

The Soulard School
Board of Directors Meeting
12/14/23, 4:00pm held via Zoom

Board members present: Jay DeLong (president), , Pam Retzlaff, Annie Lehrer, Angie Hayes

Board members absent: Jamie Boyer, Steve Groves (secretary)

Administrators: Sarah Christman (executive director), Eleanor White (communications & operations),

Guests: Susan Marino (UMSL)

Notes: Eleanor

1. Roll Call (4:02)
2. Welcome & Opening Comments - Sarah, Jay
3. Consent Agenda - Jay
 - a. Review consent agenda on recommendation of Finance Committee
 - i. October & November financials, credit card statements and check registers
 - ii. October meeting minutes
 - b. Vote to approve Consent Agenda
 - i. Approved unanimously
4. Governance Committee Update - Jay
 - a. Welcome new member Angie Hayes
 - b. Charter renewal update - present to State Board of Education on 1/9/23
 - i. Shift from December meeting agenda due to DESE timing of data release (MAP scores, APR)
 - c. Updating board bylaws
 - i. Review by DESE indicated needed to add Sunshine Act language in Bylaws - previously in Board Policy Manual, but not in Bylaws
 - ii. Vote to update Bylaws to reflect new language of Sunshine Act
 1. Approved unanimously
5. Finance Updates - Jay/Sarah
 - a. Audit - Jay
 - i. Auditors had a good report - well organized books and no findings
 - ii. Edited prior version to reflect minor changes on p. 6 of Schedule of Selected Statistics
 - iii. Vote to approve audit
 1. Approved unanimously
 - b. General Updates
 - i. Salary scale project
 1. Created during 2022-23, with base increase for 2023-24 and intention to be fully implemented for 2024-25
 2. Are merit-based bonuses allowed? - Have not been a part of our discussion
 3. The challenge in our school is that we are a small school and have such low student:teacher ratios that it is difficult to have competitive pay under current funding model
 4. Could explore extra pay for National Board Certification teachers
 - ii. Treasury Bills
 1. Due to current cash balance, invested a portion in Treasury Bills
 - a. 30/60/90 day ladder keeps funds accessible
6. School Updates

- a. Enrollment - staying at 137
 - i. No longer enrolling for 2023-24
 - ii. Now accepting applications for 2024-25
 - 1. 16 applicants already - open house in January, lottery in March 2024
 - b. Staffing updates
 - i. Harrison Brumley - PE teacher (part-time)
 - ii. Samuel Oligschlaeger - Paraprofessional (part-time)
 - iii. No vacancies for now, but will have need for long-term sub in spring for maternity leave
 - c. Annual Performance Report (APR) numbers to be released by DESE on Monday
 - i. Based on MAP scores and some other accountability measures including CSIP, attendance, record keeping
 - 1. Idea is to give schools/districts a letter grade that can be compared to others - allow lay people to judge schools without a lot of knowledge
 - ii. Our number is lower than last year, in part due to lower student scores, but also due to oversight in data reporting
 - iii. Susan: While the school's score is lower, overall our performance did go up in most areas, and school is still performing well
 - 1. As long as your school is helping kids become literate, numerate, and socially capable, and making growth and progress, you're doing well.
7. Upcoming Events:
- a. Open House - January 27
 - b. Wine Dinner - February 3
 - c. Souldard School Trivia Night - March 2
 - d. Bingo Night - TBD
8. Close - 5:07 p.m.
- a. Motion to adjourn

The Souldard School Board Meeting public participation provides each speaker no more than 3 minutes and each topic is limited to no more than 20 minutes except with the concurrence of the majority of the Board of Directors.