

The Soulard School  
Board of Directors Meeting  
8/25/22, 4:00 held via Zoom

Board members present: Jay DeLong, Steve Groves, Ron Kempworth, Anne Kraus, Pam Retzlaff

Board members absent: Jamie Boyer

Administrators/presenters: Sarah Christman, Samantha Fisher, Eleanor White

Guests: Susan Marino, UMSL Sponsor ED

Notes: Eleanor

1. Roll Call
2. Welcome & Opening Comments
3. Review consent agenda items
  - a. *Approved unanimously*
4. School-related items
  - a. First days
  - b. Enrollment updates
    - i. Will likely end at 130
    - ii. Made decision to do blended 4th/5th blend and small 4th grade to take into account class enrollment and staffing needs
      1. Used lottery to select 5 4th graders to move to blend
  - c. Hiring updates:
    - i. Have 9 new hires over the summer (classroom and support staff)
    - ii. Still need 2nd grade co-teacher - have long-term sub
  - d. Covid updates:
    - i. CDC and City Dept. of Health made lots of updates in early August - we are still considering what those will look like at our school
    - ii. Will need to update Reopening Plan in September, so will discuss at our September board meeting
5. Finance Committee update - Ron
  - a. Annual Secretary of the Board Report (ASBR) submitted to DESE in August
    - i. Finance Committee reviewed with Shannon at August meetings - no concerns
    - ii. ASBR included in board packet
  - b. Salary Scale
    - i. As discussed in spring, Finance Committee is working on salary scale for TSS
    - ii. Sarah worked with Hugh Hurst from Finance Committee on template
    - iii. At September meeting, will review how template would impact budget
    - iv. At October meeting, will invite select staff to join meeting and review/ask questions/tweak for review w/ all staff
    - v. Would like draft in place by January 2023 during Intentions Conversations, and nailed down by March 2023 for Contracts - vote on at February meeting?
      1. May phase in over several years
6. DEIB Updates - Anne
  - a. Sarah and Anne met with Education Equity about next steps from equity audit
  - b. Want Ed Equity to review findings w/ whole community or with select leaders from different groups
  - c. Ed Equity to train parents and staff to conduct listening sessions based on result of audit and use that to plan next steps

- d. Hoping to have timeline for community before Curriculum Night (mid-September)
- e. Have parent leading Parent Association DEIB committee - will join with board committee
- 7. Other Business - Sarah
  - a. Strategic planning -
    - i. Need 3-5 year plan - good practice, plus required by UMSL and DESE
    - ii. Received 4 bids for strategic plan
      - 1. School recommends Gladiator Consulting for \$25,000
        - a. *Approved unanimously*
    - iii. To be determined how paid for - through SEC or TSS/SEC split?
  - b. Board Development Plan 2022-23 -
    - i. Goals are based on informal verbal conversations as well as prior surveys
    - ii. Major topics:
      - 1. School finance
      - 2. Obligations/accountability to DESE
      - 3. Interpreting MAP data
      - 4. School long-term growth and planning
    - iii. Tentative calendar:
      - 1. September - Shenika Bishop, Principal: sharing & interpreting 2022 MAP results
      - 2. October - Susan Marino, UMSL: MSIP-6 and CSIP
      - 3. January - strategic planning session
      - 4. February - TBD based on goals above
      - 5. March - strategic planning session
      - 6. May - strategic planning session
      - 7. June - TBD based on goals above
    - iv. *Approved unanimously*
  - c. Board Development & Leadership Growth document
    - i. Created in 2021 - one pager to explain how board is structured
    - ii. Useful for new member recruiting and onboarding
  - d. SEC Development update - Samantha
    - i. Ascension Golf Tournament at Norwood Hills Country Club - Sept. 9-11
      - 1. Volunteers welcome!
- 8. Adjournment