

APPROVED



# Compass Rose Public Schools

## Minutes

### December 2, 2022 Compass Rose Board Meeting

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#### **Date and Time**

Friday December 2, 2022 at 11:00 AM

#### **Location**

522 Billy Mitchell Blvd  
San Antonio, TX 78226

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#### **Directors Present**

C. Reed, D. Barfield (remote), D. Martinez (remote), K. Colombero (remote), K. Grimes (remote), K. Indorf, M. Walker (remote), S. Mekuria-Grillo (remote), T. Morenz (remote)

#### **Directors Absent**

A. Herrera Jr., C. Hernandez

#### **Directors who arrived after the meeting opened**

M. Walker

#### **Guests Present**

C. Chambers, L. Reed, M. Couch (remote), P. Awbrey, R. Burke

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### **I. Opening Items**

#### **A. Record Attendance**

#### **B. Call the Meeting to Order**

K. Indorf called a meeting of the board of directors of Compass Rose Public Schools to order on Friday Dec 2, 2022 at 11:09 AM.

**C. Approve September 23, 2022 Minutes**

C. Reed made a motion to approve the minutes from September Board Meeting Day 1 on 09-23-22.

D. Barfield seconded the motion.

The board **VOTED** unanimously to approve the motion.

**D. Approve September 24, 2022 Minutes**

C. Reed made a motion to approve the minutes from September Board Meeting Day 2 on 09-24-22.

D. Barfield seconded the motion.

The board **VOTED** unanimously to approve the motion.

**II. Academic & Talent**

**A. Non-Expansion Amendment**

T. Morenz made a motion to approve the non-expansion amendment.

K. Colombero seconded the motion.

Dr. Chambers shared the rationale for the proposed amendments.

The board **VOTED** unanimously to approve the motion.

**B. Journey Targeted Improvement Plan**

S. Mekuria-Grillo made a motion to approve the Journey Targeted Improvement Plan.

C. Reed seconded the motion.

Dr. Chambers shared the details of the Journey Targeted Improvement Plan.

The board **VOTED** unanimously to approve the motion.

**C. Q1 Interim Assessment Data Review**

Dr. Chambers shared Q1 Interim Assessment data and showed a comparison of 2021-22 to 2022-23.

M. Walker arrived at 11:40 AM.

**D. 2022-2023 Program Shifts + Priorities**

Ryane Burke shared the critical components that are being adopted to respond to EOY data.

**III. Program Highlight**

**A. Talent Initiatives**

Pam Awbrey shared that Compass Rose is looking to hire 100 teachers across all campuses after considering attrition. Pam and her team have developed relationship with a visa partnership program to increase applicants.

#### **IV. Finance & Facility**

##### **A. Public reading of Charter FIRST**

Larry Ray Reed read and presented the Charter FIRST Ratings for Compass Rose Public Schools. Compass Rose received a score of 98.

##### **B. Request for Public Comment**

No Public Comment

##### **C. Dream & Legacy Development**

Larry Ray Reed shared facility updates for Legacy Elementary and Dream campuses. Financial advisors have developed a spreadsheet to research and assess the best lender option.

##### **D. Financial Summary**

Larry Ray Reed reviewed the September financials.

#### **V. Governance**

##### **A. Board Officers**

Kurtis Indorf shared that there were no proposals for new officers.

C. Reed made a motion to re-elect Claudia Hernandez as Chair Person, Kurtis Indorf as Vice Chair, Art Herrera as Secretary, and Mitch Walker as Treasurer.

K. Colombero seconded the motion.

The board **VOTED** unanimously to approve the motion.

#### **VI. CEO Update**

##### **A. CEO Presentation**

This update was pushed to the next meeting.

#### **VII. Executive Session**

##### **A. Compensation Considerations**

M. Walker made a motion to move into executive session to discuss compensation considerations.

T. Morenz seconded the motion.

The board **VOTED** unanimously to approve the motion.

S. Mekuria-Grillo made a motion to approve the CEO compensation considerations at 30% based on the formal review of the process.

D. Barfield seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **VIII. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:18 PM.

Respectfully Submitted,  
K. Indorf

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## **Documents used during the meeting**

- 2022.12.02 - Board Resolution For Non-Expansion.pdf
- Cycle 1 TIP\_Journey 09.30.pdf
- Charter FIRST 2021 Final Report.pdf
- CRPS - Lender Matrix with DS (11.11.22).xlsx
- 2022.09 Financial Summary.pdf
- 2022.09 Board Financial Reports.pdf
- CEO Incentives 2021-2022 Evaluation Proposal.pdf