APPROVED

THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

The Leadership School

Minutes

Governance Committee Meeting

Date and Time
Wednesday October 7, 2026 at 6:00 PM

Location
Virtual

Committee Members Present
R. Langrall (remote), S. Lake (remote), S. Madlinger (remote), W. Perry (remote)

Committee Members Absent
G. Stevenson, S. Simpson

Guests Present
C. Moulder (remote), L. Moody Seymour (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

R. Langrall called a meeting of the Governance Committee of The Leadership School to order on Wednesday Oct 7, 2026 at 6:04 PM.

II. Gov. Comm Goal #1: 100% compliance with TLS Charter and Missouri Public School Expectations.

A. Pulse Dashboard Review

FA #2 (7 items) - 3 on track; 4 off track (will circle back on 10.22 @ Ed Check-In

FA #3 (10 items) - 5 on track; 5 off track (will circle back on 10.22 @ Ed Check-In

Reportwell status of 10.6: 91% on time; 99% complete

B. Focus Area 1: Board Development

- Discussion of board / committee administration tasks that will be moving off the plate of the Vice Chair in order to empower others to step up into roles that help sustain board functioning.

- **HR: Employee Relations, Employment Law**
  - Confirmed Overview HR Sessions with two board members on staff relations and employment/sunshine laws @ 5 - 6 PM on 10.27 in person at TLS with the board and managers.

- **SPARK Playbook - Orientation will be provided at the 12.1 Board meeting.**

- **FYI: Policies to be reviewed @ 10.27.26 Board Meeting**
  - **Board Member Orientation Policy,**
  - Personnel Evaluations Policy,
- **Annual Review**
  - Board Norms - The Committee review by Nov. 4. Share recommendations with full board in Dec.
  - Communication protocol - will review by Nov. 4. Share recommendations with full board in Dec.

C. Focus Area 2: Executive Oversight/ ED and Board Partnership

Governance/Management

- Discussion re: how to create greater understanding of the distinction between governance functions and management so that boundaries are not blurred, school leadership authority over management decisions is respected, while the board has sufficient information and insight into school functioning to provide effective oversight.
- Will explore working with a consultant

AY 27 ED Evaluation Framework

- **33% Professional Growth Portfolio, 33% Charter Goal attainment, 33% Survey data from four stakeholder groups**
- The Committee recommends approval at the 10.28 board meeting

Strategic Monitoring Framework will be updated for AY 27 during the 10.20 School Performance Committee meeting

Charter Renewal Project Management Tracker

- **Charter goals due 10.14**
- **Charter narrative due 11.14**
- **Possible hearing date 11.30**

D. Focus Area 3 - Compliance

Personal Time Off - Discussion about whether the language needs to be updated in the PTO policy for greater clarity.
PTO is currently mentioned in the following policies:

- **Family and Medical Leave Act** (PTO may be used to extend FMLA benefits, p.102)
- **Judicial, Military, and Religious Leave Policy** (jury duty cannot count against PTO; military duty (up to 18 paid days); religious leave - up to 3 days, cannot be deducted from PTO, but must be made up, p.135)
- **Personal Leave Policy** (prior approval needed, p.161)
- **Missouri Victims Economic Security and Safety Act Policy** (may take 1 to 2 weeks unpaid leave (depends on size of the school) and may substitute PTO (runs concurrently) for some of this time, p.177).

TLS will let us know.

Grievance Policies

- Committee will review recommended updates from last month, which include clearer timeframes to determine if they are reasonable, realistic

Board Conduct policy

- **Will review language in red around attendance expectations at the 10.28 board meeting for possible adoption**

ED Succession-Related Bylaw Revisions

- **Will review language in red around attendance expectations at the 10.28 board meeting for possible adoption**

III. 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 8:00 PM.

Respectfully Submitted,
R. Langrall