

## BOARD OF DIRECTORS MEETING MINUTES DRAFT

November 8, 2023 at 6PM  
Logan Square Campus  
3255 W. Altgeld Street, Chicago IL 60647

**Board Members Attending In-Person:** Jessica Cardoni, Dee Dee Chesley, Roberto Interiano, Meghan Kiesel, Candace Williams, Lizzy Whitehorn, Kim White.

**Board Members Attending via Microsoft Teams:** Adnan Assad, Ronit Barrett, Stacey Blasko, Angela Igbineweka-Obaseki, Jeff Kemerley, Kenny Langston, Lauren Long, Alex Maturi, Liam O’Kane, Carlos Pineiro, Dave Rodin

**Board Members Absent:** Rolando Acosto, Steve Raquet, Homero Tristian

**Christopher House Staff Attending:** Julie Dakers, Tihela Feit, Becky Seibel, Libby Shortenhaus, Karen Ross-Williams, Chanel Wiley

**Christopher House Staff Attending via Microsoft Teams:** Arturo Abergo, Traci Stanley

**Quorum Met.**

**Minutes Recorder:** Chanel Wiley

**Proceedings:** Meeting called to order at 6:09PM

**Welcome,** Presented by Dee Dee Chesley

Dee Dee Chesley called the meeting to order and welcomed Board members.

**Opportunity for Public Comment**

There was no one present to make public comment.

**Minutes and Consent Agenda,** Presented by Dee Dee Chesley

Motion was made at 6:11PM by Robert Interiano and seconded by Meghan Kiesel and carried unanimously to approve the September 13, 2023, October 6, 2023, and October 24, 203 Board Meeting Minutes.

**Update on Recent Events & Response,** Presented by Libby Shortenhaus

Libby Shortenhaus, CEO, shared Christopher House’s response to recent events at our Stewart Campus. Libby discussed recent threats of violence, racially offensive language, and scholar disciplinary processes in the middle school. Libby shared a response plan due to these recent

events; the response plan is designed to specifically address our culture and values for scholars, families, and staff. The focus is on safety, communication, and culture.

**DBEI Task Force, Presented by Alex Maturi**

Alex Maturi shared an overview of the efforts Christopher House is undertaking. While the work was already in place, recent events have affirmed its importance and urgency. Alex mentioned the current DBEI Task Force programs we have at CH include SEED Leadership Training – transformative and professional development training for staff members; BIPOC Affinity Space for BIPOC staff members to share their experience and stories;. White Anti-racism and Allyship Group – for staff member who are white and want to learn more about anti-racism and their own conduct; Race, Identify, Diversity & Equity Committee (RIDE); and organization wide Professional Development training for all staff members.

Alex shared the purpose of the DBEI Taks Force, made up of five board members and two staff is to serve as conduits and ambassadors for the importance and value of DEI in the school community. provide strategic direction and set priorities of accountability, lastly to ensuring that the school’s climate and culture is healthy.

**Strategic Plan Spotlight, Presented by Julie Dakers**

Julie Dakers, Chief Human Resources Officer, presented a progress update on the pay equity priorities that were outlined in our March 2023 board meeting. These include closing the pay equity gap for credential teachers, non-credentialed teachers, and staff earning below a livable wage as defined by MIT wage study. Julie Dakers shared that the number one reason that staff leave Christopher House or decline positions is pay. Julie shared that Early Childhood educators are paid \$18,000 less on average than elementary school teachers, despite in many cases having the equivalent credentials.

Julie discussed that all Christopher House teachers, which includes Early Childhood and Elementary, are paid lower than our peers at CPS. There is a pay gap of 19% between 0-3 and Elementary, and 11% Preschool and Elementary – with the same licensure requirements. Julie Dakers recognize our progress and areas identified for improvement.

**Finance Committee, Presented by Adnan Assad**

Adnan Assad shared that Plante Moran is providing an unmodified clean option for FY23. When related to FY23 Audit for CPS Compliance, we received two findings of non-compliance related to OMA and Scholar Files.

Adnan shared that due to loan forbearance the full balance of our loans are now classified as current on our balance sheet; loan forbearance has been extended through December 31<sup>st</sup>. Adnan reviews a board resolution which requests forbearance on the loan through December 31<sup>st</sup>.

Motion made by Dee Dee Chesley, seconded by Roberto Interiano, and passed unanimously to approve the Board Resolution requesting loan forbearance from the bank.

**External Affairs,** Presented by Jeff Kemerley

Jeff Kemerley discussed the FY24 Dashboard as of October 31, 2023; Jeff shared that we anticipate a sunset grant of \$130,000, which will put us over 50% of our annual Foundation/Corporation goal upon receipt.

Jeff discussed our upcoming event Family 2 Family, asked board members to participate in the program, we currently have 400 families who signed up and 150 were matched with donors.

Motion was made at 7:30PM by Jessica Cardoni, seconded by Mehgan Kiesel, and approved unanimously to adjourn to close session.

Open session resumed at 8:25pm.

Motion made by Adnan Assad, seconded by Dee Dee Chesley and carried unanimously to approve the CHES Union contract.

Motion made by Alex Maturi and, seconded by Roberto Interiano, and carried unanimously to close the meeting.

Meeting adjourned at 8:27pm.