



December Board Meeting, December 18, 2023

<p>Board Members Present: Tony Stoupas David Schatsky Nicholas Ober Susan Engel Susan Fine Julie Medler Dan Macus Herb Fixler</p> <p>Board members not in attendance: Deborah Dumont</p>	<p>Others LION asked to be in Attendance: Celia Sosa, CEO Sherrie Henry, COO Lex Zain, CAO Keveney McCrillis, Executive Assistant to the Senior Leadership Team Maya Severns, Director of Marketing and Development</p> <p>Board members attending virtually: Tom Sturtevant Ruth Jarmul</p>
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Tony Stoupas, board chairman, called for a motion to begin the meeting at 6:04 PM. The motion was seconded by Daniel Marcus and unanimously approved.

Tony Stoupas then motioned to dispense of the reading of the minutes and approve the November meeting minutes, which were shared before the meeting via email. David Schatsky seconded the motion. The November meeting minutes were unanimously approved.

Tony Stoupas then opened a discussion about The Herb Fixler Family Engagement Center. Susan Fine discussed the processes we have already taken and what we still need to do in order to get it installed during the summer of 2024. The board reviewed the renderings and graphics provided by Row Partners. She moved to get the budget approved so LION would sign contracts with the project manager, designer, and architect. A board member asked a question about how much available capital money we had and what percentage of that money this project would take up. COO, Sherrie Henry answered. Tony asked for a motion to vote to approve the proposal and funds to support this project. Nick Ober moved the motion. It was unanimously approved.

Chief Executive Officer Celia Sosa then delivered her CEO report, which was shared via email before the meeting. She first discussed some of the great things that happened at LION this month. She then reviewed the four strategic priorities that senior leadership is focused on this year. She discussed improving academic performance and reviewed action steps with that goal in mind. A board member asked if Celia believed there were any risks to not achieving these goals. Celia answered. A board member asked about how we account for teacher attrition and if we plan for that attrition. Lex and Celia answered. A board member asked if the issue we are facing with teacher turnover is because there is a shortage of teachers currently. Celia and Lex answered yes that is part of it. A board member asked what factors, besides compensation, attract great teachers. Celia answered. A board member asked if there was an advantage to being a part of a chain charter school/CMO. Celia answered. A board member asked about our benefits practices and perks and if those were stronger at CMOs. Celia answered. A board member asked the board

if they could add to our annual retreat a question about what outcomes we want the most for our school and students and then discuss how we track those things. A board member suggested that we ask some of our most tenured/successful teachers to attend a board meeting and answer why they stay at LION and what makes them successful here. A board member asked about how many of our teachers are currently rated proficient. Celia answered. A board member suggested that we ask recent grads to come and talk to a board meeting as well and discuss what they took away from being a student at LION. Sherrie said there is a plan to institute pulse surveys. Celia then discussed the remaining strategic priorities of institutionalizing policy and practice, maintaining a character culture, and ensuring future sustainability. She provided each's accompanying action steps. A board member asked if we were considering creating new schools. The answer was no.

Celia then reviewed the school culture dashboard and metrics that can be viewed there. She highlighted our average student attendance rate, teacher attrition and certification, and family survey completion. A board member asked about NYC attendance data and how we compared as a school. Celia answered. There was a suggestion that student attendance and family survey data be folded into the school culture dashboard.

Susan Engel joined the meeting at 7:01 pm.

There was a board member question about how we measure cultural outcomes. A board member stated that positive cultural outcomes equate to positive academic outcomes and the thriving of young people. There was a board member question about how we can measure character outcomes. A board member made a comment on our certification rate that it should be noted some of our uncertified teachers may be certified elsewhere. A board member made a comment that measuring the success of a character program is something that our school and others have attempted for decades. A board member asked if we give teachers performance bonuses. Celia answered.

Chief Operating Officer Sherrie Henry shared November's financials and her financial report, which were shared before the meeting via email. She stated that LION had a net income surplus for the period. Sherrie highlighted the expense areas the finance team is paying attention to as the year progresses. A board member asked about our technology spending line item in the budget and why we were currently overspent. Sherrie answered. A board member asked how much of our technology budget went to education technology instead of operational technology. Sherrie answered.

Maya Severns, Director of Development and Marketing, began her development and marketing report, which was shared via email before the meeting. She shared the fundraising totals through December 16th. She discussed where the development team was focused on fundraising - some for this fiscal year and some for next fiscal year. A board member stated concern over our individual giving and asked what we aren't doing now that maybe we did before. Maya answered. There was an overview of the donations received towards the quasi-endowment fund.



Tony Stoupas asked if there were any committee meeting updates. The HR committee chair, Nick Ober, has reached out asking for monthly availability for HR committee meetings. All were given earlier in the meeting.

Tony Stoupas motioned to enter an executive session. This motion was seconded by Herb Fixler and unanimously approved. The board entered an executive session at 7:27 p.m. and returned from it at 7:59 p.m. Tony made a motion to vote to approve Celia's goals. David Schatsky seconded, and the motion passed unanimously.

Tony Stoupas then opened the meeting for public comment. Susan Engel, the board member, announced that she was stepping down from the board. Tony Stoupas presented a proposal for board committees with the addition of our two new board members and Susan stepping down. A board member asked that we look at the cadence of our committee meetings and if they needed to meet monthly. Tony agreed that we could discuss when committees meet and for how long. Tony called for a motion to approve the new committee structures. Nick Ober seconded the motion, and it was unanimously approved.

Tony Stoupas moved to adjourn the meeting at 8:04 PM. Dan Marcus seconded the motion, which was unanimously approved.

Notes prepared by Keveney McCrillis.