Laureate Academy Charter School Board of Directors

Special Board Meeting

Via Zoom

Published on November 10, 2021 at 12:12 PM CST

Date and Time

Wednesday November 10, 2021 at 4:30 PM CST

Location

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

Meeting ID: 827 6624 3019
Passcode: 705610

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

		Purpose	Presenter	Time
I.	**Opening Items**			**4:30 PM**

		Purpose	Presenter	Time
A.	Record Attendance			1 m
B.	Call the Meeting to Order			
C.	Approve Minutes	Approve Minutes		1 m
II.	**Governance**			**4:32 PM**
A.	Board of Directors Nominees - VOTE	Vote	Nicholas Aucoin	10 m
III.	**Other Business**			**4:42 PM**
A.	Salary Scale Addition	Vote	Claire Heckerman	5 m
IV.	**Closing Items**			**4:47 PM**
A.	Adjourn Meeting	Vote		

College Starts in Kindergarten

Coversheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: 10.6.2021 LACS BoD Meeting Minutes.docx.pdf

LAUREATE ACADEMY CHARTER SCHOOL

Board of Directors Agenda
10.6.2021 at 5:45 PM

Remote Meeting

All are welcome to attend!

ZOOM INFO

Join Zoom Meeting
https://zoom.us/j/95075974212

Meeting ID: 950 7597 4212
Passcode: 329646

LAUREATE ACADEMY CHARTER SCHOOL

Board of Directors Agenda
10.6.2021 at 5:45 PM
Remote Meeting
All are welcome to attend!

Laureate's Mission: Preparing each student with the academic skills and strength of character necessary for school and life success, Laureate Academy educates K-8 students in Jefferson Parish for rigorous high schools, competitive colleges, and professional careers.



AGENDA

Time	Task
5:45 PM	Welcome Call to Order - Called to order at 5:50p - BoD in Attendance: David H., Pat L., Nick A., Jordan W. - LACS Staff in Attendance: Claire H., Bjorn C. - Others in Attendance: Brian F., (Architect for Modular project) Kevin G.. (LAPCS Governance Director), Jake K. (LAPCS), Diane J. (of Sloan Group llc), Jaime B. (TFA Greater NO) *COVID accommodations announcement (if applicable)* - David, Board Chair, certified this LACS Board of Directors meeting as a virtual meeting due to COVID related accommodations.
5:45-6:00PM	**School Leader Report:** - **Read full report here** - Enrollment is strong, almost fully staffed. - Covid cases and instances of quarantine are low. - Hurricane Ida support - successful fundraising efforts to provide family support - 2021 LEAP scores highlight that there is an opportunity to increase scholar scores from "Basic and Above" to "Mastery and Above". Tied for 3rd place in the district for ELA scores - NICE! Items Up For a Vote - Review Employee Handbook (VOTE) - Linked in the agenda is a revised version to the existing Employee Handbook. Made program details more clear (for instance being more descriptive in PTO plan).

LAUREATE ACADEMY CHARTER SCHOOL

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	- Conversation around Section E: Gifts and Gratuities, specifically the paragraph that begins with "No employee shall…". The Board requests this paragraph be removed until LAPCS lawyers review to determine if there is any undue risk. - The Board requests an additional section be drafted regarding a Safe Environment policy to be consistent with requirements in our lease. - Nick motioned to approve the proposed revisions to the Employee Handbook (with omission of the aforementioned Gifts and Gratuity paragraph and an additional section on Safe Environment with the intention of being compliant with lease requirements), Jordan seconded. The Board approved this motion with a split vote. - Review Salary Scale Modification Proposal (VOTE) - Pat motioned to accept the salary scale modification as proposed, Jordan seconded. Board approved the modification to the salary scale unanimously.
6:00-6:05PM	**Consent Agenda (VOTE)** 1. Minutes from last meeting: See here - Nick motioned to approve the consent agenda as presented in the agenda, Pat seconded. The Board adopted the items in the consent agenda with a unanimous vote.
6:05-6:10PM	**Finance Committee Report (Nick)** *Highlights:* ● Financial update is here - Nick presented the Financial update as linked in the agenda. - Audit is moving forward and is going well. - August and September financials will be reviewed in coming weeks and anything of note will be shared with the Board.
6:10-6:15PM	**Academic Achievement Committee Report (Melinda/Pat)** *Highlights:* - See update on Head of School Report. - Meeting times need to be established. - Jaime to join the next Academic Achievement Committee meeting.

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6:15-6:25 PM	**Facility Committee Report (Brian/Claire/David)** - Ida damage and recovery. - Very limited; A/Cs, tile, 1 window, gutters - Vesta status and completion date. - 11/1 is a realistic date for completion - Set a date/time for a group walk-through. - Update on operational accommodations due to delayed completion. - Nothing has changed. - Building Maintenance - Still seeking a part-time maintenance manager - Updates will need to be made moving forward (Ex: painting, beautification)
6:25 – 6:40PM	**Governance/Executive Committee Report (David/Claire/Pat)** *Highlights:* - Board Professional Development: Review LAPCS Handbook (Executive Session) - *Scheduling Board Retreat: Proposed Date 12/11 10AM-2PM* - Board members should mark their calendars. Governance committee to flush out the objectives and create an agenda. - Shared plans for expanding the Board. - David seeking to bring 1 or 2 prospects to the open house on 11/5. - Implementation of recommendations from the recent strategic planning exercise (David's proposal to be provided). - To be reviewed in further detail at the Governance Commttee meeting on 10/13. Review minutes here
6:40-6:45	**Public Comment & Adjournment** - Daine thanked the Board for the opportunity to join. - There were no other public comments made at this time. - Pat motioned to adjourn the meeting, Nick seconded. The meeting was adjourned with a unanimous vote at 5:52p.

LAUREATE ACADEMY CHARTER SCHOOL

Board of Directors Agenda
10.6.2021 at 5:45 PM

Remote Meeting

All are welcome to attend!

Resources

- Board Calendar
- Robert's Rules of Order
- LAPCS Legal Handbook

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Coversheet

Board of Directors Nominees - VOTE

Section:	II. Governance
Item:	A. Board of Directors Nominees - VOTE
Purpose:	Vote
Submitted by:	
Related Material:	Jaime Behen Resume- Laureate Board (1).pdf Krupa-CV.pdf

Jaime Behen

jaimeebehen@gmail.com l 781.249.2451

Education & Credentials:

Endicott College, Beverly, MA, 2018

- Masters of Education in Elementary Education (Gr. 1-6)

Endicott College, Beverly, MA, 2013

- Bachelors of Arts: Liberal Studies Teacher Licensure
- Concentration: Elementary Education

Oklahoma & Massachusetts Elementary Teacher Licensure

- OK & MA: Certified K-6 All Subjects
- OK: Certified Grades 6-8 in Reading and Social Studies

Management Leadership Experience:

Managing Director, Corps Member Impact, Teach For America Greater New Orleans, July 2021-Present
Director, Corps Member Impact, Teach For America Greater New Orleans, July 2020-July 2021

- Cultivate, recruit, hire, coach and develop the leadership of a team of four MTLDs such that they effectively support and develop our 100+ corps members to achieve meaningful academic and personal growth with their students and deep personal growth and leadership development for themselves, resulting in a 14.3% higher engagement level with our program compared to All Corps Attendance last year and a 90.2% average positive sentiment on the mid-year survey for corps member' self-efficacy and self-assessed leadership.
- Define the floor and ceiling for classroom impact in Greater New Orleans classrooms and effectively use data to routinely assess against those measures to fully execute on all program implementation responsibility to a high level of fidelity towards program & regional goals.
- Set vision & direction, as well as lead operationalization of onboarding strategies for incoming corps members each year including standing up our first Family Cohorts initiative and managing our corps member certification partnership, which resulted in 61% (11% above the rest of the non-TFA cohort) of our teacher cohort hitting the teach efficacy benchmark to receive certification at the conclusion of the first round of observations.
- Interpret and implement corps member policies and procedures, including making and, as appropriate, communicating disciplinary decisions and actively manage corps member retention, resulting in a 4% positive increase in retention from last year.

Learning Community Chair, Teach For America Virtual Summer Teacher Training, June- July 2020

- Laterally managed a team of six full-time staff members to build a virtual community of 45 corps members, and engage in daily facilitation of content to drive teachers towards the end of summer outcomes.
- Maintained a big picture view of our program through day to day operations & led weekly data meetings to interpret Corps Member survey results in order to strategically take action, as well as distribute resources and tasks in alignment with our team's strengths & areas of expertise.
- Led our team to multiple weeks of 100% Diversity, Equity & Inclusion facilitation satisfaction, maintained over 90% positive satisfaction every week in regards to creating a welcoming environment for corps members & feeling valued by staff.

School Director, Teach For America Tulsa Institute, Tulsa, OK. Spring-Summer 2018

- Developed & managed 5 staff members to create and contribute to a welcoming, strong, and engaged culture and cultivated their growth and development of others through execution of basic role responsibilities, facilitating professional development for both staff and 80 corps members, differentiating and customizing support based on stakeholder need, maximizing and using time effectively and leveraging existing resources and structures.
- Prepared and executed staff meetings/school team meetings each week to build collaboration, strategic reflection & achievement by leveraging survey results, prior experience, and knowledge of the institute model to make decisions about strategic actions to take that move the work towards prioritized outcomes at the student, corps member, staff and school level.

Coaching & Teacher Efficacy:

Manager, Teacher Leadership Development, Teach For America Greater New Orleans, July 2018- July 2020.

Jaime Behen

jaimeebehen@gmail.com l 781.249.2451

- Built relationships with, observed and coached 35 Teach For America Corps members, across seven school sites, in their classrooms to increase their effectiveness as educators inside and outside the classroom, examples include helping them build productive learning environments, increase rigor, design lesson plans, time management, connect with families, build relationships, and leverage their instructional and leadership skills.
- Designed and facilitated learning experiences that create communities of collaboration to deepen corps members' knowledge of diversity, equity and inclusion, by serving as a founding board member of Teach For America Greater New Orleans National LGBTQ+ Initiative Prism, co-chairing our regions first Brave Education Summit this November, as well as designing and implementing the first ever White Identity Development for corps members through Teach For America Greater New Orleans.
- Achieved an average net score of 42% on our Corps Strength Index, as measured by our Corps Member surveys, over the two years in this position, which is 8% away from breakthrough results as set by Teach For America and 23.5% higher than our regional average.

Instructional Coach, Elementary Math, Teach For America's Tulsa Institute, Tulsa, OK. Summers 2016 & 2017

- Actively completed daily observations of beginning teachers, provided feedback aligned with the Tulsa National Institute's goals, and progress monitored individual teacher effectiveness, classroom culture and student-teacher relationships.
- Designed, differentiated and facilitated professional development for 10-20 Corps Members around a variety of teaching content, strategies and concepts.

Faculty Advisor, Anderson Elementary Summer School, Tulsa, OK. Summer 2015

- Mentored incoming corps members at the Tulsa National Institute- Anderson Elementary School Site and supported numerous first year teachers at varying grade levels with general teaching strategies and instructional techniques.
- Assisted in collecting new student data through DRA assessments and administering math summatives.

Educational Leadership:

2nd Grade Teacher, Teach For America Corps Member, Gilcrease Elementary School, Tulsa, OK. Fall 2013-Spring 2016

- Designed and executed daily lessons in all subjects aligned to both the Common Core and Oklahoma PASS Standards for 32 second graders in both whole and small group settings, while also ensuring proper differentiation & modification to meet IEP goals & objectives for all learners.
- Actively tracked data in both Reading and Math, and used it to drive instruction, communicate with stakeholders, measure content mastery and assist with student investment & class culture.
- Served as Second Grade Team Lead, and assisted in developing our first Guided Reading Book Room, after school tutoring services, and served as a New Teacher Mentor to two first year Corps Members.

Area Director, Endicott College, Beverly, MA. Summer 2017- Summer 2018.

- Created, developed and executed a comprehensive curriculum, covering topics such as conflict management, diversity, community bonding, and mental health, for the initial and on-going training of 65 Resident Assistants.
- Supervised two Residence Directors, and held weekly check-ins with them around goal setting, soliciting/giving feedback, brainstorming and progress monitoring, then tailors future support based on their needs.
- Assisted Central Office staff with problem solving, crisis management, brainstorming, creating, maintaining and updating departmental processes and professional development for the department.
- Directly responsible for the supervision, safety, upkeep and programming efforts of the 250 residents within Marblehead Hall, as well as all Residence Director responsibilities.

Residence Director, Endicott College, Beverly, MA. Summer 2016-Summer 2017.

- Supervised and guided four student Resident Assistants and one Graduate Assistant to create a positive and safe community among 150+ college students through relationship building & programming, as well as hold students to a standard of community guidelines and aide in any necessary disciplinary engagements & conflict mediation sessions.
- Identified at-risk students and works alongside multiple stakeholders to design, implement, monitor and complete a positive intervention plan based on the specific needs of the individual, as well as engage in routine crisis management.
- Oversaw the Resident Assistant Advisory Board, Habitat for Humanity Alternative Spring Break trip and assisted in designing curriculum to recruit and maintain Resident Assistants.

Jake J. Krupa, PhD, CPA

Goldwring/Woldenberg Business Complex, Rm 511 ◆ 7 McAlister Dr. ◆ New Orleans, LA 70118
(504) 865-6550 ◆ jkrupa@tulane.edu

Education and Certification

Doctor of Philosophy in Business Administration (Accounting) 2020
University of Miami, Coral Gables, FL

Master of Accounting 2012
University of Miami, Coral Gables, FL

Bachelor of Science in Business Administration 2012
University of Miami, Coral Gables, FL

Certified Public Accountant (Florida) – Active

Academic Appointments and Professional Experience

Assistant Professor of Accounting 2020 – present
A.B. Freeman School of Business, Tulane University, New Orleans, LA

Assurance Associate 2013 – 2014
PricewaterhouseCoopers (PwC), Miami, FL

Research

Published and Forthcoming Papers

[1] Gutierrez, E.F., Krupa, J, Minutti-Meza, M., and Vulcheva, M., 2020. "Do going concern opinions provide incremental information to predict corporate defaults?" *Review of Accounting Studies* 25, 1344–1381.

Working Papers

[2] Krupa, J., and Minutti-Meza, M. "Regression and Machine Learning Methods to Predict Discrete Outcomes in Accounting Research".
Revise and resubmit at the Journal of Financial Reporting.

[3] Bochkay, K., Chychyla, R., Joffre, A., and Krupa, J. "Firms' Operating Eventfulness".

[4] Black, D., Krupa, J., and Minutti-Meza, M. "The Optional Qualitative Assessment in Impairment Tests".

[5] Krupa, J. "Managers' Voluntary Disclosure Decisions and Business Press Attention".

Works in Progress

[6] Bianchi, P., Krupa, J., and Nanda, D. "Suppliers' Voluntary Disclosure of Customer Distress".

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Invited Workshops and Conference Participation

	2021
JFR/FARS Research Methods Mini-Conference	*Virtual*
	2020
Contemporary Accounting Research Conference[§]	*Virtual*
University of Florida[★]	*Gainesville, FL*
Tulane University[★]	*New Orleans, LA*
Kellogg Accounting Rookie Conference, Northwestern University[★]	*Evanston, IL*
University of Colorado – Boulder[★]	*Boulder, CO*
AAA FARS Midyear Meeting	*Nashville, TN*
	2019
Winter Warm Up Conference, University of Miami[§]	*Coral Gables, FL*
Contemporary Accounting Research Conference[§]	*Ottawa, ON*
Florida Accounting Symposium, University of Florida[★]	*Gainesville, FL*
AAA Annual Meeting[‡]	*San Francisco, CA*
Graduate Research Accounting Conference at Emory (GRACE)[★]	*Atlanta, GA*
AAA FARS Section Midyear Meeting[‡]	*Seattle, WA*
	2018
Florida Accounting Symposium, University of Miami[‡]	*Coral Gables, FL*
AAA Annual Meeting[‡]	*National Harbor, MD*
AAA Audit Section Midyear Meeting[‡]	*Portland, OR*
	2017
PCAOB/JAR Conference on Auditing and Capital Markets[★§]	*Washington, D.C.*
J. Michael Cook Doctoral Consortium, Deloitte University[§]	*Westlake, TX*
AAA FARS Section Midyear Meeting	*Charlotte, NC*
	2016
Florida Accounting Symposium, Florida State University[★]	*Tallahassee, FL*
AAA Audit Section Midyear Meeting[★]	*Scottsdale, AZ*
	2015
Florida Accounting Symposium, University of Florida	*Gainesville, FL*
	2014
International Financial Reporting Institute Conference, University of Miami	*Coral Gables, FL*

[★]indicates invited presentation; [‡]indicates invited discussion; [§]indicates participation by invitation only

Teaching Experience

Advanced Financial Accounting (ACCN 7120) 2020
Tulane University, New Orleans, LA

Intermediate Financial Accounting I (ACC 311) 2018
University of Miami, Coral Gables, FL

Service

Ad-hoc Reviewer

The Accounting Review	2020
AUDITING: A Journal of Practice & Theory	2020 – 2021
Contemporary Accounting Research	2018 – 2021
The Review of Financial Studies	2021

Conference Volunteer Reviewer

AAA Annual Meeting	2016, 2019
AAA Audit Section Midyear Meeting	2018, 2020, 2021, 2022
AAA FARS Section Midyear Meeting	2018, 2019, 2022
AAA Southeast Region Meeting	2019

Honors and Awards

University of Miami

Graduate Award for Excellence in Student Leadership	2020
E. Kimmelman and Arthur Andersen – W.D Pruitt Scholarship Recipient	2019
Arthur P. Metzger and Deloitte Scholarship Recipient	2018
Alan P. Fiske Scholarship Recipient	2017

Coversheet

Salary Scale Addition

Section: III. Other Business
Item: A. Salary Scale Addition
Purpose: Vote
Submitted by:
Related Material: 21-22 Instructional Coach Draft Salary Scale.pdf

LAUREATE ACADEMY CHARTER SCHOOL

DRAFT Salary Scale

INSTRUCTIONAL COACH SALARY SCALE

Years Experience Completed in K-12 schools	Instructional Coach (With teacher certification)
3	$55,000
4	$56,000
5	$57,000
6	$58,000
7	$59,000
8	$60,000
9	$61,000
10	$62,000
11	$63.000
12	$64,000
13	$65,000
14	$66,000
15	$67,000
Raise per Year	$1,000

(Approved January 2021; Updated 10.7.21)