MINUTES OF FIRST MEETING OF THE
CEO EVALUATION SUB-COMMITTEE OF THE BOARD OF DIRECTORS OF
EWING MARION KAUFFMAN SCHOOL, INC.

May 11, 2020

An initial meeting of the CEO Evaluation Sub-Committee of the Board of Directors of Ewing Marion Kauffman School, Inc., a Missouri nonprofit corporation exempt from federal taxation under Internal Revenue Code § 501(c)(3), was held at the Ewing Marion Kauffman Foundation in Kansas City, Missouri on May 11, 2020, pursuant to public notice provided at least 24 hours in advance. Due to shelter in place and emergency declarations for Kansas City, Jackson County, and the State of Missouri because of the coronavirus and COVID-19, the meeting was held using audio-video technology with a link provided in the notice and with opportunities for all to hear and be heard and see and be seen.

Participating via Zoom technology such that all could hear and be heard and had the option of seeing and being seen were Gloria Jackson-Leathers, Tracy McFerrin, Hannah Lofthus, and Aaron North.

No community members were present.

Mr. North chaired the meeting and served as secretary. Mr. North called the meeting to order at 4:36 pm and welcomed those in attendance.

Mr. North previewed the agenda.

Mr. North provided an overview of the CEO Evaluation Sub-Committee’s priorities based on direction from the Board of Directors: CEO goal-setting and evaluation; CEO compensation schedule; and CEO bonus structure. Mr. North also indicated that Ms. Lofthus was present to provide information and answer questions, though would not serve in a voting capacity given the conflict of interest inherent in the work of the sub-committee.

Mr. North provided context regarding the Kauffman School CEO’s current salary, bonus, and evaluation based on a compensation landscape analysis and set of recommendations approved by the Board in 2016. Mr. North explained how the salary analysis was conducted, the rationale for decisions, and a history of different approaches to CEO evaluation since the school’s opening in 2011.

Ms. McFerrin and Ms. Jackson-Leathers asked questions of Ms. Lofthus regarding approaches with school staff generally regarding evaluation, compensation, and bonus. Ms. Lofthus provided data and answered questions.

Ms. McFerrin recommended the CEO evaluation, compensation, and bonus parameters be reviewed at least every five years and use publicly available data as well as any other information collected by outside organizations.

Mr. North indicated he would draft a memo before June 5 for the sub-committee’s review providing recommendations over the next five years regarding evaluation, salary, and bonus structure. The sub-committee would meet to review the recommendations, discuss with Hannah, and take to the board of directors for approval in June if possible.
Mr. North indicated Ms. Lofthus would not participate in closed session discussions and would have a chance to review recommendations and provide feedback prior to a review and vote by the board of directors.

There being no further business, the meeting adjourned at 5:05 pm.

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Aaron North, Acting Secretary