

MEETING MINUTES

Notice is hereby given that the Board of Directors of YES Prep Public Schools will hold a regular meeting, open to the public, on **Thursday, September 25, 2025, at 7:30 AM**. The Board will convene in Open Session at 5455 South Loop East Freeway, Houston, TX 77033. It is the intent of the Board to have a quorum physically present at the above address. If a quorum of the Board is not physically present at the above address, it is the intent to have the presiding officer physically present at the above address. Other members of the Board may be participating via videoconference in compliance with the Texas Open Meetings Act (Tex. Gov't Code § 551.127(e)). Videoconferencing link provided upon request by emailing julie.nguyen@yesprep.org. Members of the public may submit a request to comment on any agenda items(s) to dana.foughty@yesprep.org before or during consideration of the item.

The subjects to be discussed or considered upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this meeting notice. Consent agenda items, if applicable, will be acted on at one time. If during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Section 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in an open meeting.

YES Prep Board of Directors Present: Michol Ecklund, Joe Gatto, Andrea Link, Mickey Barrett, Brian Colona, Ben Marshall, Chris Barbic

YES Prep Staff Present: Akeia King, Tony Munoz, Dana Foughty, Mark DiBella, Amanda Rawlings, Carmen Darville, Cesar Cedillos, Luis Mena, Isy Castillo, Julie Nguyen, Danika Palacios, Ileri Rebollar, Roneisha Larkin, Morgan Acevedo, Leigh Levine, Claudia Zavala

1. **Call to Order, quorum determined, meeting declared open at 7:36am and paused for workshop at 7:50am.**
2. **Meeting continued at 9:40am.**
3. **EXECUTIVE SESSION: Pursuant to TEXAS GOVERNMENT CODE §§551.074, the Board will deliberate, in accordance with the above statute, personnel matters. Executive Session opened at 9:41am.**
4. **Business Agenda began at 10:09am.**

1	Vote on corresponding resolution to elect, designate, approve, or delegate Board members, Board officers, Board committees, Board committee membership, and seal.	
	Motion	Chris Barbic

	Second	Andrea Link
	Unanimously approved at	10:10 AM
	Board Member	Vote
	Chris Barbic	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Mickey Barrett	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Brian Colona	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Michol Ecklund	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Andrea Link	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Ben Marshall	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Jordan Marye	☐ Assent ☐ Dissent ☒ Absent ☐ Recuse
2	Vote to approve the FY26 Budget Amendment.	
	Motion	Chris Barbic
	Second	Brian Colona
	Unanimously approved at	10:11 AM
	Board Member	Vote
	Chris Barbic	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Mickey Barrett	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Brian Colona	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Michol Ecklund	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Andrea Link	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Ben Marshall	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Jordan Marye	☐ Assent ☐ Dissent ☒ Absent ☐ Recuse
3	Vote to approve the one-year MoU with UTHealth Houston.	
	Motion	Chris Barbic
	Second	Brian Colona
	Unanimously approved at	10:11 AM
	Board Member	Vote
	Chris Barbic	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Mickey Barrett	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Brian Colona	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Michol Ecklund	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Andrea Link	☐ Assent ☐ Dissent ☐ Absent ☒ Recuse
	Ben Marshall	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
	Jordan Marye	☐ Assent ☐ Dissent ☒ Absent ☐ Recuse

5. Consent agenda:

1	Vote to approve meeting minutes from the June 4, 2025, Board meeting.
2	Vote to approve a Board policy to increase parental engagement.

3	Vote to approve a Board policy to establish a Student Health Advisory Council.
4	Vote to approve a Board policy to prohibit students' usage of a personal communication device during the school day.
5	Vote to approve a Board policy to prohibit employee practice of diversity, equity, and inclusion duties.
6	Vote to approve a Board policy to establish local classroom review procedures.
7	Vote to approve the resolution in response to Texas S.B. 11 relating to a period of prayer and reading of the Bible or other religious text in public schools.
8	Vote to approve updates to the 25-26 Student Handbook in alignment with legislative updates passed in Spring and Summer 2025.
9	Vote to approve updates to the 25-26 Employee Handbook in alignment with legislative updates passed in Spring and Summer 2025.
10	Vote to authorize the (i) leadership team to execute a power contract up to 5 years not to exceed \$20MM (and will bring to board for ratification) and (ii) if duration (5 yrs) or spend (\$20MM) exceeded, the leadership team will seek interim sub-committee for consent (and bring to the board for ratification).
11	Vote to approve the contracts retroactively, previously authorized by the CEO's temporary approval during the summer recess, in alignment with the standard requirement for board approval on all contracts. RFQ#YESP2025-15 – Engineering Testing Services: The Procurement Department issued a Request for Qualifications (RFQ) for Engineering Testing Services. Seven vendors submitted their qualifications. Following a comprehensive evaluation, the Evaluation Committee recommends awarding the contract to H4 Architects and Engineers. Note: This is a non-committal contract to be used on an as-needed basis. Each individual project will go through the standard Tyler Munis requisition approval process. RFP#YESP2025-16 – Toilet Partition Replacements (EES, HOS, NWS, WOS): An RFP was released to solicit competitive proposals for replacing existing toilet partitions at East End Secondary, Hobby Secondary, Northwest Secondary, and White Oak Secondary schools. Two vendors submitted proposals. After thorough evaluation, the committee recommends awarding the contract to Tellepsen Services, LLC, the lowest bidder and highest-scoring vendor, for a total amount of \$101,835.80. RFP#YESP2025-17 – WOS Building Controls System Replacement: The Procurement Department issued a Request for Proposals (RFP) to solicit competitive bids from qualified, licensed vendors for the upgrade and installation of the Building Controls System (BCS) at White Oak Secondary School. While several vendors showed interest and accessed the bid documents, only one vendor — Automated Logic Contracting Services, Inc. — successfully submitted a proposal. Based on their solid track record with similar projects and previous positive experience, the evaluation committee is confident in their ability to complete this work successfully. Additionally, their pricing was reviewed and deemed reasonable. After a thorough evaluation, the committee recommends awarding the contract to Automated Logic Contracting Services, Inc. for a total of \$170,000.00 as the highest-scoring and qualified vendor. RFP#YESP2025-18 – NFS Coil Replacements :An RFP was issued to obtain proposals from qualified and licensed contractors to replace damaged coils on two

	Carrier chillers at North Forest Secondary. Four vendors submitted proposals. After a thorough and detailed evaluation, the Evaluation Committee recommends awarding the contract to Gray Mechanical Contractors, LLC, the lowest bidder and highest-scoring vendor, for a total of \$192,666.97 (coil replacement: \$166,359.97 + compressor replacement: \$26,307.00). 5. Change order for Linbeck: Linbeck was awarded a contract for Construction Manager At Risk (CMAR) services in connection with the renovations at White Oak Secondary (WOS) during the November 21, 2024, Board meeting. During the summer renovation projects, the scope of work at WOS changed. In order to ensure first-day of school readiness, we needed to repaint all classrooms and corridors throughout the building due to ongoing construction. The cost of this change order was \$80,000. 6. RFP# YESP2025-19 – SES Roof Replacement: An RFP was issued to solicit competitive proposals from qualified, licensed vendors for the removal and replacement of the roof at Southeast Secondary Campus. Nine vendors submitted proposals. After a thorough evaluation, the committee recommends awarding the contract to Eskola LLC dba J.R. Jones, the highest-scoring vendor, for a total amount of \$388,324.00. 7. RFP# YESP2025-20 – Monument Sign Reconditioning at NCS, WOS, WS, BOS: The Procurement Department issued an RFP for the reconditioning of monument signs at North Central Secondary, White Oak Secondary, West Secondary, and Brays Oaks Secondary. The scope includes lettering changes at all campuses and a new vinyl mascot for Brays Oaks. Four vendors submitted proposals. After a detailed evaluation, the committee recommends awarding the contract to Atlas Sign Services, Inc., the highest-scoring vendor, for a total amount of \$160,000.00.
12	Vote to approve awarding a contract to eSentire for RFP#YESP2025-11 USAC Cybersecurity Pilot in the amount of \$657,403.50, and delegate authority to the CEO and his designees to negotiate, finalize, and execute the agreement(s) and amendment(s).
13	Vote to approve renewal of selected software contracts: Lesson Pix, Pathways to Graduation Plan Tracker, MAP/NWEA Testing, Service Express.
14	Vote to approve awarding a contract to a pool of vendors for RFP#YESP2025-25 Consulting, Instructional, Training Resources, and Related Items, and delegate authority to the CEO and his designees to negotiate, finalize, and execute the agreement(s), amendment(s), and renewal(s) through September 25, 2030.
15	Vote to approve awarding a contract to CFI Mechanical for RFP#YESP2025-24 AHU Replacements at SES and Chiller Replacement at WES in the amount of \$128,292, and delegate authority to the CEO and his designees to negotiate, finalize, and execute the agreement(s) and amendment(s).
16	Vote to approve awarding a contract to Tellepsen Services LLC for RFP#YESP2025-22 NWS, SWS Server Improvement in the amount of \$235,991.48, and delegate authority to the CEO and his designees to negotiate, finalize, and execute the agreement(s) and amendment(s).
17	Vote to approve the contract addendum with EverDriven Technologies, LLC.
18	Vote to adopt Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General.
19	Vote to adopt Contingent Fee Legal Services Agreement with Thompson & Horton, LLP, Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC.
20	Vote to approve the submission of a Missed School Day waiver request for 9/3/2025.

21	Vote to approve the training contract with Kander Consulting LLC.
22	Vote to approve the service agreement with 360 AV Design for the 2025 LHF Luncheon.
23	Vote to approve the service agreement with Corinthian Houston for the 2026 YES Prep annual poker tournament.
24	Vote to approve the casino party agreement with iHostPoker LLC for the 2026 YES Prep annual poker tournament.
25	Vote to approve the partnership agreement with Houston Cheer and Dance Palace.
26	Vote to approve the MoU between YES Prep and BridgeYear for SY2025-2026.
27	Vote to approve the MoU between YES Prep and Harris County Public Library for SY2025-2026.
28	Vote to approve the MoU between YES Prep and Houston Community College for the three-year College Connections Project.
29	Vote to approve the 3-year MoU between YES Prep and Houston Volunteer Lawyers.
30	Vote to approve the MoU between YES Prep and Therapeutic Intervention Services, Inc. for SY2025-2026.
31	Vote to approve the three-year MoU between YES Prep and the University of Notre Dame.
32	~~Vote to approve the one-year MoU with UTHealth Houston.~~ • Vote removed and pulled into the business agenda.
33	Vote to ratify the 5-year user agreement with the Department of Public Safety of the State of Texas (DPS).
34	Vote to ratify personnel agreement from May 9, 2025, to present day in compliance with Texas Supreme Court precedent.
35	Vote to ratify the second amendment to the Environmental Defense Fund, Inc. grant to provide additional grant funds for the program at YES Prep West Secondary.
36	Vote to ratify the venue license agreement with Houston First Corporation for the 2025 LHF Luncheon.
37	Vote to ratify the two-year contract with ProUnitas Inc. for subscription use of PurpleSENSE software and coaching support for family and community engagement.
38	Vote to ratify the cybersecurity contract between YES Prep and iboss, Inc. for FY2026.
39	Vote to ratify the block-time agreement with Prescriptive Data Solutions, LLC for the Laptop Imaging Project during Summer 2025.
40	Vote to ratify the subscription renewal agreement with Quisitive.
41	Vote to ratify the contract agreement with Toni Donaldson for SY2025-2026 (FY2026).
42	Vote to ratify the vending machine contract with VENDCO Enterprise.
43	Vote to ratify the partnership agreement with The Children's Assessment Center.
44	Vote to ratify the partnership agreement with Deblin Health Concepts & Associates.
45	Vote to ratify the partnership agreement with Eduvention Mentoring and Counseling.
46	Vote to ratify the partnership agreement with GENaustin, DBA Girls Empowerment Network.
47	Vote to ratify the partnership agreement with Journey Through Life, LLC.
48	Vote to ratify the fourth amendment to the Collaborative Working Agreement between YES Prep and Legacy Community Health Services, Inc.

49	Vote to ratify the contract agreement with Morgan Lambertson for SY2025-2026.
50	Vote to ratify the partnership agreement with National University Harmony Academy.
51	Vote to ratify the partnership agreement with Rodeo Dental & Orthodontics.
52	Vote to approve the renewal of the contract with Texas Hearing Institute to provide services to students in Special Education during SY25-26 (FY2026).
53	Vote to ratify the partnership agreement with Young Audiences, Inc. of Houston.
54	Vote to ratify the contract agreement with Brittany McGruder for Summer 2025.
55	Vote to ratify the contract agreement with Brittany McGruder for Fall 2025.
56	Vote to approve the contract with the Region 4 Education Service Center to provide Evaluating and Improving Student Outcomes (EISO) training for the Board of Directors at a cost of \$1,400.

Questions:

Item 12: Cybersecurity – is that protecting our system-wide? Is this a new security company we are using?

- Yes, this is systemwide. No prior relationship with eSentire; they were identified through our competitive RFP process.

Motion	Brian Colona
Second	Andrea Link
Unanimously approved at	10:12 AM

Board Member	Vote
Chris Barbic	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
Mickey Barrett	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
Brian Colona	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
Michol Ecklund	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
Andrea Link	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
Ben Marshall	☒ Assent ☐ Dissent ☐ Absent ☐ Recuse
Jordan Marye	☐ Assent ☐ Dissent ☒ Absent ☐ Recuse

6. Meeting adjourned at 10:13 AM



WORKSHOP MINUTES

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YES Prep Board of Directors Present: Michol Ecklund, Joe Gatto, Andrea Link, Mickey Barrett, Brian Colona, Ben Marshall, Chris Barbic

YES Prep Staff Present: Akeia King, Tony Munoz, Dana Foughty, Mark DiBella, Amanda Rawlings, Carmen Darville, Cesar Cedillos, Luis Mena, Isy Castillo, Julie Nguyen, Danika Palacios, Ileri Rebollar, Roneisha Larkin, Morgan Acevedo, Leigh Levine, Claudia Zavala, Brian Vannest, Norma Gonzalez

1. **Call to Order, quorum determined, workshop declared open at 7:36 AM.**
2. **Public Comment**
3. **Celebrations:**
 - East End Elementary: Celebration of an A-rating earned from SY24-25 student achievement results
 - Introduction to Joe Gatto: Board of Directors nominee
 - Celebration of Chris Barbic on his induction to the Charter School Hall of Fame
4. **Strategic Topic: State of the Schools**
 - **2025-2026 Beginning of Year Teacher Hiring**
 - YES Prep is 99% instructionally hired w/6 instructional vacancies as of 9/22.
 - **Enhanced Teacher Incentive Allotment (ETIA)**
 - Texas's next version of the Teacher Incentive Allotment is to pay teachers, Principals, and some instructional leaders for student achievement and growth
 - Pursuing ETIA will allow us to stay competitive and retain great teachers in Houston and be a leader in strategic compensation throughout the state

- Merit-based pay has been attempted before – How will this be different this time?
 - Many design and data decisions are set and determined by the state
 - ETIA and TIA are funded through the state therefore more sustainable as compared to when this has been attempted locally through local funds
- 80% of our teachers are currently TIA eligible and ETIA will require that we have at least 95% of teachers in a position for eligibility
- What is the messaging to teachers/staff?
 - We had our first meeting with the Strategic Compensation Cohort yesterday, so we are in the very early stages of learning what the vision, timeline, and change management will look like for this work
- **Average Daily Attendance**
 - Q1 performance needs to be high to offset the ADA losses throughout the year.
 - Currently we are pacing behind our Q1 goal of 95.7%
 - Requires a strong partnership between Schools and Operations
 - We set our base line ADA procedures to the best practices we saw at our top ADA performing Elementary and Secondary campuses from last year
 - Consider: Share with parents - in addition to absences affecting your child's ability to learn, there are financial impacts also at your school
 - Data presentation to parents regarding impact of funding
 - Show parents resources that could be affected with impacts to funding due to student absences
- **State of Enrollment**
 - Actual enrollment as compared to budget enrollment in September 2025 is 4.4% higher compared to September 2024
- **2025 A – F Accountability**
 - YES Prep earned an 81 overall: B-rating
 - Increased overall score from previous year with increase of 4.5% for all 21 schools
 - 52% of schools have an A or B rating, 1 D and no Fs
 - East End Elementary and Southside Elementary improved by two letter grades
- **2025 Advanced Placement**
 - As a result of our AP enrollment strategy in 2025, there was a 46% increase in exams taken and 31% increase in exams passed.
 - With an increase in exams taken, our overall passing rate fell 3% from 30% to 27%.
 - The increase in AP enrollment and rigor has increased the percentage of Seniors graduating with at least 1 passing AP score and the Class of 2026 has already surpassed previous classes prior to their senior year.
- **2025 Emergent Bilingual Progress Data**
 - Elementary: YES Prep English Language Proficiency (ELP) increased 5% from 2024 and every campus hit the TEA assigned target with 19/21 campuses exceeding the 2028 target.
 - Secondary: All Secondary campuses earned 100% of possible points for ELPS progress, with 10 out of 15 campuses showing improvement in ELPS raw score compared to 2024. Overall, YES Prep Secondary ELPS raw score increased by 4%.

5. Finance and Real Estate Report

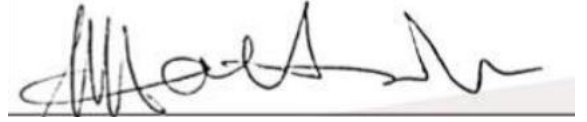
- Bond Issuance: On step 5/6 of a 6-step process – last internal step cleared with rating
- Enrollment and ADA Budget
 - Enrollment budget = 20,678
 - ADA budget = 93.5%

- FY26 Revised Financial Summary Versus Approved Budget: Reflects Known Changes from HB2 + Actual Enrollment (Up 7% YOY); No Change to Bottom-Line
- Real Estate Update
 - Closed on Fifth Ward in July
 - Fifth Ward, Northside, West Elementary Schools were bundled as a part of the most recent expansion amendment

6. CEO Report

- **2024-2025 and 2025-2026 Annual Goals**
 - Final outcomes of SY24-25 goals have been captured
 - YES Prep will add a beta goal similar to a milestone set by CSGF regarding student proficiency rates out Texas's rate.
 - We will draft goal language at the June 2026 meeting for SY26-27 goals
- **2025-2026 CEO Goals**
 - All CEO goals are built from the organization's annual goals for which the CEO can have a direct impact and are of highest priority
- **89th Legislative Updates**
 - YES Prep will receive guidance from TEA and TPCSA throughout the year on updated policy and procedural requirements from legislation passed in session.
 - The following policies were provided in the pre-read and will be up for vote in the business meeting.
 - Student Health Advisory Council (SHAC)
 - Parental Engagement
 - Period of Prayer
 - Is there risk to not mandating a period of prayer? We don't believe there is one in this community; two of our charter peers are also voting not to mandate a period of prayer.
 - In general, risk will depend on the community each school and district is located
 - Local Classroom Review
 - Prohibition of DEI Duties
 - Ban on student personal communication devices
 - Student Handbook revisions and additions
 - Employee Handbook revisions and additions
 - House Bill 8 passed on 9/4/25 and will require the revisions to the STAAR and state accountability
- **The Power of YES**
 - 58.93 of \$70MM committed
 - Luncheon and Poker fundraising events are coming up in the Fall and Spring, respectively
- **Board Priorities and 2025-2026 Scope and Sequence**
 - Opportunities: Discussed in Program Committee – Internship opportunities for our students
 - AI impacts on schools – moving rapidly
 - Expanding base of Power of YES
 - Donors give based on need and impact

7. Workshop adjournment at 9:40 AM.

A handwritten signature in black ink, appearing to read "Andrea Link", written over a horizontal line.

*Reviewed and approved by Board Secretary, Andrea Link
Minutes will be posted within 7 days of the meeting, and it will be reposted after vote approval at the next Board meeting.*