



Living School

Living School Board Meeting

Date and Time

Tuesday November 9, 2021 at 7:00 PM CST

Location

Living School Board meetings will be occurring on Zoom until further notice.

All are welcome at Living School Board Meetings. Translation is available with 24 hours notice.

Public comment is welcome on any item on the agenda. At the end of each agenda item, there will be a time for public comment. Members of the public wishing to comment on any agenda item, may raise their hand at this designated time and be recognized by the Chair to speak for up to 2 minutes per person, per agenda item. On any matter up for a vote, public comment must be heard prior to taking the Board's vote.

For members of the public wishing to address the Board for longer than 2 minutes on any given agenda item, please give the Chair at least 24 hours notice to be added to the agenda. We will strive to accommodate longer items but cannot guarantee room on a given meeting's agenda.

Agenda

I. Opening Items

Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

- C. Approve Minutes from previous Board Meeting
Approve minutes for Living School Board Meeting on October 12, 2021
- D. Approve Minutes from old Board Meeting
Approve minutes for Living School Board Meeting on September 14, 2021

II. Governance & Evaluation Committee

- A. Review FY22 Goals & Committee Description

See [Committee Description](#)

Review FY21 Board Assessment Results

FY22 Goals:

1. Regularly use "OnTrack Score" Report & Board Assessment to improve Board effectiveness (monthly & Assessment by 6/30/22)
2. Complete CEO Evaluation Process (6/1/22)
3. Manage Board election cycle to maintain expertise, diversity, and a talent pipeline on the Board including strong parent representation

- B. CEO Report

Refer to [CEO Report](#) & [Data Dashboard](#)

- C. Draft Relationship Policy

We will be workshopping an employee relationship policy. See draft language below. Will approve with Staff Council ahead of next month's meeting:

Relationships & Fraternization Between Employees

While we always honor all employee's right to make decisions about their personal lives, we establish this policy to ensure that those relationships don't inadvertently negatively impact our school or students. Intimate/Sexual Relationships and Fraternization between employees is discouraged for the potential of harm to one another and the school. Fraternization discouraged by this policy includes dating, romantic involvement, and sexual relations.

If an intimate or sexual relationship between any employees should begin to develop, it is the responsibility and mandatory obligation of each employee to disclose the existence of the developing relationship to the CEO in writing immediately. If one of the involved parties is the CEO, the Board Chair must be alerted. The CEO will then require all employees involved to sign a

relationship acknowledgement letter that includes agreements about how all parties will and will not interact throughout the duration of the relationship and if the relationship ends.

Relationships & Fraternization Between Supervisor and Employee

Employees are not permitted to supervise/coach other employees with whom they have an intimate or familial (whether through blood, marriage, or domestic partnership) relationship. Employees who are in supervisory roles are not permitted to pursue romantic or dating relationships with those whom they supervise or coach.

Further, any fraternization between any supervisor and an employee whose terms and conditions of employment such as pay raises, promotions, and advancement are potentially affected by the supervisor is prohibited. Violation of this policy may result in discipline up to and including termination for any staff member that doesn't abide by this policy. This policy will apply without regard to gender or the sexual orientation of the participants in a relationship.

Living School does not permit romantic relationships between a supervisor and employee, due to conflict of interest in management. Therefore, if a relationship between a supervisor & employee is disclosed, the CEO will change the management/supervision of the employee so that it is clear no promise of employment benefit, nor threat of employment loss will be made or produced by such a relationship.

III. Academic & Culture Committee

A. Review FY22 Goals & Committee Description

See FY22 [Committee Description](#)

FY22 GOALS:

1. By the end of the 21-22 school year, Living School students will demonstrate academic and cultural growth such that they are on track to achieve all three graduate outcomes (college acceptance, certification and habits of a healthy life) as evidenced in monthly Data Dashboard reviews and at least a 95% student retention rate.
2. By the end of the 21-22 school year, Living School staff members will demonstrate X amount of growth as evidenced by the Staff Development rubric and at least 90% retention rate of staff members.
3. By the end of the 21-22 school year, Living School will meet the charter renewal requirements to receive renewal approval from the authorizing body, OPSB.

B. Committee Report

IV. Finance & Development Committee

A. Set FY22 Goals & Committee Description

See [Committee Description](#)

FY21 Goals:

1. Monitor Organizational Sustainability
2. Ensure Audit & Financial Compliance
3. Board Financial Training
4. Facilities Planning & Capital Campaign

B. Finance Dashboard & Report

- Review August Financials and summary.

C. Committee Report

V. Closing Items

A. Adjourn Meeting

Next meeting scheduled Tue 11/9/21