

APPROVED



## RePublic Schools

### Minutes

#### Monthly Governance Committee Meeting

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##### Date and Time

Thursday February 1, 2024 at 9:00 AM

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##### Committee Members Present

A. Harbin (remote), E. Huffman (remote), J. Hanks (remote)

##### Committee Members Absent

*None*

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#### I. Opening Items

##### A. Record Attendance

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

E. Huffman called a meeting of the Governance Committee of RePublic Schools to order on Thursday Feb 1, 2024 at 9:05 AM.

#### II. Governance

##### A. CEO Evaluation/Performance Bonus

The Governance committee discussed how best to evaluate RePublic's CEO and reward a potential bonus. Member Hanks mentioned that the metrics will be aligned to the stated and recorded organizational goals, and all agreed. Member Harbin mentioned that the metrics will be motivating for organization as well as CEO. Metrics will align with

organizational goals: scholar belongingness, staff belongingness, financial health, and academic performance. All metrics would be based on organizational metrics. A discussion was had on when the bonus would be delivered considering the academic performance metrics (accountability ratings) would not be available until the fall while other outcomes would be known in the Spring. The committee approved performance bonus metrics based on Academic year 2024, with the bonus to be released in May 2024, while the timing of the release of the second bonus payment (relative to accountability ratings) will be dependent on what the finance team says is best practice.

E. Huffman made a motion to approve CEO performance bonus metrics.

J. Hanks seconded the motion.

The committee approved performance bonus metrics based on Academic year 2024, with the bonus to be released in May 2024, while the timing of the release of the second bonus payment (relative to accountability ratings) will be dependent on what the finance team says is best practice.

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

#### **Roll Call**

J. Hanks Aye  
E. Huffman Aye  
A. Harbin Aye

### **III. Other Business**

#### **A. Other Governance Tasks**

The governance committee reviewed BoardOnTrack's best practices and roles/responsibilities for a governance committee. This work will be reviewed in future committee meetings.

### **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 9:30 AM.

Respectfully Submitted,  
E. Huffman