## Meeting Minutes Governing Board- KIPP KC Public Schools

## 2700 E 18<sup>th</sup> St, Kansas City, Mo 64127 Feb 27, 2023

- Meeting was called to order at 5:30 pm by Kevin Smith and **Roll Call was taken**. The following board members were present: Kevin Smith, Julie Gronquist-Blodgett, Steve Jones, Chris Perkins, Charles King, Melesa Johnson, Na'Tika Rowles, and Brian Williams
- The following KIPP KC Team & Family were present: Jana Cooper, Mayra Bencomo, Ayana Hayes, Ryan Davis, Julie Cook, Kurt Bunnelle, Shannon Adams, Dawn Todd, Jonna Skinner, Dawn Todd, Michael Coleman, India Williams, James Taylor, Abby Baah,
- The following members of the public were present:
- Public Comments
  - 0
- Consent agenda
  - Motion to approve:
    - Minutes December 2022 (Audit)
    - Minutes December 2022 (Board Meeting)
    - November <u>Check Register</u>
    - December <u>Check Register</u>
    - January <u>Check Register</u>
    - School Calendar
    - Motion was approved by board
- Finance Committee
  - KIPP Projects \$2.43M in cash reserves and 59 days of cash at the end of January
  - \$602K over original budget collection
  - Expenses are running over budget by just over 9%
  - Salary/Comp Work
    - Borad Goal: Approves new (Phase 1 Emergency) compensation and benefits package by Febryaru 2023 for anyone currently on the instructional pay scale.
      - Summary of Work Timeline
        - September
          - Board Retreat Problem Statement
        - October
          - Focus and Goal set around an emergency solution for instructional staff
        - November to January:
          - Finance Committee, Cook, EdOps, Cooper Financial Modeling
          - Principals, Cook, Regional Leaders Operating Policies Revisited
        - February
          - Draft Proposal Seeking Approval
  - Summary of Changes to Instructional Salary Schedule
    - Instructional staff defined as teachers of core content, elective, SPED/ELL, and intervention

- There is no change to the guiding values and philosophy that drive our salary schedule. We will continue to honor years of service in education and degrees earned relative to education.
- KIPP:KC is raising the base pay for first year teachers.
- KIPP:KC is providing every current instructional staff with their regular step on our previous salary schedule plus a standard \$2,000 increase.
  - Staff on this schedule will be receiving between a 2K-5K increase pending their current step on the salary schedule.
- The driving factor behind increasing our base salary for all instructional staff is to remain competitive with the local KC market.
- Summary of Additional Changes
  - 5+ years now added to the non-instructional salary schedule
  - Counselors/Social Workers now have a salary schedule
  - Support Staff more clearly defined as building subs and paraprofessionals
- Supporting Documents located in your board packet
  - Compensation Operating Handbook (internal)
  - Instructional Teaching Salary Schedule (external)
  - Guide to Benefits (external)
- FY 24 Budget
  - For FY24 even with a deficit we will exceed days of cash on hand charter target of 45 days
  - Estimated on the high end for big ticket items (custodial, security, building management, food service, transportation
  - 4 strategies to deploy
    - Reduce headcount
    - Increase enrollment
    - Tighter controls on student expense direct
    - Some combination of all of the above
- Seeking board approval to approve instructional salary increases. Not seeking approval on FY24 budget.
  - Proposed teacher salary was not approved. The budget needs to be revised and the board will meet at a later date
- Academic Committee
  - Policies to Approve
    - Course Requirements Constitution, American History, Missouri Government, Civics Model Policy[required]
       2
    - Reading Instruction Model Policy [required]
      4
    - Human Sexuality And Sexually Transmitted Diseases Instruction Model Policy[required] 5
    - Services for Students with Disabilities Model Policy[required]
    - Instruction for Students with Disabilities Model Policy[required]
    - Dyslexia Screening Model Policy[required]
    - English Language Learners (ELL) Model Policy[required]10
    - Missouri Course Access and Virtual School Program Model Policy[required] 13

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- Braille Instruction Model Policy[required] 15
- Physiology Textbook Model Policy[required] 16
- EKG
  - EKG Progress Update Elementary
    - EKG Scheduled March 6th
    - Dr. Stubbs participating
    - Regional Team will support on Cognitive Lift priority through data collection
  - EKG Progress Update Middle
    - EKG Scheduled March 8th

- Julie participating
- Regional Team is going to be asked to support 1.5 hours per day
- EKG Progress Update High
  - EKG Scheduled March 10th
  - Charles and a few leaders from KIPP STL will be participating
- Governance Committee
  - Reminders
    - Complete Missouri Ethics Commission Disclosure
    - Complete survey about board terms
- ED Report
  - Development Update
    - Donor Breakfast
      - March 3
      - Evergy Event Center
      - 9am-11am
    - Save the date
      - Ribbon Cutting April 21, 2023
      - Golf Tournament June 19, 2023
  - RFP
    - Timelines and Support
      - We are issuing 3 new Requests for Proposals
        - Food Service- in progress
        - Custodial final interview March 7
        - Security final interviews were 2/27 to bring in house
    - Support Needed
      - at least 1 board member to serve on final interview team
  - Regional Selection
    - Timeline
      - Final selection in January
      - Live applicant window open
        - Managing Director of School Operations
        - High School Assistant Principal
      - Positions are for internal and external applicants
      - Start date July 1
      - Question: Can people come to those interviews? Yes, we usually have them on Saturdays since it's a full-day interview process.
    - Transportation Update
      - Presented data on routes not running daily and a breakdown of
        - transportation costs per month (Assist, bus, athletics)
      - Biggest Problems
        - Attendance
          - Unenrollment
          - Family Disastification
        - Canceled buses change every day
        - Teachers miss after school professional development supervising buses
        - Discipline on bus is time consuming for administrators
        - Bus experience is neutral to negative not in line with our ideal experience
        - Before and After Care is full not enough staff to expand seats
        - Presented survey results from parents about transportation and recommendations for next year 23-24
- Board meeting was ended so board members could move into executive session at 6:50pm

- Executive Session
  - 1 matters related to a future contract
  - 1 student discipline decision
    - Board discussed discipline issue and approved the expulsion
  - Meeting adjourned at 7:05pm by Julie and Brian.