Meeting of the Board of Directors
Wednesday, June 4, 2025 at 4:00 p.m.
Meeting Held Virtually Via Zoom

The meeting was called to order at 4:18 p.m.

Board Members in Attendance: Charles Barrett Adams, Michael Bowman, Nathaniel Morris, Lauren Myers, Floyd Simpson, Patrick South, Paul Yakulis, Elaine Wells

Board Members Excused: Wes Wyatt

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

Guests in Attendance: Lauren Myers (Board Member Candidate), Ikea Whitehead (Parent)

I. Executive Session

An executive session was held for the purpose of discussing (1) personnel matters and (2) agency business which, if conducted in public, would violate a lawful privilege, or lead to the disclosure of information or confidentiality protected by law. In compliance with Act 55 of 2024, the School Safety and Security Coordinator shall make a report to the school's board of directors on the school's current school security personnel.

II. Public Comment: *Parent of Boys' Latin Student*

Ms. Whitehead asks some clarifying questions, then reads her written statement. Her son is currently a tenth grader at Boys' Latin High School and wishes to express some concerns and issues. She believes there is a lack of transparent policies and communication regarding academic and safety matters at Boys' Latin. In light of her son's education at the middle school, he wanted to continue his education at the high school. She does not believe the high school operates at the same standards as the middle school. There have been two different principals at the high school during her son's tenure and nothing has changed. Policies are not transparent on attendance during sports events and school trips, how the bookbag policy is enforced, and how safety concerns are handled. Her son had two incidents of theft at the high school, and nothing came of it after she reported it to the administration. She believes there is a lack of communication in terms of lack of response to written communications from students to faculty, parents to faculty, and communicating supplies needed for

standardized tests. She is aware her comments may not receive an immediate response, but is open to discussion. She thanks the board for their time.

Mr. South thanks Ms. Whitehead for sharing her concerns with the board, and the board will discuss her issues.

Ms. Whitehead adds that she was part of the Extended Family Network at the middle school, and further explains how her son has a difficult time getting email responses from teachers.

There is a discussion on Ms. Whitehead's concerns.

The public comment portion of the meeting concludes.

III. Call to Order: *Pat South*

Mr. South calls the meeting to order and begins with a reminder that the fiscal year is up at the end of this month. The board is looking to have 100 percent board participation in giving, and there are few board members yet who have not given directly to the school. Mr. South encourages a donation of any size.

There is a motion to adopt the April 2, 2025 Boys' Latin board of directors meeting minutes, which is moved by Mr. Yakulis and seconded by Mr. Simpson. The motion passes unanimously.

There is a motion to Elect Lauren Myers as Parent Representative to the Boys' Latin Board of Directors, which is moved by Mr. Simpson and seconded by Ms. Wells. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Dr. Hayes then introduces Ms. Myers to the board, who has one son at the middle school and one son at the high school.

Ms. Myers introduces herself, who has four children altogether. One of her sons is in the dual enrollment program at Boys' Latin. Her background is in Human Resources and she currently works for Global DEI. She works in policy development, employee relations, and compliance. She also supports non-profits and works in social justice. She emphasizes that education is very important to her.

Ms. South thanks Ms. Myers and welcomes her to the board. The board members then introduce themselves individually to Ms. Myers.

There is a motion to adopt the FY2026 Board Meeting Schedule, which was previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. Adams. The following board members vote in the affirmative: Mr. Adams, Mr.

Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

IV. CEO Report: *Dr. William Hayes*

Dr. Hayes begins with some updates on the Five-Year Strategic Plan, which was introduced to the staff today. In September and November, the school went through the process of collecting feedback from stakeholder groups on Boys' Latin's portrait of a graduate. Survey data was reviewed, and from January to March the strategic plan was built out. The community played an integral part in this process, as 300 survey responses were collected from: 160 students and alumni, 40 family members, and 65 staff and leaders. Eight interviews were conducted with leaders, including board members, and seven focus groups were held. The portrait of a graduate was then defined to include six pillars to uphold Boys' Latin values: erudition, tenacity, purpose, accountability, compassion, and service.

Boys' Latin then developed an approach to how it is meeting those goals outlined in the portrait of a graduate. Priorities over the next five years include: 1) living the school's mission and sharing its vision; 2) achieving college-readiness through classical instruction; 3) maintaining an inclusive community with engaged students; and 4) remaining mission-driven with growth-oriented teams. Dr. Hayes asks the board to review some slides which outline how Boys' Latin can monitor its progress on achieving those four priorities.

There is a discussion on the sequenced strategic plan.

Mr. South explains that Educational Services Agreement for Student A was discussed in executive session. The agreement provides reimbursement to the student's family by the school for Extended School Year ("ESY") services between 6/30/2025 and 7/25/2025 in an amount not to exceed $4,050.00, and the cost of the student's transportation to and from the ESY program at the IRS business rate of $00.70 per mile for up to 20 miles per day.

There is a motion to adopt the Educational Services Agreement for Student A, which was previously circulated to the board and discussed in executive session, which is moved by Mr. Bowman and seconded by Mr. Adams. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Ms. Smith turns to the Updated SY2026 Calendar, which was previously approved by the board. Minor changes to the calendar which the board must approve tonight include: an 8:00 a.m. to 2:30 p.m. schedule on Mondays, and 8:00 a.m. to 3:20 p.m. on Tuesdays through Fridays, not including leadership academy; between 10/7/2025 (middle school) and 10/8/2025 (high school) and 5/7/2026, Leadership Academy shall operate on Tuesdays, Wednesdays, and Thursdays from 3:23 p.m. to 4:00 p.m.; SY2027 student application, recruitment, and enrollment dates were added; 10/7/2025

was changed to a school closure for ninth graders; quarterly benchmark administration, progress report, and report card distribution dates were added; the National Latin Exam testing date and the PASA testing window was added; the fall and spring plays were added; PSSA Math testing dates were collapsed to one date on 4/28/2026 with PSSA Science testing for eighth graders and school closure for sixth and seventh graders to 4/29/2026; certain Winter Keystone testing was removed and testing for Literature, Algebra I, and Biology was moved to 12/4/2025, 12/8/2025, and 12/9/2025, respectively; the Employee Holiday Party was moved to 12/20/2025; the Senior Prom was moved to 5/8/2026; the school closure for seniors was removed on 5/15/2026 due to the new senior prom date; and the last day of school was seniors was moved to 5/22/2026.

There is a motion to adopt the Updated SY2026 Calendar, which was previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. Adams. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Ms. Smith then takes the board through changes to the SY2026 Student and Family Handbook, which include: updating bell schedules to align with the updated SY2026 calendar; adding a "Communication" section; updating the "Uniform Policy;" updating the "Student Expression Policy;" updating the "Attendance Policy;" and updating the 1.6 Uniform Violation description. The school requests the board approve additional policies[1] along with the SY2026 Student and Family Handbook.

There is a motion to adopt the SY2026 Student and Family Handbook with additional policies, which was previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. Adams. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Ms. Smith turns to the Updated Employee Handbook, which is reviewed and updated annually. Changes include: updating the "Professional Responsibilities" section; updating the "Leave Policy;" updating the "Employer Information and Property" section; and updating the "Facilities" section.

There is a motion to adopt the Employee Handbook, which was previously circulated to the board, which is moved by Ms. Wells and seconded by Mr. Bowman. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Dr. Hayes concludes his presentation.

[1] Student Health Services Policy; Uniform Policy; Student Expression Policy; Attendance Policy; Truancy Policy and Program Description; Code of Conduct; Suspension and Expulsion Policy; Grading Policy; Acceptable Use Policy; One-to-One Laptop Program Policy; Student Records Policy; and Language Instruction Educational Policy.

V. Board Committee Reports

a. School Programming & Education Performance: *Dr. Hayes and Charles Adams*

Mr. Adams reintroduces the Strategic Plan discussed at length by Dr. Hayes earlier tonight, and asks for board approval.

There is a motion to adopt the Strategic Plan, which was previously circulated to the board, which is moved by Ms. Wells and seconded by Mr. Adams. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Dr. Hayes and Mr. Adams conclude their presentation.

b. Parent Liaison: *Elaine Wells*

Ms. Wells begins by expressing some parent concerns, which include safety both inside and outside of Boys' Latin. Ms. Wells is happy to hear about the updates to the school's Safety Plan. She wants to put the idea for safety outside of school on the board's radar. There are neighborhood gangs and issues with students from other schools, mainly at the high school. She understands that Boys' Latin may not have the capacity to handle everything that happens outside of school, especially with gangs, but she wants to discuss ways to minimize risk to Boys' Latin students. Ms. Wells explains that these incidents can blow up on social media which can get out of control. She expresses a wish for social media literacy workshops for students and parents to better control responses to social media.

There is a discussion on managing issues in the neighborhood surrounding the school.

Ms. Wells concludes her presentation.

c. Audit and Finance: *Floyd Simpson and Colleen Smith*

Mr. Simpson begins by explaining that the school must file their IRS Form 990 FYE by 5/15/2025, which gives the government an idea of who Boys' Latin is, who their vendors are, and who they work with. Turning to the March 2025 financial statements, the committee has been focused on cash on hand. The debt service coverage ratio is one of the biggest aspects the school needs to hit. The school is covering cash flow on average of four times over, which is a plus. Mr. Simpson explains that the April 2025 financial statements show that the school is where it needs to be in terms of cash on hand and maintaining its debt ratio. Boys' Latin is operating in the green. Debt could be increased but will not be to avoid any unnecessary financial strain. Overall the school is in a strong financial position.

Recent conversation has been focused on maximizing the yield from having a lot of cash on hand.

Ms. Smith explains that the Lease Reimbursement must be approved every year, which was reviewed by the finance committee on 5/21/2025.

There is a motion to adopt the FY2025 Lease Reimbursement Resolution, which was previously circulated to the board, which is moved by Mr. South and seconded by Mr. Bowman. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

There is a motion to approve the 6/4/2025 Hires, Terminations, and Resignations as presented in the 6/4/2025 personnel report, which was previously circulated to the board and discussed in executive session, which is moved by Mr. Bowman and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Ms. Smith explains that contracts tonight are split into two (2) approvals based on the type of contract. The first batch is submitted to the board for approval which are valued at more than $15,000 and have not been entered into. The second batch is contracts which have already been entered into by Dr. Hayes and valued at under $15,000 in alignment with board policy.

There is a motion to approve the 6/4/2025 Contracts,[2] and the adopted 6/4/2025 Contracts[3] valued at under $15,000 which have been entered into by the CEO of Boys' Latin in alignment with board policy which were all previously circulated to the board and discussed in executive session, which is moved by Mr. Bowman and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

[2] Attuned Advising Agreement ($36,400.00); Black Tech Philly Youth Coding Cohorts, 2025-2026 Academic Year ($84,000.00); Bullseye Renewal Agreement for SY25-26 ($10,000.00); Buxmont Academy Placement Agreement, 9/2/2025-6/15/2026 ($250.59 per diem per student); Epic Special Education Staffing Master Service Agreement ($0.00); Invo Healthcare Associates, LLC Master Services Agreement for Education and Education Related Services, 7/1/2025-6/30/2026 ($45.65-$105.00 per hour for various contracted services as presented in Addendum A); MACCS Health 2025 High School Services Summer Services Agreement ($3,227.50); MACCS Health Services 2025 Middle School Sumer Services Agreement ($5,807.50); MACCS Health Services 2025-2026 High School Agreement ($107,821.35); MACCS Health Services 2025-2026 Middle School Agreement ($108,532.13); NWEA Renewal Agreement ($7,420.00 10/1/2025-9/30/2026 and $7,420.00 (10/1/2026-9/30/2027); Nyman Associates Services Agreement for the 2025-2026 School Year ($30.00-$90.00 per hour for various contracted services as presented in Schedule A); The Pathway School Extended School Year 2025 Agreement for D.B. ($8,650.00); PowerSchool PD+ Subscription, 8/11/2025-8/10/2026 ($1,964.52); ProCare Therapy Addendum A Occupation Therapist, 6/2/2025-6/27/2025 ($105.00 per hour for 5-10 minimum hours weekly); ProCare Therapy Addendum A Occupation Therapist, 8/27/2025-5/29/2026 ($105.00 per hour for 30 minimum hours weekly); and Specialized Education of Pennsylvania, Inc. 2025-2026 High Road School of Philadelphia Agreement ($37,800.00).

[3] Summer Search High School Partnership Agreement for the 2024-2025 and 2025-2026 School Years ($0.00).

Ms. Smith turns to the FY2026 Budget, which was reviewed in detail by the finance committee two weeks ago. The board began preparing the budget for FY2026 ending 6/30/2026 in January. The board presented an initial draft budget to the finance committee on 4/1/2025 with a final version being submitted to the board tonight. Following today's meeting, the school will prepare an updated final budget following the release of the first general and special education per pupil reimbursement rates by the School District of Philadelphia, which should be posted imminently. The board will need to convene once those rates are final to approve the FY2026 budget by the 6/30/2025 deadline.

The version of the budget presented tonight contemplates using the savings projected in FY2025 to fund the following expenditures, which will be paid for by 6/30/2025: $872,000 Meridian Loan; $186,000 Chromebooks; $50,000 SY2025 Summer School and Extended School Year Programs for grades six through twelve; $33,000 Science Textbooks for grades six through twelve; and $23,000 Replacement Novels for grades six through twelve.

Turning to revenues, this version of the budget contemplates just under $19,000,000 in revenues and $18,600,000 in expenditures leaving a net income of $341,000. This assumes a seven percent year over year in district per pupil revenues, which could range from six to 13 percent. To be conversative, the school has assumed a lower percentage. There is a lot of conversation now at the federal level and Department of Education regarding connective funding, but at this time Boys' Latin is assuming the federal funding the school receives will come in at FY2025 levels.

Onwards to expenses, Ms. Smith explains that the budget is very balanced for this year. The projection shows that Boys' Latin is meeting its debt service coverage ratio and will be balanced for next year. Overall the school is looking at a $1.5 million increase in salaries and benefits. At the central level, the school is adding one custodial position while other teaching positions remain vacant. At the high school level, there will now be two total assistant principals but otherwise the current year staffing model was largely maintained. At the middle school level, a Teaching Resident position was eliminated but otherwise the current year staffing model was maintained. Overall Boys' Latin is assuming a five percent increase in salaries which then increases the benefits cost, and is assuming a 75-25 split for PSERS retirement options.

Turning to instruction and student activities, key changes surround special education-related services. Enrollment is still open for next school year so services required might change based on student enrollment. Another key change is the introduction of a city year program supporting the middle school campus as well as some costs associated with an Algebra I program where previously there were no costs. Otherwise all of the programs including the middle school shuttle bus program and dual enrollment program are maintained at FY2025 levels.

Ms. Smith describes how overall Boys' Latin is largely maintaining the Support & Non-Instructional Services programs. The school previously budgeted for a much more expensive SAT prep program, which is now embedded in another program the school acquired. For technology, the key difference is pre-paying the Chromebooks. For admin, the strategic plan was largely completed this year but Attuned will be contracted next year for strategic plan follow-ups which will be less costly.

Finally, turning to Facility & Debt Services, Boys' Latin is currently paying off its Meridian loan. For capital projects, the key difference was finishing the middle school campus program this year and there are no large capital projects planned for next year.

The committee has come up with ways to spend extra funds in the event the School District increases reimbursement rates per pupil. There is a $2.5 million capital investment need at the high school campus for the following: an HVAC system upgrade, window replacement, elevator replacement, roof replacement, and security camera upgrade. If the School District raises the per pupil reimbursement rate by 12 percent, Boys' Latin wishes to use $1,083,000 to complete the window and roof replacement projects.

Mr. South thanks Ms. Smith for her presentation, and asks the board for a vote.

There is a motion to adopt the FY2026 Budget, which was previously circulated to the board, which is moved by Mr. Morris and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

There is a motion to approve the FY2026 Salaries, which was previously circulated to the board and discussed in executive session, which is moved by Mr. Bowman and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Mr. Simpson and Ms. Smith conclude their presentation.

d. Development: *Pat South*

Mr. South begins by describing how to date Boys' Latin has raised $1,160,000 in cash and commitments, which represents 116 percent of the school's budgeted $1 million development goal. Donations break down to 44 percent from EITC, 13 percent from grants and foundations, and 43 percent from individual giving. Mr. South then walks the board through key upcoming development activities, and thanks Ms. Smith and Mr. Jackson for their efforts. The school has generous donors and the committee feels comfortable with the budget submitted for next year.

From a process standpoint, next year's development activities will be similar to this year. The committee discussed at length focusing on broadening the school's donor base next year. At the next meeting, the committee will focus on ways to do that. The board is always a part of this, and the committee wants to minimize risk by expanding its donor base.

Mr. South encourages the board to make one donation of any size by the end of June, to follow and engage with the school's social media platforms, and to participate in at least four school events. Mr. South thanks the trustees who have met the goal. Going forward the goal this year is to continue to improve these numbers.

Mr. South concludes his presentation.

e. Governance: *Paul Yakulis*

Mr. Yakulis begins by introducing the resolutions to be voted on tonight, starting with board member renominations. Mr. South has served three terms of three years for Boys' Latin already, and wishes to extend his term for three more years.

There is a motion to adopt the Renomination of Pat South to the Boys' Latin Board of Trustees, which was previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. Adams. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Mr. Yakulis thanks Mr. South for his service. Ms. Wells has served four terms of three years at Boys' Latin, and wishes to extend her term for three more years.

There is a motion to adopt the Renomination of Elaine Wells to the Boys' Latin Board of Trustees, which was previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. Morris. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Mr. Yakulis thanks Ms. Wells for her hard work and years of contributions to the school from the parent perspective.

Lastly, Mr. Yakulis has announced that the committees have been finalized. The board will now approve these committee assignments. Ms. Smith adds that Ms. Myers is not yet included in a committee, and asks her to consider a committee she might be interested in joining.

There is a motion to adopt the Board Committee Assignments Resolution, which was previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. South. The following board members vote in the affirmative: Mr. Adams, Mr.

Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Yakulis. The motion passes unanimously.

Mr. Yakulis concludes his presentation.

Mr. South thanks everyone for their efforts tonight, and reminds the board that they will need to reconvene again before the end of the month to vote on a finalized version of the FY2026 budget. Mr. South wishes everyone a good start to the summer.

The meeting adjourns at 5:54 p.m.

Respectfully submitted,

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Patrick South, Secretary