Laureate Academy Charter School Board of Directors

12.8.2021 Laureate Academy Board Meeting

Published on December 5, 2021 at 8:34 PM CST
Amended on December 6, 2021 at 12:46 PM CST

Date and Time

Wednesday December 8, 2021 at 5:45 PM CST

Location

2115 Oakmere Drive
Harvey, LA 70058

The matters listed are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items listed may, in fact, be discussed. Other items not listed may be brought up for discussion to the extent permitted by law. All agenda items are informational unless otherwise denoted, though all committee reports require a vote for acceptance. Unless otherwise stated due to COVDI-19 precautions, the meeting will be held on the campus of the school (2115 Oakmere Drive Harvey, LA 70058)

Agenda

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Approve Minutes

Approve minutes for Special Board Meeting on November 10, 2021

II. Head of School update

A. General updates provided by Head of School

See Head of School Report here

Votes:

- **Paid Time Off Payout (VOTE)**
  - At the end of the year, staff can choose to get paid $200 for their remaining PTO.
  - This would be an estimated $60,000 for the year
- **Signing Bonuses (VOTE)**
  - Head of School may approve up to a $5,000 signing bonus for key staff during the 2021-2022 school year
- **Cell Phone Policy (VOTE)**
- **Mid-Year Bonuses (VOTE)**
  - Staff hired between July 1, 2021 - December 1, 2021 will earn a $250 bonus on their 12/15/21 check.
  - These funds are being redistributed from the performance pay budget line item ($112K budgets; $44K performance pay paid out for 20-21 staff; $13,500 in December bonuses; $54,500 remaining in line item)

III. Finance

A. Review October Financials

10/31/21 Financials attached. A meeting was not held in November.

IV. Facility

A. Update on Modular Facility

V. Governance

A. Vote: Nominee, Michelle Beaty

Vote on Board nominee Michelle Beaty.

B. Vote: Nominee, RonShawn Williams

Vote on nominee RonShawn Williams.

C. Status update on prospective nominees and other potential leads

- Pam Watson
- Stephanie McNeely
- Will Huete

D. Vote: Officer Slate - 2022

Proposal:

- Board President: Nick Aucoin
- Board Vice President & Secretary: Jordan Whittenburg
- Treasurer: Jake Krupa

Note: The Vice President role will be filled by a new board member in the coming months once onboarding has been completed.

VI. Other Business

A. Plan, Expectations, & Agenda for Board Retreat on 12/11

VII. Closing Items

A. Public Comments

B. Adjourn Meeting

College Starts in Kindergarten

Coversheet

Approve Minutes

Section:	I. Opening Items
Item:	C. Approve Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Special Board Meeting on November 10, 2021 2021_11_10_board_meeting_minutes (1).pdf

APPROVED

LAUREATE ACADEMY CHARTER SCHOOL

Laureate Academy Charter School Board of Directors

Minutes

Special Board Meeting

Via Zoom

Date and Time
Wednesday November 10, 2021 at 4:30 PM

Location
Join Zoom Meeting
https://us06web.zoom.us/j/82766243019

Meeting ID: 827 6624 3019
Passcode: 705610

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Directors Present
David Huete, Jordan Whittenburg (remote), Lisa Rebowe (remote), Nicholas Aucoin (remote), Pat Leblanc

Directors Absent
Melinda Bourgeois

Guests Present
Claire Heckerman-Whitehead, Jaime Behen (remote), Jake Krupa (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

David Huete called a meeting of the board of directors of Laureate Academy Charter School Board of Directors to order on Wednesday Nov 10, 2021 at 4:33 PM.

C. Approve Minutes

Nicholas Aucoin made a motion to approve the minutes from.
Jordan Whittenburg seconded the motion.
No further comment.
The board **VOTED** unanimously to approve the motion.

II. Governance

A. Board of Directors Nominees - VOTE

Nicholas Aucoin made a motion to Approve board nominee Jake Krupa to join the Board of Directors.
Pat Leblanc seconded the motion.
Met Claire at University of Miami. Has previous Board experience. CPA background and has a PhD.
The board **VOTED** unanimously to approve the motion.
David Huete made a motion to Approve board nominee Jaime Behen to join the Board of Directors.
Nicholas Aucoin seconded the motion.
Educator background, strategic thinker, vision setter.
The board **VOTED** unanimously to approve the motion.

III. Other Business

A. Salary Scale Addition

Jordan Whittenburg made a motion to To approve the salary scale addition specific to the Instructional Coach position as presented in the agenda materials.
Pat Leblanc seconded the motion.
Based on our market research, the scale is competitive as presented but an annual review will be typical process (as with all salary scales). Budget allows for immediate hires - funding from ESSR available. 2 hires anticipated, potentially 3.

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

IV. 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 4:57 PM.

Respectfully Submitted,
Nicholas Aucoin

College Starts in Kindergarten

DRAFT

Laureate Academy Charter School Board of Directors

Minutes

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Respectfully Submitted,
Nicholas Aucoin

College Starts in Kindergarten

Coversheet

Review October Financials

Section: III. Finance
Item: A. Review October Financials
Purpose: Discuss
Submitted by:
Related Material: 2021_22 Laureate Fin Comm Pkg Oct_2021_Board Package.xlsx

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

2021_22 Laureate Fin Comm Pkg Oct_2021_Board Package.xlsx

Coversheet

Vote: Nominee, Michelle Beaty

Section: V. Governance
Item: A. Vote: Nominee, Michelle Beaty
Purpose: Vote
Submitted by:
Related Material: Michelle_A._Beaty_2021.pdf

MICHELLE A. BEATY

3527 Lang Street *504-782-9079*
New Orleans, Louisiana 70131 *mbeatygullage@gmail.com*

PROFILE

Key Skills:

- Strong communication skills (both oral and written)
- Excellent research and trial skills
- Solid experience in strategic planning, formulating and administering budgets, organizational development and staff management

PROFESSIONAL EXPERIENCE

LOUISIANA JUDICIARY COMMISSION
OFFICE OF SPECIAL COUNSEL, New Orleans, LA July 2017-Present
Special Counsel

- Provide supervision and direction to a small staff engaged in legal, investigative, paralegal, clerical and other support activities necessary to review, investigate, and prosecute complaints of ethical violations against judges in the state of Louisiana.
- Direct and/or conduct in-depth and confidential investigations of complaints brought before the Judiciary Commission.
- Develop and try cases before the Louisiana Judiciary Commission and present arguments to the Louisiana Supreme Court.
- Prepare and/or assist in preparation of statistical reports for the Supreme Court, judges, state agencies, the state legislature, and the general public.
- Provide continuing legal education and training to judges and justices of the peace.

BLUE WILLIAMS, LLP, Metairie, LA
Of Counsel/Partner February 2015-June 2017
July 2008-February 2014

- Responsible for all phases of litigation of insurance, commercial and business cases from initial suit to responsive pleadings, written discovery, depositions, pre-trial motions, hearings, mediation, settlement negotiations, trial and appeals.
- Created litigation budgets and worked with in-house counsel to successfully manage cases.
- Toxic Tort/Asbestos Litigation

LOUISIANA JUDICIARY COMMISSION
OFFICE OF SPECIAL COUNSEL, New Orleans, LA February 2014-January 2015
Assistant Special Counsel

- Responsible for reviewing, investigating and prosecuting complaints of ethical violations against judges in the state of Louisiana.

- Extensive review of documents, interviewing and taking sworn statements of witnesses, and motions practice.
- Litigated cases before hearing officers, the Judiciary Commission of Louisiana and the Supreme Court of Louisiana.
- Extensive and detailed analysis of fact-intensive situations to determine whether behavior is in compliance with ethical canons.

NEW ORLEANS DISTRICT ATTORNEY'S OFFICE, New Orleans, LA February 2003-May 2008
Executive Assistant District Attorney

- Managed Child Support Enforcement Division staff of 65, including attorneys, investigators, collection specialists and clerical employees.
- Responsible for formulating and administering annual budget of over $2 million, implementing and enforcing office policies, and ensuring compliance with state and federal statutes and regulations.
- Worked closely with Louisiana Department of Social Services and other agencies as well as District Court Judges of the domestic division.
- Litigated child support cases at both district court and appellate court level.

SPEARS & SPEARS, New Orleans, LA August 1999 - February 2003
Associate Attorney

- Defended State Farm and its insured in cases based on automobile accidents and premises liability claims.
- As a smaller part of practice, handled some criminal defense matters as well as other civil matters ranging from domestic issues to contract disputes.

LEBLANC, MIRANDA & DELAUP, Metairie, LA April 1998 - July 1999
Associate Attorney

- Defended various insurance companies involved in product liability claims, motor vehicle accident claims, premises liability and asbestos claims.
- Extensive experience in drafting motions and supporting briefs.

NEW ORLEANS DISTRICT ATTORNEY'S OFFICE, New Orleans, LA May 1996 - April 1998
Assistant District Attorney

- Gained experience in Child Support, Juvenile, Magistrate and Trials Divisions of the District Attorney's Office. Handled motions, misdemeanor and felony trials in Juvenile, Magistrate and Criminal District Courts.
- Served as First or second chair for more than 20 trials.
- Promoted to Screening Division to review arrest cases for charging or refusal.

ELIE, JONES & GRAY, New Orleans, LA June 1994 - May 1996
Intern/Associate Attorney

- Handled personal injury, medical malpractice, employment discrimination, domestic and bankruptcy clients.

EDUCATION & BAR ADMISSIONS

Bar Admission: Louisiana 1994

TULANE UNIVERSITY SCHOOL OF LAW, New Orleans, LA 1994
Juris Doctor

DUKE UNIVERSITY, Durham, NC 1991
Bachelor of Arts in Political Science

PUBLICATIONS

Blue Williams Newsletter, Vol. 30, No. 1, *Expansion of Louisiana Non-Compete Statute* (Spring 2009);

Louisiana State Bar Journal, Vol. 59, No. 5, Focus on Professionalism, *Chess, Anyone?* (February/March 2012).

PROFESSIONAL AND COMMUNITY ACTIVITIES

Louisiana Association of Defense Counsel, Board Member	2015-2017
Laureate Academy Charter School Founding Board, Board Member	2013-2016
New Orleans Food & Farm Network, Board Member	2012-2014
Defense Research Institute, Member	2008-2017
Diversity Committee	2010-2017
Commercial Litigation Steering Committee	2012-2014
Publications Board	2012-2014
Judge Ad Hoc, First City Court	2001-2002
Assistant Bar Examiner, Constitutional Law	2001-2012
Participant, 36th Metropolitan Leadership Forum	2000
Member, Louisiana State Bar Association	1994-Present
Committee on the Profession	2009-2017
Fellow, Loyola Institute of Politics	1996
First Grace United Methodist Church, Staff/Parish Relations Committee	2018-Present
Crescent City (LA) Chapter, The Links, Incorporated	2019-Present
Krewe of Themis	2020-Present
Ochsner Baptist Medical Center, Board Member	2021-

Coversheet

Vote: Nominee, RonShawn Williams

Section: V. Governance
Item: B. Vote: Nominee, RonShawn Williams
Purpose: Vote
Submitted by:
Related Material: RonShawn_WIlliams_Resume.pdf

RONSHAWN WILLIAMS

Cell: 504.339.5114
Email: willr787@gmail.com

• **Dedicated Banking Professional/Branch Leader with 12+ years of experience** in a retail banking setting. A team player with demonstrated ability to communicate and collaborate with individuals at all levels within the organization. Serves customers and fellow employees effectively with attention to detail and hardworking approach. Seeks out opportunities to increase sales, improves processes, and increase customer satisfaction.

AREAS OF EXPERTISE

Customer Service
Complaint Handling & Resolution
Operations Management
Coaching
Training and Team Building
Team Leadership
Cash Handling
Product Knowledge
Relationship Management

PROFESSIONAL EXPERIENCE

Metairie Bank and Trust Co - Metairie, LA 08/14 to Present
Branch Sales Manager, 05/19 to Present
Assistant Branch Manager, 08/16 to 05/19
Banking Officer/Personal Banker, 08/14 to 08/16

- Generate new consumer and business relationships by networking and volunteering in business events.
- Grew consumer loans by 2.5 times the goal the first year and 2 times the goal the second year.
- Conducted sales and operations meetings.
- Coach employees on best practices for sales and rapport building opportunities.
- Received several legendary customer service mystery shop ratings.
- Originate, process and close loans.
- Manage branch expenses.
- Oversee and promote growth of branch employees.

Chase Bank - Louisisna 10/09 to 08/14
Lead Teller Operations Specialist, 04/14 - 08/14
Assistant Branch Manager - Operations, 03/11 - 04/14
Teller, 10/09 - 03/11

- Employee training, development, and performance management.
- Managed operational functions including Profit and Loss control, Federal regulated guidelines, and State Compliance.
- Hiring and retaining of employees.
- Providing excellent customer and employee service.
- Providing great leadership for employees.
- Balance and maintain the vault.
- Handle customer everyday transactional needs.
- Cross-sell bank products and services.

EDUCATION AND TRAINING

Delgado Community College - New Orleans, LA 08/06 to 05/09
Concentration in Accounting

Nicholls State University - Thibodaux, LA 08/02 to 12/03
Concentration in Civil Engeenering with a minor in Accounting

Bonnabel High School - Metairie, LA 8/99 to 5/02
Graduated with H.S Diploma; concentration in college prep classes

Training: Leadership Jefferson class of 2021

COMPUTER SKILLS

Databases tools: **Microsoft Office**

Operating Systems: **Windows 10, Vista, XP, 2000, NT, Windows 7**

Other Skills: **Adobe, Excel, Horizon XE, Decision Pro, LaserPro**

COMMUNITY SERVICE AND ORGINAZATIONS

Louisiana Lions International Member

African American Male Wellness Walk - New Orleans

Junior Achievement Board Member

African American Initiative - Metairie Bank

Various small bank sponsored community service projects