

*Mission: Endow Students with the knowledge, skill and mindset to be successful in a college preparatory high school*

**GENESIS SCHOOL, INC**  
**Board of Directors Meeting Agenda**

Tuesday, March 25<sup>th</sup>, 2025  
7:30am

**Genesis School, Inc. – Library**

Remote meeting.

Zoom Link: <https://genesisschool-org.zoom.us/j/85347693400?pwd=eIRDZHZHJ1Z0owT2ZBUUh3VjQ0Ym1wQT09>

**TYPE OF MEETING: BOARD OF DIRECTORS**

**ACTION ITEM 1:** Motion to Approve the Proposed Agenda for March 25<sup>th</sup> Board Meeting

**ACTION ITEM 2:** Motion to Approve the Minutes from January 28<sup>th</sup> 2025 Meeting

**REPORT: FINANCE**

**ACTION ITEM 3:** Motion to Approve February Financials

**ACTION ITEM 4:** Motion to Approve 2025 Teacher Pay Scale Adjustment

**REPORT: PERFORMANCE**

**Information Item:** Academic Improvement Update

**ACTION ITEM 5:** Motion to Approve 2025 Summer School Plan

**REPORT: EXECUTIVE DIRECTOR**

**Information Items:**

1. Enrollment and Attendance Update
2. Staffing Update
3. Charter Renewal Update
4. Calendar of Events

**PUBLIC COMMENT**

**ACTION ITEM 6:** Motion to Adjourn

**GENESIS SCHOOL, INC.  
BOARD OF DIRECTORS  
MEETING MINUTES  
Tuesday, January 28<sup>th</sup>, 2025**

**Call to Order:**

Dr. Tom Stephens called to order the Board of Directors meeting on Tuesday January 28<sup>th</sup>, 2025 at 7:30am at the Genesis Library and via Zoom.

**Board Members Present:**

**Board Members in attendance:** Kenda Caskey, Ashley Garrett, Dan Haley, Tina Hinds-Booth, Beth Ruf, and Dr. Tom Stephens

**Genesis Staff:** Kevin Foster and Gina Ross

**Action Item 1. Approval of Agenda:**

Motion to approve by: Kenda Caskey and seconded by Dan Haley; the motion approved unanimously.

**Action Item 2. Approval of Minutes from January 16<sup>th</sup> Board Meeting**

Motion to approve by: Kenda Caskey and seconded by Beth Ruf; the motion approved unanimously.

**Action Item 3. Approval of 2024 Audit Report**

Having already been briefed and approved by the Executive and Finance Committee, the full board considered the 2024 audit.

Motion to approve by: Kenda Caskey and seconded by Beth Ruf; the motion approved unanimously.

**Staff and School Recognition**

Staff presented the SLU Prime Center growth report, recognizing the school as placing in the top 20 of Missouri school districts in growth in both ELA and Math., The board also recognized Ms. Nancy Hadnott, recognized by the Missouri Association of Colleges for Teacher Education as an outstanding new teacher at the organizations spring conference.

**Executive Director Updates**

**Attendance and Enrollment:** 182 students enrolled (9 pre-K and 173 K-8). Average daily membership is 179 and daily attendance is 160, 89.2% 18 students have dropped during the school year.

**Staffing Update:** During January, we have added 3 instructional staff members. 2 part time special educators are returning to support interventions for the remainder of the school year and one new para-professional.

**Calendar of Events:** Full list of February events including Parent-Teacher conferences and Together Tuesday highlights were presented.

**Charter Renewal Update:** Genesis formal request to SLU for sponsorship consideration was sent on January 17<sup>th</sup>. We are tentatively scheduled to meet with SLU on January 31<sup>st</sup>.

**ACTION ITEM 5: Motion to adjourn.**

Motion made by Beth Ruf and seconded by Dan Haley. The motion approved unanimously.

**Call for Motion to Adjourn Meeting at 8:43 pm by Dr. Tom Stephens  
1<sup>st</sup> Beth Ruf 2<sup>nd</sup> Dan Haley**

Minutes submitted by Gina Ross

### Proposed Teacher Salary Scale Adjustment

				Emerging/Developing			
				Proficient			
				Distinguished			
		<b>2022 Update</b>				<b>2025 Update</b>	
<b>Steps</b>			Masters				Masters
1		<b>\$41,000</b>	\$41,500			<b>\$44,000</b>	\$44,500
2		\$41,335	\$41,880			\$44,335	\$44,880
3		\$41,670	\$42,295			\$44,670	\$45,295
4		\$42,005	\$42,635			\$45,005	\$45,635
5		\$42,340	\$42,975			\$45,340	\$45,975
6		\$42,675	\$43,529			\$45,675	\$46,529
7		\$43,010	\$43,870			\$46,010	\$46,870
8		\$43,345	\$46,566	x		\$46,345	\$49,566
9		\$43,680	\$47,214	x		\$46,680	\$50,214
10		<b>\$48,000</b>	\$49,120	xx		<b>\$51,000</b>	\$52,120
11		\$48,510	\$49,857			\$51,510	\$52,857
12		\$49,020	\$50,605	x		\$52,020	\$53,605
13		\$49,530	\$51,364	x		\$52,530	\$54,364
14		\$50,040	\$52,134	xx		\$53,040	\$55,134
15		\$50,550	\$53,438	x		\$53,550	\$56,438
16		<b>\$56,000</b>	\$57,485			<b>\$59,000</b>	\$60,485
19		\$56,612	\$57,600			\$59,612	\$60,600
20		\$57,224	\$57,715			\$60,224	\$60,715
21		\$57,836	\$58,581			\$60,836	\$61,581
22		\$58,448	\$59,460			\$61,448	\$62,460
23		\$59,060	\$60,352	x		\$62,060	\$63,352
24		\$59,672	\$61,257			\$62,672	\$64,257
25		\$60,284	\$62,176			\$63,284	\$65,176
26		\$60,896	\$63,108	xx		\$63,896	\$66,108
27		\$61,508	\$64,055			\$64,508	\$67,055
25			\$64,695				\$67,695
26			\$65,342				\$68,342

## 2025 Summer School

**“Atomic Boost”** is the name of the Genesis summer school offering for the 2025 summer. The program is designed to provide intensive additional instructional support for students who need more time and a more intensive experience to continue to catch up in reading and mathematics.

**Goals: Increase 80% of attending students by .5 grade levels through 5 hours of instruction over 5 weeks! (As measured by iready pre and post tests).**

**Who:** Genesis returning and applying students who will be in Grades 1 through 8 for the 2025-26 school year.

**When:** The program will operate daily from 8:30am to 1:45pm, for 5 weeks (23 days) beginning June 2<sup>nd</sup> and ending July 3<sup>rd</sup>.

**Where:** The program will operate in the classrooms on the first floor of the Genesis building.

**What:** Atomic Boost provides five hours of personalized, intensive, data driven, individual and small group instruction in Reading and Math. Academic learning experiences include daily reading comprehension through read alouds, guided reading, vocabulary and math computation centers, and iready supported personalized learning in a lab. in order to close the gap and increase readiness for grade level content.

**How:** Students are assigned to class teams and small groups based on age level, ability and learning readiness. They rotate between limited whole group, small group and individualized learning stations. The general instructor/teacher to student ratio is no more than 10:1.

**Targeted Capacity:** 80 (100 students max) from existing grades K-7.

**Transportation:** Bus service will be provided. Sign up for bus transportation is part of the application.

**Before and After School care:** In partnership with \_\_\_\_\_, before and after-school care will be available and provided from 7:am to 6pm.

**Preliminary Instructional Staffing Needs:** Hired

- (2) K-1 Teachers/Sub
- (2) Grade 2-3 Teachers/Sub
- (2) Grade 4-5 Teachers/Subs
- (1) Grade 6-7 ELA Teacher
- (1) Grade 6-7 Math Teacher
- (1) Reading Coordinator
- (1) Math Coordinator

**Board Enrollment and Attendance Update/Dashboard**

**Enrollment Update DTD: 3-21-25**

<u>24-25 Grade</u>	<u>24-25 Target</u>	Registered/Attending	Accepted not Registered	Open Seats	Percent to goal	Offered	Waitlist
PK	20	11		12	40.0%		
K	20	13		7	65.0%		
1st	20	17		3	85%		
2nd	20	14		6	70.0%		
3rd	20	21			100%		1
4th	20	20			100%		2
5th	20	16		4	80.0%		
6th	20	20	1		100.0%		4
7th	30	29		1	95.0%		1
8th	30	25		5	82.5%		1
Other							
<b>K-8 Totals</b>	<u>200</u>	176	1	26	88.5%		9
<b>Total</b>	<u>220*</u>	187		36	85%		9

**Avg Class Size: 16**

**Notes:**

- Current Charter Allowed Capacity is **200**. **187 enrolled (PK-8) is 94%** of contracted/chartered amount. Added six students (4 K-8 and 2 Pre-K) in past month.

**Analysis:** 63% of open seats are in early elementary grades (K-2). We are generally done adding new students with the exception of Pre-K.

## Board Enrollment and Attendance Update/Dashboard

**Average Daily Membership: 180 (Up 1) (Budgeted: 186)**

**Average Daily Attendance: 160 (No change) (Budgeted: 167)**

**Attendance Percent: 88.6% (-0.5% since Feb)**

**School: Genesis School Calendar: 24-25 Genesis School**

	Grade	Student Count	Membership Days	Absent Days	Present Days	ADM	ADA	Unexcused Absences		Percent In Attendance	
								Days	Avg. Daily		
	PK	15	959	183.00	776.00	8.56	6.94	133.00	1.19	80.92%	
	K	16	1465	173.39	1291.61	13.08	11.51	172.39	1.56	88.16%	
	1	22	1840	211.97	1628.03	16.43	14.56	211.97	1.88	88.48%	
	2	16	1606	175.23	1430.77	14.34	12.77	175.23	1.56	89.09%	
	3	23	2143	261.76	1881.24	19.13	16.81	261.76	2.33	87.79%	
	4	22	2143	240.21	1902.79	19.13	16.99	234.21	2.12	88.79%	
	5	18	1685	130.97	1554.03	15.05	13.87	129.97	1.17	92.23%	
	6	21	2174	221.80	1952.20	19.40	17.42	219.80	1.96	89.80%	
	7	32	3283	327.53	2955.47	29.31	26.40	321.53	2.86	90.02%	
	8	29	2893	378.65	2514.35	25.83	22.45	357.65	3.20	86.91%	
<b>Total</b>		<b>10</b>	<b>214</b>	<b>20191</b>	<b>2304.51</b>	<b>17886.49</b>	<b>180.26</b>	<b>159.72</b>	<b>2217.51</b>	<b>19.83</b>	<b>88.59%</b>

**K-8 Drops to Date: 22 (+1)**

KCPS: 5

Charter: 5

Out of District: 10 (+1)

Unknown/Dropout: 2

**\*Notes:**

**Analysis:** Daily Attendance 0.9% above March 2024. Pre-K attendance is a drag. 90/90 is also above last year's pace. Continuing to enroll some students where capacity allows.

**2025-26 Notes:**

- 50 new Applicants pending for 2025-26.
- Intent to Reenroll/Reenrollment begun.

Position	Name	Certification	Hired
Kind	Kretschmar <del>Shepard</del>	Pre-K-5 <del>Pre-K-5</del>	Dec 24 <del>Jul 23</del>
1st	Ramsey	Pre-K-5	Nov 23
2nd	Benton	Substitute Certified	Jul 23
3rd	Evans	Substitute Certified-Prov 1-6 Pending	Aug-21
4th	Kinsley	Elementary Education 1-6	Sep-21
Reading Specialist	Allen	Elementary Reading Specialist	Sep 15
5-6 ELA/SS	Wampler	Prov 5-9 ELA	Jul-24
5-6 Math/Science	Campbell	Substitute Certified	June 24
Math Specialist	Robinson	Elementary Math Specialist	Jan-17
7-8 ELA	France	<del>Substitute Certified</del>	Jul 24
	Wilson	<del>Substitute Certified</del>	Sep 24
	Love	Substitute Certified	Oct 24
7-8 Math	Hadnott	Math 5-9	Jul-22
7-8 SS	Hansley	Substitute Certified	Jul-21
7-8 Science	Boga	<del>Substitute Certified</del>	Jul 24
	Love	<del>Substitute Certified</del>	Oct 24
	Jones	Substitute Certified	Sep-24
Reading Interventionist	McCorkle	Substitute Certified	Sep-16
MS Interventionist			
Para/Support Staff			
3-4 Para/Sub	Slayden	Substitute Certified	Aug-12
7-8 Para/Sub	Cannon	Substitute Certified	Jul-23
Para-Professional	McClendon	Substitute Certified	Feb 25
5-6 Para/Sub	Littrell	Substitute Certified	Oct 23
Para-PE	Sexton	Substitute Certified	Aug - 22
Library (PT) (.5 FTE)	Hunter	Elementary Education 1-6	Aug 24
Music (PT) (.5 FTE)	Miller	Substitute Certified	Jul 24
Art (PT) (.5 FTE)	Donnelson	Art/Library Certified	Jul 24
24-25 Additional Staff			
Para-Professional/Sub	Brown	Sub Certified	Dec 24
<b>Para-Professional</b>	<b>Mills</b>	<b>Sub Certified Pending</b>	<b>Mar 25</b>
<b>Para-Professional</b>	<b>Richardson</b>	<b>Sub Certified Pending</b>	<b>Mar 25</b>
Interventionist (PT)	Harris	SPED Certified	Nov 23
Interventionist (PT)	Cubit	SPED Certified	Nov 23

Dtd: 3/21/25



## February Charter Renewal Update

Status: Finalizing contract and goals with SLU.

### Timeline

- ✓ March 19<sup>th</sup>- SLU Meeting with DESE staff/Leadership regarding renewal.
- ✓ March 18<sup>th</sup> - SLU Presents contract goals and parameters to Genesis Renewal Committee.
- ✓ March 14<sup>th</sup> - SLU Director and Genesis ED discuss contract parameters and School Improvement levers.
- ✓ March 11<sup>th</sup> – SLU Attends Genesis Growth Celebration and Student Performance
- ✓ March 7<sup>th</sup> – Genesis ED Invited and Attended SLU Mid-Year School Leaders Event.
- ✓ February 28<sup>th</sup>- Notified Parents and Staff that contract negotiations with SLU have begun- no guarantee of contract.
- ✓ February 27<sup>th</sup> – SLU enters into contract negotiations with Genesis.
- ✓ February 26<sup>th</sup> – SLU attends Genesis Executive Committee Board Meeting
- ✓ February 21<sup>st</sup> – Notified Commission that still seeking another sponsor and requests more time.
- ✓ February 21<sup>st</sup> – Met for Status update/In Progress Review with SLU.
- ✓ February 11<sup>th</sup> – SLU Board Interviews
- ✓ February 6-7 – SLU Site Visit, Interviews and Observations
- ✓ January 31<sup>st</sup> – Zoom meeting/Interview with Executive Director. Begin sending data and support letters.
- ✓ January 24<sup>th</sup> – Commission sends Non-renewal Letter directing the school notify the Commission by Feb. 21<sup>st</sup> whether they have received a letter from another sponsor.
- ✓ January 17<sup>th</sup> – Board sends Formal Request to SLU Requesting consideration of Sponsorship and Renewal.
- ✓ January 16<sup>th</sup>- Board Meeting/Decision Pursue SLU sponsorship retaining legal option.
- ✓ January 13<sup>th</sup> – Commission votes 5-1 not to renew. Justification provided “not meeting status goals in contract and plan in the application is “Insufficient to Produce Dramatically Different Outcomes”.
- ✓ January 9<sup>th</sup> – Meet with Dr. Alexandra Boyd/SLU to discuss potential interest in Sponsorship Transfer/Renewal
- ✓ January 7<sup>th</sup> – MCPSC Draft site visit received. Positive report.
- ✓ January 6<sup>th</sup> - Meet with Board President and School Leader to Communicate Staff Recommendation. Not Renewing based on “full review of body of evidence”. Commission ED says her decision was made at the end of 2024.
- ✓ January 2<sup>nd</sup> – Without any prior coordination/notice, Commission issues Letter of Concern due to 2024 Academics.
- ✓ 16 December – Phonecon with Commission ED requesting time to discuss narrative and negotiate draft goals. She commits to meeting next week (never happened).
- ✓ 13 December – Resubmitted Narrative and Contract Goals, MCPSC to provide feedback
- ✓ 3 December - Commission Public Hearing and Commission Interview of Board at Genesis. No objections to Genesis renewal conveyed. Commission President “a celebration of all of the organization’s hard work”.
- ✓ 25 November – Submitted Updated proposed Contract Goals to MCPSC
- ✓ 25 November – DESE Publicly Releases Annual Performance Data. Includes full 30 of 30 points for School Improvement Planning, with APR above 70% “accreditation” standard.
- ✓ 21 November – MCPSC Site Visit Board Interview
- ✓ 15 November – Board Strategic Off-site. Discuss application, proposed goals and review renewal data.
- ✓ 12 November - MCPSC Site Visit #2 conducted, including interviews at School
- ✓ 1 November – Renewal Application and improvement plan submitted to DESE for scoring on APR. Receives full 30 of 30 points for School Improvement Planning.
- ✓ 28 October – Annual Performance Report (Continuous Improvement Points) Appealed
- ✓ 24 October – DESE Annual Performance Report Available (Private)
- ✓ 14 October—4th Draft Narrative Submitted (Complete Narrative - minus goals and responses to feedback)
- ✓ 1 October - MCPSC Staff and ED goal clarification meeting. Genesis to provide new proposal.
- ✓ 25 September-Received MCPSC comments on 2<sup>nd</sup> Draft
- ✓ 9 September - 3rd Draft Narrative submitted as well as budget, goals, staffing plan and enrollment plan.

## February Charter Renewal Update

28 August - MCPSC ED invited and visits school to discuss Renewal and Timeline. She informs us that MCPSC needs to do another site visit before moving forward with renewal (was not identified in timeline).

- ✓ **27 August - Renewal Committee Meeting with MCPSC (Review 2024 available data and Receive Feedback on Draft). Specifically asks Commission staff whether the school is being considered for renewal and just needs to fix the narrative? Response is “just better capture the progress they see at the school in the narrative and focus the plan more forward”.**
- ✓ 25 August-Genesis sends updated Narrative with responses to written feedback and draft enrollment plan, fiscal plan, staffing plan, proposed academic goals and MAP data used by renewal committee.
- ✓ 19 August- Commission Staff Written Feedback Provided
- ✓ 9 August – Genesis Requests additional/specific feedback and meeting with Renewal Committee.
- ✓ 8 August – Commission responds that Narrative is missing “key elements”
- ✓ 2 August Draft Narrative Submitted to Commission Staff
- ✓ 30 July Genesis Board Meeting reviews, provides feedback and approves draft Narrative/Application
- ✓ 18 July - Draft Narrative developed/reviewed by Renewal Committee
- ✓ 24 June - Genesis sends MCPSC MAP results and internal analysis
- ✓ 11-30 June - Narrative and Strategic Plan Developed VIA series of Public workshops
- ✓ 5 June - MCPSC/Genesis Staff Data meeting – agree on relevant data for renewal and discuss at-risk definitions.
- ✓ 29 May -Timeline, Public meetings and Renewal Committee plan approved by the Genesis Board and shared with Commission.
- ✓ 22 May MCPSC site visit report provided. By all measures a positive report.
- ✓ 10-11 April Commission Conducts Site Visit
- ✓ 5 April Commission staff responds to board inquiries with policy restatement regarding “body of evidence”
- ✓ 27 March Genesis Board follows up with clarity questions to Commission staff regarding renewal
- ✓ 26 March Commission staff briefs board on 22-23 Annual Report. Board expresses concern about renewal based on Report Transmittal letter.
- ✓ 25 March Genesis Board submits written questions to Commission requesting more clarity about renewal in advance of meeting.
- ✓ 13 March - MCPSC sends 2022-23 Annual Report with transmittal letter “GSI’s overall rating for FY23 is Falls Far Below. The lack of continuous positive trends to meet academic performance standards and contract goals puts GSI at great risk of non-renewal.”
- ✓ 12 March - MCPSC staff and Genesis Performance Committee meeting to discuss renewal process
- ✓ 8 March - MCPSC provides Genesis a fee rebate based on academic and organizational performance... “weighted growth higher than status, as well as acknowledges areas where schools outperformed the state.”
- ✓ 6 March - MCPSC Issues Letter for Genesis renewal application with Timeline and Guidelines for Renewal consideration. States “data collected over the term of the contract do not constitute an automatic determination of renewal. The School Quality Review (SQR), the renewal application, a public hearing, and board interview will also be used when making its decision to renew.
- ✓ 26 January - Genesis Board Letter of Intent for renewal submitted
- ✓ 9 January - Commission staff reject proposed status goal change. No justification or explanation provided.
- ✓ 8 January - Genesis submits proposed modified status goal for current contract.
- ✓ November 2023 - Off-site Board President invites Commission ED in writing to discuss strategic pillars, school quality report, contract goals, and direction for application that would be considered for renewal. Commission ED declines to attend in writing.
- ✓ November 2023 - School Quality Review (SQR). Report reflects improvement in every scored area.

**Next Steps:** Complete contract negotiations and move to State board agenda for renewal.

**Impact to Date: Minor.** We have kept all stakeholders informed and moved forward as much as possible. We are pending: Enrollment offers. Solid public communication/media will offset impact and should benefit the organization next year and beyond.

## February Charter Renewal Update

## Genesis Calendar of Events and Actions

- ✓ Kindergarten Open House
- ✓ Registration Thursday, August 4<sup>th</sup> 1pm-7pm
  
- ✓ Back to School Night Thursday, August 30<sup>th</sup>, 4:30-7pm
  
- ✓ Together Tuesday Begins  
6:00pm Tuesday, September 10<sup>th</sup>, 4:30-
  
- ✓ Math Collaborative Tuesday, October 8<sup>th</sup>, 4:30
  
- ✓ Together Tuesday Carnival Tuesday, October 15<sup>th</sup>, 4:30-6:00pm
  
- ✓ Parent/Student/Teacher Conferences Thursday October 24, 1--7:00pm
  - Friday October 25<sup>th</sup>, 10am - 3pm
  
- ✓ Together Tuesday Literacy Night Tuesday, October 29<sup>th</sup>, 4:30-6:00pm
  
- ✓ Project Sankofa Friday, November 8<sup>th</sup>, 9:30-10:00am
  
- ✓ Math Collaborative  
6:00pm Tuesday, November 12<sup>th</sup>, 4:30-
  
- ✓ MCPSC School Visit November 12<sup>th</sup>-13<sup>th</sup>
  
- ✓ Together Tuesday MCPSC Parent Panel  
6:00pm Tuesday, November 12<sup>th</sup>, 4:30-
  
- ✓ Thanksgiving Celebration Thursday, November 21<sup>st</sup>, 12-1pm
  
  
- ✓ Commission Hearing  
7:00pm Tuesday, December 3<sup>rd</sup>, 5:00-
  
- ✓ Together Tuesday Holiday Edition  
6:30pm Tuesday, December 17<sup>th</sup>, 5:00-
  
- ✓ Student Holiday Program Thursday December 19<sup>th</sup>, 2:30pm
  
- ✓ Student Holiday Store Friday, December 20<sup>th</sup>, 9-Noon
  
- ✓ Staff Holiday Party Friday, December 20<sup>th</sup>, 1-3pm

- ✓ Project Sankofa Friday, January 24th, 9:30-10:00am
- ✓ Together Tuesday Valentine Edition Tuesday February 12<sup>th</sup>, 5:00-6:00pm
- ✓ Parent/Student/Teacher Conferences Thursday February 13th, 1--7:00pm  
Friday, February 14<sup>th</sup>, 9am-2pm
- ✓ **Project Sankofa** **Friday, February 28<sup>th</sup>, 9:30-10:00am**
- ✓ **Black History Program and Growth Celebration** **Tuesday, March 11<sup>th</sup>, 3:30pm**
- ✓ **Together Tuesday Family Game Night** **Tuesday, March 11<sup>th</sup>, 5:00-6:00pm**

**Together Tuesday Math Night**

**Tuesday, March 25<sup>th</sup>, 5:00-6:00pm**

**Project Sankofa**

**Friday, March 28th, 9:30-10:00am**

**School Improvement Parent Meeting**

**Tuesday, April 15<sup>th</sup>, 4:30-6:00pm**

**Academic Recognition Ceremony**

**Thursday, May 22, 3:00pm**

**8<sup>th</sup> Grade Graduation**

**Friday, May 23<sup>rd</sup>, 10:00am**