



**Meeting of the Board of Directors
Wednesday, October 5, 2022 at 4:00 p.m.
339 N. 63rd Street, Philadelphia, PA 19139**

The meeting was called to order at 4:08 p.m.

Board Members in Attendance: Charles Barrett Adams, Michael Bowman, Albert Oehrle, Nancy Robinson-Garvin, Floyd Simpson, Patrick South, Amir Tucker, Elaine Wells, Kerry Woodward, Wes Wyatt, Paul Yakulis

Board Members Excused: Isaac Ewell, Kevin Johnson

Staff in Attendance: Ruth Gonzalez, Dr. William Hayes, Tyler Jackson, Colleen Smith

Guests in Attendance: Jenna Smalley (Kleinbard LLC), Mike Whisman (Charter Choices)

I. Executive Session

An executive session was held to discuss personnel matters and agency of business which, if conducted in public, would violate a lawful privilege or lead to the disclosure of information or confidentiality protected by law.

II. Call to Order: *Wes Wyatt*

Mr. Wyatt calls the meeting to order and states that his heart goes out to the school community after the recent shooting at a Roxborough High School scrimmage where Boys' Latin students were participating. Mr. Wyatt commends Dr. Hayes' meaningful comments on the incident in the *Philadelphia Inquirer*. Dr. Hayes explains that Boys' Latin did a self-day care last Friday for students, and will host a town hall meeting for parents next Tuesday. Dr. Hayes assures the board that no Boys' Latin students were a target or part of the shooting, and the school was a last-minute addition to the game.

There is a motion to adopt the August 10, 2022 Boys' Latin board of directors meeting minutes, which is moved by Mr. Yakulis and seconded by Ms. Wells. The motion passes unanimously.

III. CEO Report: *Dr. William Hayes*

Dr. Hayes introduces motions that the board discussed in executive session to be adopted tonight. The school recommends approving the Educational Services Agreement which establishes an educational trust fund for the benefit of Student A in the amount of \$25,000 to be used for legitimate educational expenses through April 5, 2030 and provides reimbursement to the student's family by the school for reasonable counsel fees in an amount not to exceed \$7,000.

There is a motion to approve the Educational Services Agreement and Trust Agreement for Student A as discussed in executive session, which is moved by Mr. Oehrle and seconded by Mr. Tucker. The following board members vote in the affirmative: Mr. Yakulis, Mr. Wyatt, Mr. Bowman, Mr. South, Dr. Robinson-Garvin, Ms. Woodward, Mr. Adams, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

Dr. Hayes introduces the updated SY2023 Calendar, which requests an early dismissal for students and employees on October 14 for the homecoming game and to switch the staff professional development day to November 18.

There is a motion to adopt the updated SY2023 Calendar as presented to the board and discussed in executive session, which is moved by Mr. Yakulis and seconded by Mr. Adams. The following board members vote in the affirmative: Mr. Yakulis, Mr. South, Mr. Wyatt, Mr. Bowman, Dr. Robinson-Garvin, Ms. Woodward, Ms. Wells, Mr. Oehrle, Mr. Simpson, Mr. Tucker, and Mr. Adams. The motion passes unanimously.

Ms. Smith introduces the updated Health & Safety Plan, which incorporates updated guidance for schools from the Philadelphia Department of Public Health released on August 30, 2022. Ms. Smith describes significant changes which include students and employees no longer needing to quarantine following close contact exposure to someone with covid-19, rather that student or employee needs to wear a mask, and general testing requirements.

There is a motion to adopt the Updated Health & Safety Plan, which is moved by Mr. Oehrle and seconded by Mr. Tucker. The following board members vote in the affirmative: Mr. Yakulis, Mr. Bowman, Mr. Wyatt, Mr. South, Dr. Robinson-Garvin, Ms. Woodward, Mr. Adams, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

Dr. Hayes concludes his presentation.

IV. Board Committee Reports

a. Parent Liaison Report: *Elaine Wells*

Ms. Wells begins with safety issues and parent concerns following the incident at Roxborough. Ms. Wells describes how parents contacted her when the schools were

locked down last week, as those parents had some concerns about robo-calls having general information when anxiety levels were high. Many parents did not understand what “lockdown” meant, and why they were not allowed to pick up their students from school. Parents would like to know what procedures and protocols are in place when a lockdown is ordered, and the town hall meeting next week should help. Ms. Wells explains that parents also asked about what communications are available for students’ well-being when incidents like this occur. Dr. Hayes and Ms. Wells recently attended a Big Things Summit To Change Young Lives seminar, where Dr. Hayes gave a powerful presentation which made Boys’ Latin shine.

Dr. Hayes gives a shout-out to the school leadership who helped make the presentation happen, and describes how the event was unplanned as he got the call that morning to give a speech. Dr. Hayes describes how parents were receiving some misinformation about the Roxborough incident from various sources, and Boys’ Latin was sending out information that was generic to what was going on. The school did not know they were combating alarming misinformation at the time. Dr. Hayes believes the school can do a better job of explaining what a lockdown is, and the goal of the upcoming town hall is to listen and receive information from families. Dr. Hayes adds that the town hall will be virtual and invites will be circulated tonight.

b. Finance: *Kerry Woodward*

Ms. Woodward begins by introducing motions to be voted on tonight, and states that Mr. Whisman will take the board through the financial summary afterwards.

There is a motion to adopt the 10/5/2022 Hires, Terminations, and Resignations as presented in the 10/5/2022 personnel report, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Woodward and seconded by Mr. South. The following board members vote in the affirmative: Mr. Wyatt, Ms. Woodward, Mr. Bowman, Mr. South, Dr. Robinson-Garvin, Mr. Yakulis, Mr. Adams, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

Ms. Smith notes that the 10/5/2022 Contracts must be voted on individually.

There is a motion to adopt the Foundations, Inc. Middle School Co-Teaching Support Agreement, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Woodward and seconded by Ms. Wells. The following board members vote in the affirmative: Mr. Wyatt, Ms. Woodward, Mr. Bowman, Mr. South, Mr. Adams, Mr. Yakulis, Dr. Robinson-Garvin, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

There is a motion to adopt the Pennsylvania School for the Deaf Contractual Agreement, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Woodward and seconded by Mr. Bowman. The following board members vote in the affirmative: Mr. Wyatt, Ms. Woodward, Mr.

Bowman, Mr. South, Mr. Adams, Mr. Yakulis, Dr. Robinson-Garvin, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

There is a motion to adopt the ProCare Therapy Client Services Agreement, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Woodward and seconded by Mr. South. The following board members vote in the affirmative: Mr. Wyatt, Ms. Woodward, Mr. Bowman, Mr. South, Mr. Adams, Mr. Yakulis, Dr. Robinson-Garvin, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

There is a motion to adopt the Spectrum Staffing Solutions, Inc. Independent Contractor Agreement, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Woodward and seconded by Mr. Oehrle. The following board members vote in the affirmative: Mr. Wyatt, Ms. Woodward, Mr. Bowman, Mr. South, Mr. Adams, Mr. Yakulis, Dr. Robinson-Garvin, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

There is a motion to adopt the Specialized Education of Pennsylvania, Inc. Alternative Education for Disruptive Youth Agreement, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Woodward and seconded by Mr. Oehrle. The following board members vote in the affirmative: Mr. Yakulis, Dr. Robinson-Garvin, Ms. Woodward, Mr. South, Mr. Adams, Mr. Bowman, Mr. Wyatt, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

There is a motion to adopt the UnitedHealthcare Insurance Renewal, effective November 1, 2022, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Woodward and seconded by Mr. Oehrle. The following board members vote in the affirmative: Mr. Yakulis, Dr. Robinson-Garvin, Ms. Woodward, Mr. South, Mr. Adams, Mr. Bowman, Mr. Wyatt, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

Mr. Wyatt explains that all contracts valued under \$15,000 which Dr. Hayes has signed are in alignment with board policy and need to be ratified.

There is a motion to ratify adoption of Contracts¹ valued under \$15,000 which have been entered into by the CEO of Boys' Latin in alignment with board policy, which were previously circulated to the board and discussed in executive session, which is moved by Mr. Yakulis and seconded by Mr. Simpson. The following board members vote in the affirmative: Mr. Bowman, Mr. Wyatt, Mr. Yakulis, Mr. South, Mr. Adams, Dr. Robinson-Garvin, Ms. Woodward, Ms. Wells, Mr. Oehrle, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

¹ Agile Mind Educational Holdings, Inc. License Agreement; Akoben Speaking Engagement Agreement; Evah Party Rental Independent Contractor Agreement; Kickboard Renewal License and Subscription Agreement; Renaissance Star 360 Subscription and Service Agreement; Middle School Fine Arts Building Construction Contractor's Application for Payment; and Standard Response Protocol Notice of Intent to the "I Love U Guys" Foundation

Mr. Whisman then walks the board through the previously circulated financial summary as of August 31, as the financial committee recently met to go through the financials in detail. Mr. Whisman describes how cash is up from June 30 and July 31 on the balance sheet, and variances have to do with collection of federal receivables. Boys' Latin has collected most of those federal receivables due through June 30, but still has some outstanding balances due to the school. Through August 31 the school is at \$8.2 million in current assets with \$16 million in total assets. Total and current liabilities went from \$2 million to \$1.4 million which reflects a change to payroll, and those numbers will go up through the summer of 2023. The summary also lists key performance indicators which the School District uses to measure Boys' Latin. Mr. Whisman describes how through June 30 the school is meeting all metrics in terms of margin and surplus for the year, along with cash on hand being met and a strong fund balance and debt ratio. Mr. Whisman explains that going forward, the committee will see a projection for this fiscal year.

Ms. Woodward and Mr. Whisman conclude their presentation.

c. Development: *Patrick South and Tyler Jackson*

Mr. South begins by directing the board to the previously circulated development report, and states that Boys' Latin's target for fundraising is \$1.25 million for the school year. Currently the school has \$56,000 raised with specified potential prospects of \$871,000 which are either grants or from previous donors. The committee met on September 20 to focus on identifying and targeting outreach to top donors. The committee has a Top 20 donor list, and a list of the next group of donors. Mr. South describes that the school's goal is to meet in person with these Top 20 donors, and to send out targeted communications and mailings. As of today, Boys' Latin has met with four of those 20 top donors, three of whom attended an intimate dinner at the Guard House on September 22. Mr. South explains that this successful dinner was part of an effort to introduce Dr. Hayes to suburban donors, which was also attended by Mr. South, Ms. Smith, and Mr. Jackson.

There is a discussion on top donors for Boys' Latin. Ms. Smith states that the Hamilton Family Charitable Trust, McCausland Foundation, and Steve Katnelzon attended the event. Ms. Smith explains that moving forward, the school could schedule a smaller lunch, breakfast or dinner meetup with a few targeted donors. Mr. South confirms that the school will continue these more intimate meetings that should lead to additional development success.

Mr. South explains that the school has connected with a couple specific EITC donors, as Univest Financial reached out to the Boys' Latin. Ms. Smith and Mr. Jackson put together a \$20,000 request, and Mr. South asks the board that if anyone has any input on the EITC list to please reach out.

Mr. South announces that School Visit Day will take place on October 18 at 9:00 a.m. The goal is to have 10 visitors at each the high school and middle school campuses, and as of now the school has five visitors lined up. Dr. Hayes and Mr. South are following up with potential visitors, and Mr. South asks the board for any suggestions on who would be a good fit to visit the school to please reach out to the development committee.

Mr. Jackson announces that the fall play will take place on November 17 and 18 at 6:00 p.m., then November 19 at 2:00 p.m. Mr. Jackson asks the board to consider connections to potential donors by the end of the year, as the school has a new online giving platform and is currently managing federal grants.

Mr. South and Mr. Jackson conclude their presentation.

d. Facilities: *Dr. Hayes*

Dr. Hayes states that there is no formal facilities report, as Boys' Latin is still waiting, zoning, and permitting.

e. Governance: *Albert Oehrle*

Mr. Oehrle states that there is formal governance report, and commends the facilities committee on the impressive upgrades to the middle school campus.

f. School Programming & Education Performance: *Dr. Hayes*

Dr. Hayes begins with an update on recent academic information received. Dr. Hayes summarizes that last year, the school was focused on college-going metrics. Taking a step back the school leadership team is now looking at discreet points. Dr. Hayes directs the board to a presentation on historical middle school PSSA data, and explains how the school has been digging into math scores and how Boys' Latin compares with comparable schools versus its historical performance back to 2016. Dr. Hayes explains that during the pandemic the school did see ELA scores rebound but did not see improvements in math, which has been in decline the past three to four years. Math is a major disparity between Boys' Latin and similar schools across the City, and Boys' Latin needs to improve and progress.

There is a discussion on PSSA testing generally, and similar schools. Dr. Hayes explains how many 6th grade students entering Boys' Latin are already two to three years behind where they should be in math, which affects how those students will perform in later years. Ms. Smith adds that Boys' Latin is on par with similar schools for ELA but for math the school is weak across the board. With new leadership in place the school hopes to see these test scores improve. Ms. Smith notes that 2021 was a virtual school year and Boys' Latin had very low participation in PSSAs.

Dr. Hayes describes how one of the lessons Boys' Latin learned is that the Charter School Office ("CSO") is looking at the comprehensive five-year approach, and from an academic standpoint the school needs to make up ground from pandemic loss. This data mirrors the high school data in terms of SAT scores. Dr. Hayes explains that what students are supposed to know in grades 6-8 also show up in high school math courses, which can compound the problem.

Turning to high school data, Dr. Hayes states that the Keystone exam measures scores in algebra, literature, and biology. It is a graduation requirement for students to pass the end-of-year Keystones, and Boys' Latin had three percent of students passing algebra 1 whereas similar schools were at 43 percent. Ms. Smith clarifies that similar schools are identified by the CSO with the approach to find a similar grade setup, size, and demographics. Ms. Smith notes that Boys' Latin is the only all-boys school, and similar schools includes both charters and School District schools in Philadelphia.

Dr. Hayes states that this data just came out last Thursday and will be shared with principals and school leadership teams next week. Boys' Latin did its first round of MTSS so teachers are familiar with this math assessment data. Dr. Hayes notes that this should be a retroactive confirmation as to what the school rolled out for the curriculum changes and data tracking to address these deficiencies.

Dr. Hayes then walks the board through the Boys' Latin Class of 2022 average SAT scores, where out of 1600 Boys' Latin scored 871 and comparable schools deemed college-ready scored 1010. To improve these scores, Dr. Hayes describes that a few moves have been made around curriculum and scheduling. To address persistent math gaps across curricula for grades 6-12, Boys' Latin adopted: Agile Mind which is a college-aligned research-based math program, i-Ready online intervention program (mostly for the middle school) to find skills student do not understand from the past few years and targets those skills with homework assignments, and incorporated additional time for year-long math classes (100 minutes for grades 6-8 and 90 minutes for algebra 1). To address teacher performance gaps, Boys' Latin will provide coaching for nine new teachers at the high school, for co-teachers at the middle school, and for four math teachers at the middle school.

Dr. Hayes then addresses next steps, which include finalizing a year-long scope and sequence in core math and humanities classes to align with Keystone and SAT standards, integrated targeted test prep, and data response cycles in core math and literature classes where progress is tracked.

There is a discussion on Boys' Latin math teachers. Ms. Smith explains that the high school had significant turnover with math teachers, and the middle school now has more experienced math instructors which will push better outcomes among students.

Dr. Hayes explains that co-teaching is an approach Boys' Latin uses where some students are in a general education class with one teacher and other students are with a co-teacher in smaller groups. Dr. Hayes believes that significant changes will be

apparent in years two and three, with a jump in year one. Quick movement needs to happen between grades 6-8 since Boys' Latin receives students with all kinds of backgrounds, and need to be brought up to standards rapidly.

Dr. Hayes notes that time added to math was taken away from the elective block, as the high school switched to block scheduling. Algebra will be the only 90-minute course students take at the high school. Dr. Hayes wants to celebrate growth, but the ultimate goal is proficiency. Growth shows whether or not the school is on track, but the school will not see those numbers until next year around this time. Boys' Latin will be implementing an early college high school design where on the programmatic side includes sophomore modern communications, spring semester junior internships, dual enrollment (for spring 2023), and a senior financial literacy or real estate elective. On the curricular level, there will be 6th and 7th grade early algebra readiness, career-based math curriculum integration, integration of SAT prep and college essay units in core courses, and a PSAT administration to get students ready for the SAT and provide data on their progress.

Dr. Hayes concludes his presentation.

Mr. Wyatt thanks everyone for their time, input, and contributions.

The meeting adjourns at 5:22 p.m.

Respectfully submitted,

Patrick South, Secretary