



**Meeting of the Board of Directors
Wednesday, April 1, 2020 at 4pm
Meeting held via Zoom due to COVID-19**

The meeting was called to order at 4:07 p.m.

Board Members in Attendance: Joe Conwell, Rebecca Davis, Isaac Ewell, Amy Guidi, Steve Kempf, Francie Middleton, Albert Oehrle, Patrick South, Noah Tennant, Steven Ujifusa, Elaine Wells, Wes Wyatt

Board Members Excused: Eric Dobson, Matt Schuh, Steve Smith, Wally Zimolong

Staff in Attendance: Ruth Gonzalez, Colleen Smith, Kerry Woodward

Guests: Dave Hardy, Jenna Smalley (Kleinbard LLC), Mike Whisman (Charter Choices)

I. Call to Order: *Wes Wyatt*

Mr. Wyatt calls the meeting to order, and thanks everyone for attending the meeting in a non-traditional teleconference format due to COVID-19. Mr. Wyatt thanks Ms. Smith for helping to get everyone set up.

There is a motion to approve the minutes of the February 5, 2020 board meeting, which is moved by Mr. South and seconded by Ms. Middleton. The motion passes unanimously.

There is a motion to approve the minutes of the February 27, 2020 emergency telephonic board meeting, which is moved by Mr. South and seconded by Mr. Kempf. The motion passes unanimously.

There is a motion to finalize Mr. Wyatt as permanent Boys' Latin Board of Directors Chair, which is moved by Mr. South and seconded by Ms. Davis. The motion passes unanimously.

Mr. Wyatt states that this board meeting will count as an in-person meeting. There is a discussion on the decision to count this session as an in-person meeting relative to Boys' Latin's bylaws.

Mr. Wyatt then announces that Ms. Woodward will be leaving her position at Boys' Latin effective April 3, 2020. Due to her passion and commitment to the school, Ms.

Woodward is willing to join the board and become Boy's Latin's Finance Chair. That nomination will be effective as of her resignation Friday.

There is a motion to nominate Ms. Woodward onto the Boys' Latin Board of Directors as Finance Chair, which is moved by Mr. Oehrle and seconded by Mr. Kempf. The motion passes unanimously.

There is a motion to nominate Mr. Kempf as Vice-Chair to Boys' Latin's Board of Directors, which is moved by Mr. Oehrle and seconded by Ms. Davis. The motion passes unanimously.

There is a motion to nominate Amy Guidi onto the Boys' Latin Board of Directors, which is moved by Mr. Kempf and seconded by Mr. Oehrle. The motion passes unanimously.

Mr. Wyatt welcomes Ms. Guidi to the board, who has a long history with Boys' Latin, and will circulate her bio to the board following the meeting.

II. CEO Report: Noah Tennant

Dr. Tennant begins by addressing the overhanging issue of COVID-19, and its impact on Boys' Latin. Dr. Tennant updates the board on the senior class, consisting of 87 students with 66 percent already admitted to colleges (which is five percentage points higher than this time last year). The remainder consists of students who are either military bound, attending trade school, or community college. Dr. Tennant announces that students have been accepted to colleges such as Skidmore College, Howard University, University of Michigan, and many others. Dr. Tennant states there are also more college student athletes this year, with 9-10 students competing at the college-level in sports such as football, basketball, track, and baseball. Dr. Tennant hopes these seniors can find a way to be celebrated at the conclusion of the school year.

Dr. Tennant turns to Black History Month, which was observed at Boys' Latin. Mr. Dobson was a featured speaker at the school, along with students participating in door decorating contests, Black History trivia, a Black Lives Matter week of action and learning, and a Fraternity Brotherhood visit.

Dr. Tennant encourages all Board members to return their Board Clearance Forms, which is a critical component of what the Charter School Office evaluates when determining if Boys' Latin is in compliance.

Dr. Tennant then addresses how violence has recently impacted Boys' Latin, as a senior was involved in another shooting. The senior survived, he was shot in the leg and will be okay. Dr. Tennant describes how the student received medical treatment right away, and how the incident is a scary, sober reminder as to what Boys' Latin students on a regular basis and what needs to be done to make sure proper supports

are in place. Boys' Latin is enhancing relationships with emotional support agencies to support students and equip adults in the building with the proper tools to help students.

Turning to Gov. Wolf's proposed budget cuts, Dr. Tennant states that Boys' Latin's initial fears concerned significant cuts to special education programs targeting charter schools. This threat has been significantly reduced due to COVID-19. Dr. Tennant gives kudos to the Philadelphia charter sector and Philadelphia Charters for Excellence for their robust response and initial campaign launched when these proposed cuts were first announced.

Dr. Tennant then addresses the proposed 2020-2021 school calendar, which needs to be submitted for board approval. Dr. Tennant describes how additional days and hours have been added, as 990 instructional hours are required: Boys' Latin has 1071 hours at the high school level and 1051 hours at the middle school level. Dr. Tennant states that as of this meeting, Boys' Latin does not know whether the school will be able to run its summer programs in-person due to COVID-19.

There is a motion to approve the proposed 2020-2021 academic calendar, which is moved by Mr. Kempf and seconded by Mr. South. The motion passes unanimously.

Continuing, Dr. Tennant discusses recent strategic initiatives at Boys' Latin. To promote the Founders' Vision, Mr. Hardy will be more present rebranding the school's culture in the months to come. Mr. Hardy will host a session with faculty to give the team an understanding of school origins. Boys' Latin will continue to target the hiring of skilled teachers, which has a strong impact on the school by bringing in teachers with a pre-existing skill set. Teacher and student data will now be embedded in Portfolio Evaluations of Faculty Members—which is part of how Boys' Latin monitors teacher success and determines compensation. Mr. Hardy is working on a partnership with Hillsdale College in an attempt to co-sponsor Boys' Latin's Latin Department. The school is also looking to enrich its after-school programming: Dr. Tennant is happy to report that Ms. Guidi is back to lend her experience to the school's Theatre Department. Boys' Latin will also fortify the college process by arranging one-on-one meeting with freshmen and sophomores. There will also be more college-related activities including Alumni Day and College Day. Dr. Tennant state that Boys' Latin will also be looking to reconfigure the college advisor role at the middle school, spending more time doing outreach in an attempt to carry out the school's college mission as early as possible. Boys' Latin would also like to bring on a full-time alumni coordinator.

Dr. Tennant then addresses a first topic Boys' Latin is looking for guidance and counsel on, bolstering SAT preparation. Boys' Latin is looking to incorporate more SAT prep into the curriculum in a uniform way, however SAT content does not align with that of the Keystones. Boys' Latin would then be moving away from Keystone prep, as SAT prep is more in line with the school's mission and brand to prepare students for college and beyond. Dr. Tennant welcomes any input from the board.

There is a discussion on upcoming summer SAT sessions, which Dr. Tennant advises have been pushed back to August 29, 2020.

Dr. Tennant then addresses a second topic Boys' Latin is looking for guidance on, expanding student recruitment efforts. Dr. Tennant describes how the school took a big step this year in casting a broader net by participating with Apply Philly Charter, however it is not known what the impact will be due to COVID-19. Dr. Tennant explains how the biggest intake consideration was with the sixth grade. This year Boys' Latin received more applications for the sixth grade than it had slots for. Mr. Tennant describes how the first sixth grade class at Boys' Latin consisted of 9 percent special needs students, whereas the current sixth grade class consist of 24 percent special needs students.

There is a discussion on recruitment issues, and the recruitment process.

Dr. Tennant announces that the High School Principal is stepping down, and Boys' Latin is looking for new candidates. The school will also be looking for a new CFO after Ms. Woodward resigns.

Dr. Tennant then turns to COVID-19, and how Boys' Latin has transitioned to an online school model. Boys' Latin was faced with a decision to wait for schools to be told they could re-open or create an online classroom for its students. Boys' Latin chose the more difficult online classroom route, to keep education going for its boys to minimize learning gaps and maximize enrichment during quarantine. The hope is to develop a fully comprehensive education plan and to send all Boys' Latin stakeholders updates on how it will handle the school year going forward. Dr. Tennant thanks Ms. Smith for her outstanding presentation to the charter school sector on how Boys' Latin is handling distance learning. Boys' Latin has also been recently recognized by the Campaign for Black Male Achievement. Dr. Tennant also thanks Mr. Witter, Ms. Yonkers, and Ms. Gonzalez for stepping up their efforts during this transition. Over 1,000 meals have been distributed to families and over 125 Chromebooks have been handed out to students who needed technology.

Dr. Tennant then gives an overview of Boys' Latin's Continuity of Education plan, which will include focusing on connections with students and preventing regressions. Instruction will take place daily in a Google Classroom, both teachers and social workers will have daily virtual hours, and weekly virtual clubs for students will be hosted to maintain community. The school year will end on May 28, 2020 for seniors and June 5, 2020 for all other students. There will be no final exams. The special education program will continue to provide equal services to all students during this time. Remediation and enrichment services will also be provided to counter significant classroom time lost with teachers for areas such as SAT preparation, mathematics, Latin, and critical reading and writing.

Turning to Rites of Passage, Dr. Tennant sadly announces that many events had to be cancelled in the wake of COVID-19, such as: athletics, the senior internship program, the senior trip, the mother/son luncheon, senior prom, May and June SATs, and the Middle School and High School graduation ceremonies. Dr. Tennant notes that Boys' Latin will find a way to carry out the High School graduation in person, no matter if it must wait until the summer, to give boys and their families that special moment.

Dr. Tennant describes that next steps will be awaiting word from local and state authorities that Boys' Latin can reopen its doors. The school will develop a responsibility matrix to provide a clear understanding to Boys' Latin stakeholders as to what the school is doing in the meantime. Parents and family supports will continue to be developed.

A discussion follows on Boys' Latin's education plan, strategic initiatives, and any impacts on revenue.

Dr. Tennant concludes his presentation.

III. Board Committee Reports

a. Parent Liaison Report: *Elaine Wells*

Ms. Wells begins by addressing these challenging times, and how she has been supplementing for parents and families on the extended family network Facebook page. Ms. Wells has been providing links to resources for organizations such as Food For Families, as in many cases Boys' Latin would provide meals for students whose families could not afford it. Since some families don't have access to transit, meal packages are being setup and delivered. Community organizations are also delivering food to those with elderly relatives at home. Links are also provided for how to navigate Google Classroom for parents who may not be familiar with the program. Ms. Wells has also been posting mental health support resources for parents, and instruction on how to apply for assistance such as unemployment, rental insurance, and necessities like baby formula and diapers.

Ms. Wells concludes her presentation.

b. Finance: *Wes Wyatt and Kerry Woodward*

Mr. Wyatt begins by explaining how initially the committee was going submit a budget for board approval. Due to recent events the committee has decided to review that decision. A proposed revised budget will be submitted at the June meeting, which will be more conservative. Mr. Wyatt thanks Ms. Woodward for her heavy lifting in drafting the budget.

Ms. Woodward then provides an overview of the financials over the past eight months. The balance sheet shows strength with 67 days of cash on hand at the school

level and 118 days of cash on hand including the foundation, which is a strong position to be in. Ms. Woodward advises that the school's expenses may change substantially by the next meeting due to transitioning to the online school model. Boys' Latin is tracking to have a net income of \$680,000 which will be higher at the end of year with reduced expenses going into end of school learning. Teachers have also been encouraged to reach out with more ideas on how to promote distance learning.

Ms. Woodward looks forward to serving with everyone on the board. Ms. Conwell thanks Ms. Woodward for her comprehensive involvement with the school for all these years.

Mr. Wyatt and Ms. Woodward conclude their presentation.

c. Facilities: *Steve Kempf and Joe Conwell*

Mr. Conwell advises that there is facilities update today.

d. Development: *Pat South*

Mr. South begins by announcing that Boys' Latin has exceeded its \$1 million budgeted fundraising bottom-line goal, currently sitting at \$1.2 million. Boys' Latin has yet to hit its top-line goal of \$1.4 million. Mr. South states that this has been a strong year, EITC-wise, which makes up 45 percent of fundraising, with the remainder being grants and individual giving. Mr. South advises that due to COVID-19, fundraising activities are winding down for the year. Without making direct asks to donors, emails will be sent out to make sure everyone knows that Boys' Latin is still open for business by educating students in a meaningful way. Mr. South thanks Ms. Smith for her tireless work both educating and fundraising, as the committee's goal is to send email communications once per month to donors to stimulate giving. Boys' Latin is hoping that any additional donations received will bridge the gap into the next financial year. Mr. South states that the committee will be drafting a development plan for the fiscal year 2021 soon.

Mr. South concludes his presentation.

The meeting adjourns to Executive Session at 5:35 p.m to discuss a personnel matter.

Respectfully submitted,

Steven Ujifusa, Secretary