



**Meeting of the Board of Directors
Wednesday, June 10, 2020 at 4pm
Meeting held via Zoom due to COVID-19**

The meeting was called to order at 5:01 p.m. following the executive session.

Board Members in Attendance: Joe Conwell, Isaac Ewell, David Hardy, Amy Guidi, Steven Kempf, Albert Oehrle, Patrick South, Elaine Wells, Kerry Woodward, Wes Wyatt

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

Staff in Attendance: Ruth Gonzalez, Colleen Smith

Guests: Ian Doreain (High School Assistant Principal), TH (Parent), Jenna Smalley (Kleinbard LLC), Mike Whisman (Charter Choices), Joel Witter (Director of Curriculum & Instruction)

I. Executive Session

Executive Session called to discuss personnel issue.

II. Call to Order: Wes Wyatt

Mr. Wyatt calls the meeting to order, and thanks everyone for attending digitally. Mr. Wyatt announces that three members of community are here today as public visitors, and the board is looking forward to hearing their presentations. Today the board will vote on several housekeeping matters as well as present a budget for board approval that the Finance Committee is proud of for the 2020-2021 school year.

There is a motion to adopt the April 1, 2020 board of directors meeting minutes, pending a minor edit proposed by Ms. Woodward, which is moved by Mr. South and seconded by Ms. Wells. The motion passes unanimously.

There is a motion to adopt the May 26, 2020 emergency board of directors meeting minutes, which is moved by Mr. Kempf and seconded by Mr. South. The motion passes unanimously.

There is a motion to ratify the decision from the May 26, 2020 emergency board meeting wherein the board voted to terminate the contract of Dr. Noah Tennant due to advice of counsel, which is moved by Mr. Kempf and seconded by Ms. Woodward. The motion passes unanimously.

There is a motion for the appointment of Mr. Hardy as Interim CEO of Boys' Latin effective July 1, 2020, which is moved by Ms. Woodward and seconded by Mr. Kempf. The motion passes unanimously.

There is a motion to enter into an agreement with Mr. Hardy as Interim CEO of Boys' Latin for one year, which is moved by Mr. Kempf and seconded by Mr. South. The motion passes unanimously. Mr. Wyatt states that this contract will be circulated to and viewed by all board members for formality.

Mr. Wyatt makes a final announcement that the board is going to create a search committee for a permanent CEO of Boys' Latin by the next board meeting. Mr. Wyatt states that the committee has not selected members yet but is looking for four-to-seven members. Mr. Wyatt asks the board members to consider joining the committee, as finding a permanent CEO of Boys' Latin is an important endeavor. Mr. Wyatt explains that Boys' Latin is looking for a leader who encapsulates the goals and objectives of the school.

III. Public Comment

Ms. Smith thanks the public guests for attending and announces that each guest will have three minutes to share their comments with the board, which were submitted in advance.

TH begins by thanking Ms. Smith and the board for allowing them to speak today. TH states they are a proud parent of an 8th grade Warrior who has been a part of the Boys' Latin family since 6th grade. TH explains that their son unfortunately did not perform to meet academic expectations and was retained. TH has some suggestions moving forward for the school, and realizes the importance of keeping academic numbers up at Boys' Latin. TH does not want boys to just be counted as numbers, and believes that some rules implemented recently, such as the no horseplay rule, are too strict for boys at that age. TH explains that this is the age where kids tend to horseplay when they do not have an outlet to blow off steam after school, such as playing in a gymnasium. TH proposes that Boys' Latin implements a martial arts and/or fencing program to help these boys, as these programs teach patience, discipline, and mindfulness. TH believes it is important that Boys' Latin remains mindful of the community it serves, asserting that many students come from single-parent households which are below the poverty line. If a child lacks time management, coping, and/or organizational skills, this could be a hindrance to them academically. TH believes that there should be more focus on the mental health of students, especially when boys are going through transitions from the classroom to learning at home. TH would like Boys' Latin to make sure students feels like they are a part of the community, to hold each other accountable, and be kind to one another. In closing, TH states that minority boys are not just numbers and to make sure they are being cultivated by Boys' Latin.

Mr. Wyatt thanks TH for their comments, and asserts that this is truly Boys' Latin's mission. Mr. Conwell also thanks TH for speaking today, and believes Boys' Latin would benefit from their suggestions.

Mr. Doreian is the second presenter, and begins by congratulating Mr. Hardy on being appointed Boys' Latin's Interim CEO. Mr. Doreian would like to share data points from the high school, and look at ways the school can measure the success of its core objectives. Mr. Doreian thanks Ms. Woodward for helping him unpack a lot of data to pinpoint areas where the school is doing well and where it can improve. Mr. Doreian shares that 39 percent of students exit Boys' Latin between 9th and 12th grades. Since 2014, the school has had a percentage of students receiving specialized services increase from 8.7 to 22.6 percent of its population. At the high school, there has been an average of 200 incidents of exclusionary discipline which includes in-or-out of school suspension and intent to expel. Mr. Doreian states that there are many challenges with funding and institutional changes such as board members resigning and the termination of the school's CEO. Mr. Doreian would like the board to consider the multiplicity of data to measure success in different ways and using anecdotal perspectives.

A discussion follows on Boys' Latin's suspension numbers in comparison to other schools. Mr. Doreian explains that one of the difficulties in analyzing these figures is that there's a difference between what data is reported to the state versus Boys' Latin's own code of conduct for a threshold of suspension. Each comparable school has a different code of conduct.

Mr. Wyatt thanks Mr. Doreian for his time.

Joel Witter is the final guest speaker, and thanks the board for allowing him to speak today about recent events happening in our country. Mr. Witter states that racism in America is by extension in its schools. Mr. Witter comments on the damage racism has done to the African American community as a result of these racist structures, which results in unjust deaths of people like George Floyd. Mr. Witter believes that Boys' Latin needs to take an anti-racist stance as a school and advocates for anti-racist and anti-bias training. Mr. Witter explains that this training will be for teachers throughout the year, to demonstrate what culturally responsive teaching looks like. Mr. Witter believes that there is funding available for said professional development. Mr. Witter calls for a town hall meeting guided by input from parents and for Boys' Latin to follow through on suggestions from the town hall event. Mr. Witter asks that Boys' Latin revisits its faculty handbook, and asserts that students are passionate about their lives and rights. Mr. Witter would like Boys' Latin to consider how the staff can lead the school with anti-racist systems in mind.

A discussion follows on the cost of the proposed anti-racist and anti-biased training.

Mr. Wyatt thanks Mr. Witter for his time and comments.

Mr. Wyatt then concludes the public comments portion of the meeting.

IV. Interim CEO Report: David Hardy

Mr. Hardy begins by outlining three topics he will address today: the Charter School Funding resolution, Class of 2020 graduation updates, and plans for the 2020-2021 academic school year.

Though a decision was made by the State to not cut funds to charter schools, Mr. Hardy asks for board support to stand in solidarity with all charter schools to approve a resolution asking for funding in public education. Ms. Woodward adds that the intent is for a united voice, as Boys' Latin did not draft and is not able to edit this resolution, but states Boys' Latin would be remiss to not support it.

There is a motion to approve the resolution for public funding in education, which is moved by Mr. Wyatt and seconded by Ms. Woodward. The motion passes unanimously.

Mr. Hardy continues with the update that graduation will be held on August 7, 2020. Mr. Hardy states that out of 87 seniors, 68 are eligible to graduate and 14 will become eligible through credit recovery, with five students being retained. Mr. Hardy explains that currently 76 percent of seniors intend to matriculate to college in fall: 49-60 percent of those seniors will attend a four-year college, 13-16 percent will attend the Community College of Philadelphia, and three seniors intend to participate in post-secondary education (including military and vocational schools). Mr. Hardy announces that the college advising team will continue to support college matriculation throughout the summer with a new Alumni Affairs Coordinator playing a critical role.

Mr. Hardy addresses issues surrounding the pandemic and college matriculation. Boys' Latin's college office projects that 24-30 students will attend four-year colleges in the fall and 10-18 students will attend a two-year college in the fall. Boys' Latin projects its matriculation rate next fall could be under 60 percent. Mr. Hardy states that Boys' Latin has a lot of work to do to get these numbers up.

Mr. Hardy states that the next academic year is going to be a challenge. Boys' Latin will see the 2020-2021 academic year as an opportunity to tackle adversity and to overcome it in light of the pandemic, death of George Floyd, and Boys' Latin's own management transition. Mr. Hardy states that Boys' Latin did an admirable job this school year moving into an online system to keep education moving despite quarantine. Mr. Hardy advises that national projections suggest that taking education online is going to lead to an earlier and deeper summer slide. Boys' Latin will attempt to overcome that educational devastation. In terms of a national climate, Mr. Hardy addresses the incidents around the death of George Floyd, and the large national reaction to racism and institutional racism. Mr. Hardy states that these cultural changes will point out places in America where young African American males are

being targeted, limited, and underserved which is a good conversation for schools like Boys' Latin to have. Mr. Hardy welcomes recommendations from faculty with the intent on improving the climate of Boys' Latin.

Mr. Hardy then addresses specific changes to the 2020-2021 academic year. Mr. Hardy announces that there will be a split shift school day where one group of students attends Boys' Latin in morning and a second group attends in afternoon. There will an increased focus on school cleaning in between the morning and afternoon shifts. Mr. Hardy states that social distancing is still required, even if Philadelphia is in the green phase. Mr. Hardy acknowledges that there will be challenges with this, and wants all students in the building every day. There will be a greater use of technology, especially for high school students, where material will be introduced at home online then students will come to school to discuss the materials. To achieve this Boys' Latin will provide computers to everybody in the school. Mr. Hardy states that 9th graders will do their freshmen summer academy online, and will be assigned computers at the end of the month. In the middle school, students will stay in the same classroom all day and teachers will do the rotating. Boys' Latin is looking at installing plexiglass trifolds on desks to give the students an enclosed workspace. Mr. Hardy states that Boys' Latin had to beef up both the technology and cleaning budgets to accommodate these new regulations.

Mr. Hardy then addresses the uncertainties surrounding the next academic year, in terms of social distancing, the number of seats, a potential second wave of COVID-19, and its effect on extracurricular activities. Boys' Latin had the intention to provide more robust extracurriculars at the school next year, requiring all students to be involved, as they are an important part of intellectual development. Mr. Hardy states that with the split shift schedule, it will make it very difficult to have teams and groups get together. Mr. Hardy realizes that sports will be affected, and it is likely Boys' Latin will not have a fall sports season. Boys' Latin is still holding out hope for winter sports. There was a discussion as to whether Boys' Latin should join a charter league, which would force the school to leave the public league. Boys' Latin decided to stay in the public league.

Mr. Hardy addresses certain facets of the 2020-2021 school year, including the climate and culture of Boys' Latin, academic strength and accountability, and the confident transition to next leader of Boys' Latin. Mr. Hardy announces that Boys' Latin will reestablish itself as a college prep school. Boys' Latin has to maintain strict codes of conduct, rigorous academic offerings, and parents as the school's partners. Mr. Hardy wants to ensure that students understand why they are here and not fight these policies, as this is the time for college preparedness. Boys' Latin will focus on teacher training, and realizes there is a shortage of African American teachers.

Mr. Hardy announces that the school will launch several initiatives in 2020-2021 to support the pipeline of African American male educators. The school will institute a program for high school students to get them interested and involved in teaching which will be run through the Center for Black Educators. The Center will work with

students to set them up with school programs and even teach classes. Boys' Latin believes this program will have a positive impact on school climate and culture. The school will target alumni with 60-65 college credits to return to Boys' Latin to serve as teaching apprentice. Apprentices (5 per school) will support school climate and culture, substitute teach when teachers are out, and mentor 25 students with academic performance problems to help guide them. This will allow apprentices to develop strong relationships with these students and their families. Apprentices will be eligible for modest tuition assistance to complete their undergraduate degree.

Continuing to college graduates, Mr. Hardy states that Boys' Latin will offer a two-year teaching residency in partnership with Drexel University. Residents will teach at Boys' Latin and participate in Drexel's Teacher Certification Program. Mr. Hardy states that Boys' Latin wants to employ as many Boys' Latin graduates as it can and fill its building with guys who understand the culture and how the school works. Boys' Latin will have more contact with parents, and intends to hire two people (for each the middle school and high school) to call parents of absent students who will talk about what's happening and try to get to the root of any problems. Mr. Hardy states that timeliness and attendance are indicators as to a student's commitment to school, and wants a real person gleaming what those problems are. Mr. Hardy assures the board that all new proposed programs are within the budget being presented today.

In terms of academic strength and accountability, Boys' Latin will beef up its Latin Department by forging closer ties to higher education departments and other Latin programs. Boys' Latin will hire a curriculum consultant to evaluate the rigor and standardize the curriculum. Mr. Hardy then addresses the students' time commitments to school, and explains that students tend to better in college with a longer school day followed by extracurricular activities, then two-to-three hours per night set aside for homework.

A discussion follows on how these changes will affect Boys' Latin in the next academic year.

In closing, Mr. Hardy is hoping for a sure handoff to the next CEO of Boys' Latin. The school will create a dashboard for essential school metrics and development of its mission with a focused management evaluation tool. Mr. Hardy states that Boys' Latin was granted its charter to create opportunities for black males, and has forged a reputation for doing well with the African American population. Boys' Latin wants the community on board and students to be minded to go to college.

A discussion follows regarding the mindfulness of students and the community.

Mr. Conwell and Ms. Williams thank Mr. Hardy for stepping up as Interim CEO of Boys' Latin.

Mr. Hardy concludes his presentation.

V. Parent Liaison Report: Elaine Wells

Ms. Wells thanks Miss Holly, Mr. Doreain, and Mr. Witter for bringing up issues that affect both students and families. Ms. Wells hopes the board will address these issues. Ms. Wells states that Boys' Latin's extended family Facebook page has become a great tool for providing resources and support for families during this difficult time. Ms. Wells has been able to make connections with leaders in the community for resources like food delivery, diapers, masks, gloves, virtual summer programming, legal assistance, and additional services that help the community. The majority of feedback she gets from parents is uncertainty surrounding the next school year, asking for transparency sooner rather than later so parents can be properly prepared. Ms. Wells thanks Mr. Hardy for his updates today as what he reported will give families a level of comfort moving forward.

A discussion follows on Boys' Latin making an official statement on its Facebook page pertaining to the 2020-2021 academic school year. Mr. Hardy states that Boys' Latin will publish an initial outline to community, and will make a statement in the coming weeks regarding the coming academic school year and the teaching fellowships to draw excitement amongst alumni.

Ms. Wells concludes her presentation.

VI. Board Committee Reports

a. Finance: Kerry Woodward

Ms. Woodward begins by stating that the finance committee worked with the school staff in drafting the 2020-2021 budget being presented for approval today. The goal today is to adopt the budget presented along with taking a vote to allow the finance committee to adopt a revised budget in the summer months once there is additional clarity.

Ms. Woodward explains that the 2020-2021 budget yields a net income of \$238.1, and assumes conservative increases across enrollment-driven revenues with \$750,000 in private contribution revenue. Ms. Woodward states that enrollment and attrition assumptions are in line with stable historic annuals. Ms. Woodward proposes bolstering the professional development line by \$15,000 taking into account Mr. Witter's suggestion for anti-racist and anti-biased training.

There is motion to adopt the 2020-2021 budget as presented to the board with the modification of the professional development line to allow for additional training, which is moved by Ms. Woodward and seconded by Mr. Kempf. The motion passes unanimously.

Ms. Woodward thanks everyone for their input in the budget.

The next item is the fund balance resolution, and Ms. Woodward congratulates the school team for running a surplus on this past school year. Ms. Woodward explains that Boys' Latin resolves to commit the fund balance in the following ways: \$600,000 to future capital projects and \$650,000 to future operating costs. Ms. Woodward states that Boys' Latin needs to show intended use for funds.

There is a motion to accept the fund balance resolution as stated in the documents circulated to board, which is moved by Ms. Woodward and seconded by Mr. Conwell. The motion passes unanimously.

Ms. Woodward then addresses the lease reimbursement resolution, where Boys' Latin receives \$135,000 from the Commonwealth of Pennsylvania to reimburse the school for its lease, which is submitted for board approval.

There is a motion to accept the lease reimbursement resolution as stated in the documents circulated to the board, which is moved by Ms. Woodward and seconded by Ms. Wells. The motion passes unanimously.

Finally, Ms. Woodward presents the Uniform Grant Guidance ("UGG") procurement policy which is aligned with Title I Federal Funds Guidelines, as Boys' Latin must comply with guidelines received from federal government.

There is a motion to accept the UGG procurement policy as stated in the documents circulated to the board, which is moved by Ms. Woodward and seconded by Mr. Conwell. The motion passes unanimously.

Ms. Woodward concludes her presentation.

b. Facilities: *Joe Conwell*

Mr. Conwell states that there is no facilities presentation today.

c. Development: *Pat South*

Mr. South begins by announcing that despite difficult environments, Boys' Latin has had a good development year. So far Boys' Latin has raised over \$1.3 million in cash and commitments, with 42 percent from EITC, 23 percent from grants, and the rest from individual giving. Mr. South explains that the budgeted development amount is \$1 million which Boys' Latin has currently exceeded. Mr. South states that the ultimate goal is \$1.4 million so the school is still working towards achieving that. Boys' Latin is working on putting together a strong development committee, including Mr. Smith, Ms. Guidi, and Mr. Wyatt and supported by Mr. Hardy. Mr. South explains that the goal is to get 100 percent board participation for each school year. Mr. South encourages all board members who have not donated to do so. Mr. South states that foundation board members have committed to donating \$50,000 by

year end to support the school and Mr. Hardy coming in as Interim CEO. Through the end of this year, the development plan is to continue soliciting year-end donations and working to manage current grants and grant applications. The development committee is putting together a plan for fiscal year 2020-2021.

Mr. South concludes his presentation.

d. Governance: *Albert Oehrle and Wes Wyatt*

Mr. Wyatt begins with a housekeeping matter: under the previous board chair Boys' Latin had instituted board limits without regard for individual members in their terms. An issue arose where several board members had termed-out unintentionally. In discussion with the governance committee, the board would like to move to suspend current term limits, revise them, then grandfather in individual board members into future terms.

There is a motion to suspend existing term limits for board members, revise them, then grandfather in individual board members into future terms, which is moved by Mr. Oehrle and seconded by Mr. Conwell. The motion passes unanimously.

Messrs. Oehrle and Wyatt conclude their presentation.

Mr. Wyatt thanks everyone for attending and moving forward to next school year.

The meeting adjourns at 6:30 p.m.

Respectfully submitted,

Steven Ujifusa, Secretary