

The Soulard School
Board of Directors Meeting
2/24/22, 1:00 held via Zoom

Board members present: Jay DeLong (President), Jamie Boyer, Steve Groves, Meghan Grubb, Jim Holloran, Ron Kampwerth

Board members absent: Pam Retzlaff

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

Staff Guests: Phillip McFarlane, Anna Austin, Courtney Keefe, Anna Elwood, Amy Cross, Bethany Burress

Parent Guests: Annie Kraus

Other Guests: Susan Marino (UMSL)

Notes: Eleanor

1. Welcome & Opening Comments - Jay DeLong, Sarah Christman
2. Review Consent Agenda - Jay DeLong
 - a. Approved unanimously
3. School Related Items
 - a. Covid updates -
 - i. Numbers way down in the city - city health department will be reviewing mask mandate on 3/6/22.
 - ii. School currently has no students/staff quarantining
 - iii. State has provided more testing supplies - school can resume testing symptomatic/exposed staff and students
 - b. Enrollment update
 - i. 2 additional families have departed
 - ii. March 15 is lottery deadline
 - iii. Open House on 3/12
 - iv. All current pre-k families have applied for KG
 1. Many are siblings of elementary kids, so we will have continuity
 - v. Anticipate that we will be fully enrolled with waiting lists at all grades, especially kindergarten/1st
 - c. Calendar update
 - i. Requesting reducing school year by 3 hours to reflect early closure and late opening that occurred last week
 1. Approved unanimously
4. 2022-23 Proposed Salary Increases

- a. Review spreadsheet
- b. Proposing 5% raises for all
 - i. Does this put the school on more equitable footing with other charters or schools?
 - 1. Data isn't available for the past few years, but it will help, though we will still be on the lower end
 - a. Other benefits from co-teaching model
 - 2. Average for Missouri is \$52,000
 - ii. Are there financial reasons we should be concerned about?
 - 1. It is difficult to predict long-term consequences, but we are in stable position to do at this time
- c. Add "extra duty pay" for:
 - i. \$2000/year for co-teachers paired with a new teacher
 - ii. \$500/year for teachers who serve as formal mentors for new teachers
- d. Prior raises:
 - i. 2019-20 - 6% raise as we transitioned from private to charter
 - ii. 2020-21 - 1% raise in middle of pandemic concerns
 - iii. 2021-22 - 3% raise
- e. Guest comments:
 - i. Anna Austin - when she came 10 years ago, starting rate was \$28-32k - has only averaged 1-2%, or about \$9,000 total
 - 1. New teachers seem to be at higher rates than veterans - requesting examining discrepancies in pay
 - 2. Requesting salary schedule that clearly defines salaries and steps
 - ii. Courtney Keefe - in favor of 5%. Also in favor of examining discrepancies in wages between veteran and new teachers
 - iii. Board member- is it possible to push back contract deadline and create a salary schedule?
 - 1. Sarah - in 2019-20 school year, convened a staff/admin group to look at salaries and consider a salary schedule - project was interrupted by pandemic, but could see that it was a very complicated undertaking
 - a. Pushing back contracts may not be the best option at this time, but could use Finance Committee to look at issue more next month and make adjustments
 - b. Bard member - in favor of approving 5% and looking at issue later
- f. Motion to approve raises
 - i. Vote to approve 5% increase in pay and extra duty pay - approved unanimously
- g. Finance Committee will make considerations of salary schedule/rates a priority

5. Development Update - Samantha Fisher

- a. Annual Appeal kickoff for Soulard Education Center for fundraising to support TSS and SEC
 - i. Goal is \$40,000
 - ii. Want to reach goal by expanding our reach to new donors
 - 1. Will reach out to board members about contacts, and Samantha will take it from there
 - iii. GiveSTL Day - 5/5/22
 - iv. In the past, SEC and TSS boards have pledged matching gifts to jumpstart GiveSTL Day
 - b. Events
 - i. TSS Trivia Night on 3/5/22 at Franklin Room
6. Other Business
- a. Board changes
 - i. Jim Holloran leaving TSS board (will remain on SEC board)
 - ii. Meghan Grubb also leaving TSS board & head of DEIB Committee
 - 1. Will remain active on DEIB Committee
 - 2. May attend April or May meeting to provide report from committee
 - iii. Will again circulate potential board member list and welcoming other nominations
 - iv. Need board members to be part of strategic planning process
 - b. Missouri Ethics Commission - board members need to complete disclosure information for 2021 by 5/1/22
 - c. Meeting days/times
 - i. Requesting that meetings move to after 4:00 so staff don't have barriers to participation/observation
 - ii. Will survey board members on available times/days - potentially for April/May change
7. Adjournment - 2:14 p.m.