



Board Meeting

Tuesday, January 23, 2018, 5:30 PM
Weber Shandwick
875 North Michigan, Suite 2400
Chicago, IL 60611

Agenda

I) Opening Items

A) Call Meeting to Order

Julie Saliba

Meeting called to order at 5:30.

Attendees (in person): Michel Mahaffey, Natalie Neris, Julie Saliba, Jim Scott, Doug Vahey, Jim O'Toole, Allison Slade. Allison Lehman by phone

B) Approve Minutes

Michel Mahaffey

Doug Made a motion to approve minutes as amended (added Natalie's mentor's name). Jim Seconded. Motion unanimously passed.

II) Public Comment

III) State of School

Natalie Neris

A) School-wide Inquiry Process Update

Embarking on "boots-on-the-ground" effort to improve recruitment. Assembling a clearer case for teachers as to why "more" students are critical (e.g. funding). Working on getting more kids "qualified" for selective and IB high schools. Emphasis on social emotional learning via new programming (Namaste PRIDE, PALS Mentoring, Playworks). Parents are getting more involved. New hires working out "great." Audit meeting needs to be scheduled. Natalie will share this update on her goals (aligned to pillars) with staff after this meeting. Natalie focusing "on the work in front of us" despite unionization efforts and "conversations in the hallways."

B) Employee, Parent, Student Surveys

Parent survey went live yesterday and is due Feb 9.

C) All Kids Deserve Great Schools School Snapshot Dates

School Review ("snapshot") is scheduled for March 13-15. Putting "School Inquiry Committee" together to assess along the way and people are invested along the process.

D) Update on ChiACTS Timeline/Process/Position

Union vote scheduled for Feb 2 in the TRR vestibule. 6 people are evaluators and were removed from official voter list.

IV) Finance (30 minutes)

Jim Scott

A) Review FY18 December Financial Statements



Ended FY16-17 with \$326,000 net income due to investment income. We're ahead of plan in '18 because of investment income and we've had 5 open positions through December.

B) Authorize out-of-budget expense for legal services

These expenses will be "substantial" and we should vote to "authorize" these additional expenses. We cannot use public funds for these expenditures. We should earmark investment income for this expenditure because 90% of grants are restricted. Motion made to approve \$40,000 for these expenses by Michel, Julie seconded, and the motion passed unanimously.

C) Update on Namaste compensation plan started in October

Key elements of compensation plan have been laid out a in last couple months and we're discussing where Namaste should be on the competitive payline. We also aim to determine how will performance factor in as well as other structures (e.g. base pay, variable, benefits). An internal survey was launched in late 2017 and most everyone completed the survey. Goal is to come back to the board with a conceptual compensation plan in March 2018.

V) **Development** (15 minutes)

A) Current Fundraising Status

Allison Slade

We are currently at 57% of goal. We have \$121,000 gap in grants (after taking into account expected renewals). We need a plan to fill the gap.

B) Funder Concerns

Allison Slade

Some major funders are at risk after communicating to Board members their concerns with unionization effort. Decision made to engage Just Cause to help with our development gaps.

VI) **Governance** (15 minutes)

A) Board Off-site Planning Retreat

Julie Saliba

Date is Feb 24 at Weber offices. Topic is stakeholder engagement and survey results/inquiry process.

VII) **Closed Session** (40 minutes)

A) Vote to go in to closed session

Michel Mahaffey

In lieu of voting to go into closed session, the Board discussed a process and timeline to evaluate Natalie's performance, with an agreement that further discussions will take place on the next Governance call in Feb.

B) Discuss Personnel

C) Vote to exit closed session

VIII) **Vote on Matters Discussed in Closed Session** (if necessary)

Michel Mahaffey

IX) **Other Business**

X) **Closing Items**

Michel Mahaffey

A) Adjourn Meeting

Motion to adjourn meeting made by Allison S., seconded by Jim O and approved unanimously at 7:54 pm.

Guests please email your name to Emily Harbaugh at eharbaugh@webershandwick and she will put your name on the security list at the Hancock Center. The meeting will be held on the 24th floor.