APPROVED



The Leadership School

Minutes

Monthly Board Meeting for The Leadership School

Date and Time
Tuesday September 30, 2025 at 6:00 PM

Location
The Leadership School
1785 Pennsylvania Ave
Pagedale MO 63133

The Leadership School Board Meeting (In Person)
Tuesday, April 29, 2025 · 6:00 – 8:00pm
Time zone: America/Chicago

In Person:
The Leadership School Board Meeting (In Person)
Tuesday, July 22, 2025 · 6:00 – 8:00pm
Time zone: America/Chicago

Join Zoom Meeting
https://us06web.zoom.us/j/86311120593?pwd=1ruPDrKcffin7yPP6pKVDwQL0UcGab.1

Directors Present

A. Williams, G. Stevenson, R. Langrall, S. Madlinger (remote), S. Taylor, T. Curry, T. Montgomery

Directors Absent
C. Page

Guests Present
C. Moulder, L. Moody Seymour

I. Opening Items

A. Call the Meeting to Order

R. Langrall called a meeting of the board of directors of The Leadership School to order on Tuesday Sep 30, 2025 at 6:03 PM.

B. Record Attendance

C. Public Comment Section

II. Review Minutes

A. Vote to approve August 26, 2025 Meeting Minutes

G. Stevenson made a motion to approve the minutes from August 26, 2025 on 08-26-25.
S. Taylor seconded the motion.
The board **VOTED** to approve the motion.

B. Vote to approve Sept. 9 Special Meeting Minutes

G. Stevenson made a motion to approve the minutes from Special Meeting on 09-09-25.
S. Taylor seconded the motion.
The board **VOTED** to approve the motion.

C. Approve May 7 Executive Session Meeting Minutes

G. Stevenson made a motion to approve the minutes from Executive Session on 05-07-25.
T. Curry seconded the motion.
The board **VOTED** to approve the motion.

III. Board Chair Report

A. Updates

- YTD we are averaging 63% average for Board Meetings; our goal is 80%

- Contributions 7/8 people--$1250 with $250 coming from Dollars for Doers for Gary's volunteer hours as TLS Board Treasurer.
- Trivia Night brought in 51 attendees, with over $4000 raised for technology for the school.
- Discussion regarding increasing Board/Community engagement, including quarterly alternating "Meet with the Board" coffee or evening events.
- Discussion of two half-day TLS Board Retreats in November with Session 1 either Nov 1 or Nov 8 from 11-4 with Kent to work on strategic planning as part of charter renewal and Session 2 either Nov 15 and Nov 22 from 11 - 4 to work on tactical committee-based work to build out the plan.
- Review of the Board Conduct Policy. Recommended revisions:

Section 2.1 - "timely manner" is defined by 2 business days
Section 5.1 - board should attend no less than 80% of all board meetings and functions sponsored by the board
Section 5.8 - according to Robert's Rules (which includes amending/rescinding previously voted on majority decisions)
R. Langrall made a motion to make Keisha Seymour our Board Clerk during this transitional leadership period.
G. Stevenson seconded the motion.

- Vice Chair, Carrie Page, tendered her resignation from the TLS Board on 9/29/25.
- Roberts Rules requires a minimum of a Board Chair and a Secretary or Clerk (administrative assistant, non-board member) to conduct meetings.

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

IV. Committee Reports

A. Development Committee Report

- PTO will launch 10/10 at 5:15-6:30 at TLS.
- Trivia was a blast! Over $4000
- Skate King Nov. 29 each board member should sell 10 tickets with proceeds going toward the Outdoor Play Area

B. Finance & Facilities Committee Report

- $207,000 over the budget
- 86 Days of Cash on Hand
- Fund Balance 24%

C. School Performance Committee Report

- Reviewed BOY performance data and actions to accelerate growth in ELA/Reading and math achievement by MOY in December

- To understand the i Ready data need to recognize that students on grade level at the end of last year look to be below grade level in the fall, because their performance is being measured relative to next year's standards.
- Those scoring 1+ year behind at the beginning of the year could cover performance anywhere from 30th-80th percentile. Courtney will determine a possible different way to report.
- Next month, the board will review bi-weekly interim benchmark data aligned to MAP targets to determine growth in reading and math since the start of school.

D. Governance Committee Report

- Norm Review, Look Fors, and Self-Checking process will be postponed until the first session of the Board Retreat in November, led by Kent.
- SQR Site Visit Preparation packet has been developed and the Governance, Strategic Vision, and Finance modules have been addressed and are ready for the board's review.
- The Committee has established Evaluation Work Team to initiate the ED evaluation cycle for 25-26. Will come with a proposal on Oct 28 for the board's review, with approval slated for Dec. 2
- Need formal review / approval of the Strategic Monitoring plan
- Need a work team to tackle emergency Executive Director succession planning to address risk management.

V. Executive Directors Monthly Report

A. Updates on ...

- Board members should refer to the Organizational Health Dashboard (OHD) for real time updates on actions taken to support the revised internal Charter Goals.
- We are currently fully staffed
- Enrollment 293 (budgeted for 280)
- Attendance 91.8% vs last year at this time of 91.3%. (Goal 89%)
- 86 Days of Cash on Hand (target 60 days), Gross Margin of 10% (target 5%), Fund balance 24% (target 12%)

VI. Closed Session

A. Roll Call Vote

T. Montgomery made a motion to Motion needed: "I move that this meeting be closed, and that all records and votes, to the extent permitted by law, pertaining to and/or resulting from this closed meeting be closed under Section 610.021.2 "Leasing, purchase or sale of real estate by a public governmental body where knowledge of the transaction might adversely affect the legal consideration therefor.".
S. Taylor seconded the motion.

The board **VOTED** to approve the motion.
Roll Call for Closed Session:
Aaron Williams - aye
Shala Taylor -aye
Tanisha Montgomery - aye
Gary Stevenson - aye
Terrance Curry - aye
Rebecca Langrall - aye
Stephanie Madlinger - aye

VII. Consent Agenda

A. Pending Previous Discussion:

1. September Board Committee Meeting Reports
2. Development Committee, Finance Committee, and Governance Committee Charters
3. August 2025 Financials
4. ~~TLS Board Norms, Look-Fors, Self-Check Tool (Amend to move this work to Board Retreat)~~
5. Hiring and Recruitment Policy
6. Denise Griffin, Director of Operations, as TLS Custodian of Records
7. TLS Staff Handbook
8. TLS Family Handbook
9. ~~Strategic Monitoring Framework (SMF)~~ ~~(Table~~

G. Stevenson made a motion to Amend the Consent Agenda and table Items 4 and 9.
A. Williams seconded the motion.
The board **VOTED** to approve the motion.
G. Stevenson made a motion to Approve the amended consent agenda.
T. Curry seconded the motion.
The board **VOTED** to approve the motion.

VIII. Closing Items

A. Board Member Meeting Reflection

B. Next Steps

C. Adjourn Meeting

R. Langrall made a motion to adjourn the meeting.
T. Montgomery seconded the motion.
The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:19 PM.

Respectfully Submitted,
L. Moody Seymour

Documents used during the meeting

- 2025_08_26_board_meeting_minutes.pdf
- 2025_09_09_board_meeting_minutes.pdf
- 2025_05_07_executive_session_minutes.pdf
- Skate Party - Nov 29, 2025.PNG
- Board Conduct Policy.docx
- Norms Look Fors.pdf
- Norms Self Check Tool.pdf
- TLS Norms.pdf
- Board Chair & Committee Reports September 2025.pdf
- 2025 - 2026 TLS Development Committee Charter.pdf
- 9.8.25 Development Committee Meeting Notes.pdf
- TLS - Monthly Presentation - August 2025.pdf
- TLS - Supplemental Report - August 2025(1).xlsx
- 2025 08 Check Register.pdf
- 9.25.25 Finance and Facilities Committee Meeting Minutes.pdf
- 9.10.25 School Performance Committee Meeting .pdf
- 9.16.25 - Governance Committee Meeting Agenda and Notes.pdf
- School Leader Evaluation - Kick-Off Meeting .pdf
- ED Board Report - September 2025.pdf
- Professional Personnel Hiring and Recruitment Policy.docx
- TLS Staff Handbook 25-26.pdf
- TLS Family Handbook 2025-2026.pdf