ms. McFerrin chaired the meeting. Mr. Tyler served as secretary for part of the meeting and Ms. McFerrin did so for the other. Ms. McFerrin called the meeting to order at 8:30 am, welcomed those in attendance, and previewed the agenda.

After discussion and upon motion duly made (Rangel) and seconded (Williams), the board unanimously approved the minutes from the meeting of May 10, 2023.

Authorizer Report and Discussion

Dr. Richardson provided an overview of her presentation and then summarized the performance standards framework used by the Commission and its grounding in national best practices, Missouri law, and Commission values and beliefs. She connected the framework to accountability and annual reporting from the Commission to the School, including highlighting five areas of compliance: academics, financial management, learning environment, governance, and operations. She described intended purposes and aspirations for uses of the report before summarizing strengths, areas for growth, and conclusions that the School meets expectations in all five core areas and exceeded expectations in academic growth and 2 categories of post-secondary readiness. She also highlighted details about areas for growth.

Discussion followed, including about reporting compliance to the Commission are based on delays or tardiness in some reporting.

Dr. Richardson presented questions for next steps. Discussion followed, including appreciation for the Commission's work and its support for the School and the charters it sponsors.

Dr. Richardson left the meeting.

Leadership Report

Ms. Lofthus reported that eight juniors were awarded KC Scholar scholarships and that eleven ninth graders were selected for the KC Scholars Match and Incentive program. She presented highlights from the annual end-of-year student trips to Washington DC, Estes Park in Colorado, and San Diego, which include college visits. She highlighted college graduations from the first class of the School's graduates and their next steps. Discussion occurred throughout.

Ms. Lofthus highlighted activities for the board over the coming months.

Ms. Lofthus described how the rest of the presentation is expected to proceed.

Ms. Bechard left the meeting.

Pursuant to the published agenda, a motion was made (Williams) and seconded (Rangel) to enter executive session as allowed by RSMO 620.021(1) and (3) regarding legal and personnel to discuss matters thereunder. Pursuant to a roll call vote, the following directors voted to approve the motion (Barnes, Hembree, McFerrin, Rangel, and Williams) with no directors opposing or abstaining. The meeting entered closed session at 9:05 am.

Ms. Lofthus provided an update on the legal status and next steps regarding the unionization effort and matters pending before the NLRB. Discussion occurred throughout.

A motion was made (Rangel) and seconded (Williams) to leave the executive session and re-open the meeting. Pursuant to a roll call vote, the following directors voted to approve the motion (Barnes, Hembree, McFerrin, Rangel, and Williams) with no directors opposing or abstaining. The meeting adjourned from closed session at 9:10 am.

Ms. Lofthus continued her presentation by summarizing lessons learned from the unionizing effort regarding the School's culture, environment, and work, including extensive efforts to engage as leadership and through the team and planning for steps forward, including addressing concerns relating to compensation, substitute coverage demands and compensation, and teacher engagement in strategic priorities, all of which were in process before the union effort was made known and have continued. Among the steps are ongoing surveys, focus groups, and 1:1 conversations, including results that are inconsistent with priorities identified by the union. She also reported tangible next steps and initiatives for 2023-2024 school year, including restructured onboarding, reconciliation and restoration, leader training on key adaptive skills, and ongoing education about the effects of unionization by drawing on real-life experiences such as in St. Louis and advantages of operating without a collective bargaining agreement.

Discussion occurred throughout, including about other lessons from an anonymous study of teacher long-term retention factors and larger, macro factors that are affecting schools and education.

Mr. Tyler left the meeting.

Finance

Ms. Pasniewski delivered the Treasurer's report. Discussion followed, including deferring \$1 million of the Kauffman Foundation grant, staff retention bonuses and the check registry highlights.

After discussion and upon motion duly made (Williams) and seconded (Rangel), the board unanimously approved the Treasurer's report.

MS. McFerrin expressed her and the board's appreciation to Mss. Lofthus and Pasniewski for all of the information and discussion, after which they left the meeting.

Closed Session

Pursuant to the published agenda, a motion was made (Williams) and seconded (Rangel) to enter executive session as allowed by RSMO 620.021(1), (3), and (6) regarding legal, personnel, and students to discuss matters thereunder. Pursuant to a roll call vote, the following directors voted to approve the motion (Barnes, Hembree, McFerrin, Rangel, and Williams) with no directors opposing or abstaining. The meeting entered closed session at 9:52 am.

Discussion discussed highlights from the CEO evaluation process and recommendations for an increase in CEO salary based on the evaluation feedback.

After motion duly made (Rangel) and seconded (Hembree), the board unanimously by roll call vote approved increasing the CEO salary by 4.5%.

A motion was made (Williams) and seconded (Rangel) to leave the executive session and re-open the meeting. Pursuant to a roll call vote, the following directors voted to approve the motion (Barnes, Hembree, McFerrin, Rangel, and Williams) with no directors opposing or abstaining. The meeting adjourned from closed session at 10:11 am.

Community Forum

No members from the community were present.

There being no further business, the meeting adjourned at 10:12 am.

John Tyler, Secretary for Part of the Meeting
Tracy McFerrin, Secretary for Part of the Meeting