



**Meeting of the Board of Directors
Wednesday, December 6, 2023 at 4:00 p.m.
Meeting Held Virtually Via Zoom**

The meeting was called to order at 4:10 p.m.

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

Board Members Excused: Michael Bowman, Isaac Ewell

Staff in Attendance: Dr. Alexis Rylander Bennett, Ruth Gonzalez, Dr. William Hayes, Tyler Jackson, Colleen Smith, Bryant Leach, Kenyon Meeks

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

I. Executive Session

An executive session was held for the purpose of discussing personnel matters.

II. Call to Order: *Wes Wyatt*

Mr. Wyatt calls the meeting to order.

There is a motion to adopt the November 3, 2023 Boys' Latin board of directors meeting minutes, which is moved by Mr. Yakulis and seconded by Mr. South. The motion passes unanimously.

III. Interim CEO Report: *Dr. William Hayes*

Ms. Smith begins by addressing the revised 2023-2024 school calendar for Boys' Latin. Due to scheduling conflicts with the senior prom venue (which will take place at the Camden Aquarium), the school is asking board to approve a slightly updated calendar that reflects the new date: the senior prom was moved from May 23, 2024 to May 9, 2024. The planned school closure day for seniors following prom was therefore moved from May 24, 2024 to May 10, 2024. Ms. Smith notes that no changes have been made to instructional hours or days with this proposed calendar.

There is a motion to adopt the Revised 2023-2024 Calendar, which was previously circulated to the board and discussed in executive session, which is moved by Mr. Oehrle and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Yakulis, Mr. Oehrle, Mr. Wyatt, Ms. Robinson-Garvin, Mr. South, Ms. Wells, Mr. Simpson, and Mr. Adams. The motion passes unanimously.

Dr. Hayes begins with an update on the Central Academic Team. Dr. Hayes explains how this year the school team has been focusing on training and building expertise and core systems to persist throughout the school year. Boys' Latin has been focused on building up curriculum programming and teacher evaluation systems. Benchmark assessments have been implemented related to state testing which tracks student achievement progress. The school has also been getting feedback on benchmarks before they're rolled out by reaching out to parents. Boys' Latin has also been in contact with an outside partner, Teach For America ("TFA"), which has previously been a partner with the school to increase the teacher pipeline. Dr. Hayes looks forward to bringing on more TFA residents.

Dr. Hayes introduces the Senior Director of Academics, Dr. Alexis Rylander Bennett. Dr. Rylander Bennett adds that in Boys' Latin's more recent MAP data, students have shown great achievement data from the math exam. Dr. Hayes adds that the MAP assessment is an on-track indicator for end-of-the-year state assessments which have shown tremendous growth.

Dr. Hayes then turns to ninth-grade enrollment and retention, with "retention" being the number of students who stay at Boys' Latin for their ninth-grade year. The school has been looking at ways to bolster retention throughout the year as there is a significant loss of Boys' Latin students during the ninth-grade transition, in particular during summer months and early September. Dr. Hayes explains that these students withdraw and transfer to other schools.

Dr. Hayes then walks the board through data that tracks where students are coming from who enter Boys' Latin, with 42 percent of new Boys' Latin students coming from Philadelphia Public Charters and 24 percent coming from Philadelphia District schools. At the middle school 25 percent of new students are coming from Philadelphia District schools with 20 percent coming from Philadelphia Public Charters. It is unknown where 29 percent of students come from as they were previously not in the School District system. Dr. Hayes explains that Boys' Latin hopes to use this information to see why students are making these educational choices and where Boys' Latin can grow and improve.

Dr. Hayes turns to the eighth-grade retention comparison. Boys' Latin is retaining 60 to 66 percent of students in the 2.0-2.99 GPA range. The school is taking the opportunity to talk to students who have strong numbers who transfer out of Boys' Latin to get their feedback as to why they're leaving. Dr. Hayes notes that this data shows which schools students are transferring to who have GPAs above 3.0, which

include cybers and tech schools. Dr. Hayes adds that Boy's Latin had 94 total eighth graders enrolled last year.

There is a discussion on attrition rates for various Boys' Latin grades.

Dr. Hayes then addresses the dual enrollment program which expands opportunities to increase early college access for Boys' Latin students. Forty-one students participated in Boys' Latin's summer partnership with the Community College of Philadelphia ("CCP") by taking classes in computer science, philosophy, and biology, among others. These courses can count towards college credit and this was the largest number of students from a single school in the city to participate in summer courses at CCP. Currently Boys' Latin has 22 students participating in full-time dual enrollment at CCP. Dr. Hayes adds that the average GPA of dual enrollment students is 3.4 which is strong and shows the benefit of the program. Boys' Latin's dual enrollment program will expand in the spring semester due to its success, as the school is looking into other partnerships. Dr. Hayes adds that Temple University's engineering program has opened up to Boys' Latin for early access.

Turning to college visits, Dr. Hayes announces that Boys' Latin has visited 15 colleges and universities within the area to encourage four-year college matriculation. Beginning in the spring semester, the school's college visits will focus more heavily on schools which students from the Class of 2024 have been accepted to or are considering attending with the aim to help students determine which university would be the best fit. This coming spring, Boys' Latin will pilot a college tour program with its middle school students to expose them to over ten historically black colleges and universities on an east coast road trip.

Dr. Hayes announces that 27 four-year colleges have admitted 39 students from the Boys' Latin Class of 2024. The school anticipates that all seniors will have applied to at least one college or university by the end of the first semester. Dr. Hayes states that the Class of 2024 has already been awarded \$1.751 million in merit-based scholarships. The second semester will focus on students and families applying for various scholarships and determining which four-year college is best for them.

Dr. Hayes explains that the college-planning process sparked a deep dive into overall historical data to make sure Boy's Latin is fulfilling the backend of its mission to prepare students for college and beyond by making sure students are finishing college. Dr. Hayes then shows the board Boys' Latin's historical college matriculation data ranging from 2011 to 2017, and which colleges these students have attended. Dr. Hayes explains that there is a substantial number of Boys' Latin students who started college but did not finish with a degree. The data shows a significant drop off between sophomore and junior year. Dr. Hayes discusses how the school has been thinking about where students are attending college, and how they can be successful there. This information is being shared with the college team so Boys' Latin can be strategic in where it's sending students to attend college so they can be successful. Dr. Hayes notes that even top students are not completing a degree

so good high school academic standing is not always the best indicator of future academic success.

There is a discussion on where students are applying, how these numbers are calculated, and persistence rates. Dr. Hayes notes that a major red flag is that Boys' Latin students are not finishing community college. The school will seek better partnerships to improve these numbers. Dr. Rylander Bennett notes that the strong Bates College matriculation rate (which is 100 percent) was due to sports scholarships, as these four students played on Bates College athletics teams. Since some of these students were playing on the same team, and were roommates, this kept them motivated and on track.

Dr. Hayes concludes his presentation.

IV. Board Committee Reports

a. Governance Report: *Albert Oehrle and Wes Wyatt*

Mr. Wyatt thanks Mr. Yakulis for his three years of service on the Boys' Latin board and for offering to serve an additional term. Mr. Yakulis states that he appreciates the confidence of the organization in asking him to serve for another three years and has enjoyed the experience. Mr. Yakulis continues to be impressed by the leadership and board of Boys' Latin and has had great interactions with parents and students.

There is a motion to adopt the Board Member Renomination of Paul Yakulis, which was previously circulated to the board, which is moved by Mr. Oehrle and seconded by Mr. Johnson. The following board members vote in the affirmative: Mr. Wyatt, Mr. Oehrle, Mr. Johnson, Ms. Robinson-Garvin, Mr. South, Mr. Tucker, Mr. Yakulis, Mr. Simpson, and Mr. Adams. The motion passes unanimously.

Mr. Oehrle concludes his presentation.

b. Finance: *Floyd Simpson and Colleen Smith*

Ms. Smith begins with the FY2023 Audit, which was presented to the finance committee last Wednesday by the school's new auditor, Barbacane, Thornton & Company. The committee then reviewed the audit in detail. Ms. Smith describes how Boys' Latin began working with Barbacane, Thornton & Company in May, who completed the school's audit and returned an unmodified opinion and therefore clean audit. The audit found Boys' Latin has strong internal controls and good financial practices. Ms. Smith explains that the school is asking the board to approve the audit, and as required it will be submitted to the School District of Philadelphia before the December 31, 2023 compliance deadline. Mr. Whisman adds that the prior auditors are no longer doing audits, so it was necessary for the school to move to a new firm.

There is a discussion on how often Boys' Latin changes auditors, and best practices. Mr. Whisman adds that it is ideal to change auditors roughly every five years.

There is a motion to adopt the FY2023 Audit, which was previously circulated to the board, which is moved by Mr. Wyatt and seconded by Mr. South. The following board members vote in the affirmative: Mr. Oehrle, Mr. South, Mr. Wyatt, Mr. Yakulis, Ms. Robinson-Garvin, Mr. Simpson, Mr. Adams, Mr. Tucker, and Mr. Johnson. The motion passes unanimously.

Ms. Smith notes that the September and October 2023 Financial Statements were previously circulated to the board. The finance committee reviewed both in detail at least week's meeting, and no action needs to be taken by the board this evening. Mr. Whisman adds that the school continues moving in a positive trend, and things are looking good from a financial perspective for this year.

There is a motion to approve the 12/6/2023 Hires, Terminations, and Resignations as presented in the 12/6/2023 Personnel Report, which was previously circulated to the board and discussed in executive session, which is moved by Mr. Oehrle and seconded by Mr. Wyatt. The following board members vote in the affirmative: Mr. Oehrle, Mr. Wyatt, Mr. Yakulis, Ms. Robinson-Garvin, Mr. South, Mr. Simpson, Mr. Adams, Mr. Tucker, and Mr. Johnson. The motion passes unanimously.

Ms. Smith explains that the contract package is split into three approvals based on the type of contract. The first batch is submitted to the board for approval. The second batch are contracts that have already been entered into by Dr. Hayes and valued at under \$15,000. The final batch is one contract that was emergency approved via email and needs to be ratified today.

There is a motion to approve the 12/6/2023 Contracts,¹ which were previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. Oehrle. The following board members vote in the affirmative: Mr. Yakulis, Mr. Tucker, Mr. Johnson, Ms. Robinson-Garvin, Mr. Oehrle, Mr. South, Mr. Wyatt, Mr. Simpson, and Mr. Adams. The motion passes unanimously.

There is a motion to approve ratification of the adopted 12/6/2023 Contracts² valued at 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, which is moved by Mr. Oehrle and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Oehrle, Mr. Yakulis, Mr. Wyatt, Mr. Simpson, Mr.

¹ 2023-24 Invo HealthCare Associates Agreement Amendment 1; Inventive SLP, LLC Contract for Speech-Language Therapy Services; ProCare Therapy Addendum for Carlyn Coleman from November 28, 2023 to June 5, 2024; and ProCare Therapy Addendum for Tajanna Mosely from November 28, 2023 to June 5, 2024.

² Independent Contractor Agreement for Raymond Fields; Independent Contractor Agreement for Unqui Creationz Catering LLC; LearnED Potential Contract for IEP Writing Services and Facilitation Support; LearnWell Agreement for Instruction Conducted in the Home; and Musical Theatre International Contract.

Adams, Mr. Johnson, Mr. South, Mr. Tucker, Mr. Adams, and Ms. Robinson-Garvin. The motion passes unanimously.

There is a motion to approve ratification of the previously emergency board-adopted Contract³ via email, which was previously circulated to the board, which is moved by Mr. Oehrle and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Oehrle, Mr. Wyatt, Mr. Adams, Mr. Yakulis, Ms. Robinson-Garvin, Mr. South, Mr. Simpson, Mr. Tucker, and Mr. Johnson. The motion passes unanimously.

There is a motion to adopt the Updated Financial Policies and Procedures, which was previously circulated to the board, which is moved by Mr. Oehrle and seconded by Mr. Johnson. The following board members vote in the affirmative: Ms. Robinson-Garvin, Mr. Oehrle, Mr. Johnson, Mr. South, Mr. Wyatt, Mr. Adams, Mr. Yakulis, Mr. Simpson, and Mr. Tucker. The motion passes unanimously.

Ms. Smith explains that Boys' Latin is seeking board approval to allocate \$132,000 in operating funds towards distributing one-time holiday bonuses to 90 current school employees.

There is a motion to adopt the Employee Bonus Resolution, which was previously circulated to the board and discussed in executive session, which is moved by Mr. Oehrle and seconded by Mr. South. The following board members vote in the affirmative: Mr. Oehrle, Mr. South, Mr. Adams, Ms. Robinson-Garvin, Mr. Johnson, Mr. Wyatt, Mr. Yakulis, and Mr. Simpson. The motion passes unanimously.

Mr. Simpson and Ms. Smith conclude their presentation.

c. Parent Liaison Report: Colleen Smith on behalf of Elaine Wells

Ms. Smith begins by reading Ms. Wells' report, who had another commitment tonight. Ms. Wells highlights some of the initiatives that have happened at both Boys' Latin's middle and high schools. At the high school, parents helped pack supplies and hygiene kits for the homeless. Fifty-five kits were delivered to the Life Center at 63rd and Market, and was a successful initiative where parents, board members, and the school leadership team engaged in helping the homeless. The State of the Warrior Nation will be held at the middle school for parents on December 14 where the middle school team will share academic and suspension data with parents to see how the school can better reach its goals. At the high school, the More Joy Less Stress seminar for families will be held to cultivate positive relationships and teach how to strengthen relationships to improve wellbeing. The Cobbs Creek Foundation and TGR Foundation are partners for this initiative. Ms. Wells gives a special shoutout to Mr. Jackson for the annual appeal and other development materials. Ms. Wells found the appeal contained well-put together data that represents the school well, and she is sharing this information with her network.

³ Aspire Educational Services, Inc. Agreement for Staffing Services.

Ms. Smith concludes Ms. Wells' presentation.

d. Development: *Patrick South*

Mr. South begins by acknowledging the hard work of Mr. Jackson and Ms. Smith, and also thanks the board for being outstanding with development efforts. Mr. South thanks Mr. Jackson for preparing today's solid development summary. Mr. South explains that the development committee lowered its fundraising target goal this year, and the school is 70 percent of the way towards reaching its \$1 million development goal. Mr. South notes that the school is fortunate to have good donors that Ms. Smith and Mr. Jackson have stewarded and maintained. Mr. South explains some of the items the committee is currently working on, which includes continuing to grow the donor base. The school submitted its annual EITC renewal application so Boys' Latin can continue to receive EITC donations (which comprise 46 percent of contributions to date). The development committee meets every other month, and recently talked through the annual appeal and the 2024 annual event. The committee is considering an adjustment to ticket prices and sponsorship levels, including lowering ticket prices for a broader audience. The event will place at the Free Library. Mr. Jackson adds that he recently went on a walkthrough of the event space, and the event will take place on the rooftop. The school is excited to hold the event at a downtown location for easy access for attendees. Boys' Latin is looking forward to diversifying and broadening the guest list and boosting contributions.

Mr. South adds that a sponsorship mailing will go out in mid-January 2024, and asks the board to support the event by serving on the event committee or sending Mr. Jackson names of people to reach out to for solicitations for sponsorships before the end of the calendar year.

Mr. South adds that Boys' Latin has discussed hosting a donor event in Florida which is being planned for February. Mr. South explains that historic donors spend more time there, which can be challenging to get those individuals in Philadelphia for the in-person annual event. The school aims to host a smaller Florida event which Dr. Hayes will attend and speak at. Former Boys' Latin board members Mr. Williams and Ms. Dean are helping compile a list of potential Florida event attendees.

Mr. South announces that Boys' Latin sent out its annual appeal mailing on December 1 to 750 people via both regular mail and email. The goal for the annual appeal is to raise \$75,000, which is historically around what has been raised from the appeal for the past five years. Mr. South thanks Mr. Jackson and Ms. Smith for their help in sending that out.

Mr. South states that the Boys' Latin high school is hosting the winter concert on December 15 at 6:00 p.m. Mr. South adds that ongoing development activities include a fall newsletter, management for grants, mailing out holiday cards, and

mailing a save the date for the annual event next year to lock down sponsorships by January.

Ms. Smith adds that though Boys' Latin is not yet 50 percent of the way through the fiscal year the school is 70 percent of the way towards reaching its fundraising goal, which is a great place to be. Ms. Smith is happy to report that the school will be able to offer a much more accessible ticket price for the annual event based on analysis the development team performed, along with adjusting sponsorship levels to help the school secure new donors from a broader base. Ms. Smith appreciates the board support and the leadership of Mr. South. The development committee will be reaching out to the board for continued support moving forward.

Mr. South adds that this committee is here to support Boys' Latin's development activities in any way it can, even if that's through an introduction made. The role of the committee is to serve as ambassadors for the school and to make sure Boys' Latin get as many people as possible introduced to the hard work the school is doing for students. Mr. South thanks the board for their continued help.

Mr. Wyatt commends the development committee for their great progress so far this year.

Mr. South concludes his presentation.

e. School Programming & Education Performance: *Charles Adams*

Mr. Adams describes how he had lunch with Dr. Hayes recently to discuss information shared at last board meeting and tonight about attrition rates. The goal is to get an idea of how Boys' Latin can evolve as an institution and find ways to intentionally support students who receive special education services along with supporting students currently at high academic levels. The data about top students not staying at Boys' Latin and students who do graduate shows that Boys' Latin needs to do something different to support all students. Mr. Adams and Dr. Hayes discussed an idea inspired by recent physical improvements to the campus and new leadership under the guidance of the new academic leadership team to form an Honors Academy. The idea is not to track students but rather to create opportunities for them. The committee will spend more time with Dr. Hayes to frame out this proposed idea and turn it into a proposal to board. The committee will aim to have more concrete suggestions at the next board meeting to support students regardless of where they are on the academic spectrum with the goal of getting them to graduation. The committee wants to focus on how the school can best serve the students it has.

Dr. Hayes adds that he is open to meeting to discuss the idea further as it is important to ensure that students can meet the school's mission after they leave Boys' Latin. The school leadership team will investigate how the school can better socialize students to compete in more competitive college environments.

Dr. Hayes announces that the Boys' Latin high school choir was selected to sing the black national anthem at the inauguration of the next mayor, Chelle Parker. Dr. Hayes notes that she will be the City of Philadelphia's 100th mayor and first female mayor.

Ms. Smith reminds the board that the winter concert at the high school on December 15 will feature this same choir.

Mr. Adams concludes his presentation.

Mr. Wyatt thanks everyone for their hard work and wishes everyone a great holiday.

The meeting adjourns at 5:24 p.m.

Respectfully submitted,

Patrick South, Secretary