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, November 20, 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, Jordan Marye, Andrea Link, Mickey Barrett, Joe Gatto, Brian Colona

YES Prep Staff Members Present: Mark DiBella, Carmen Darville, Phil Wright, Isy Castillo, Tony Munoz, Luis Mena, Dana Foughty, Julie Nguyen, Danika Palacios, Ireri Rebollar, Roneisha Larkin McClure, Bobby Trevino, Leigh Levine, Deidra Lawson

1. **Call to Order, quorum determined, meeting declared open at 9:22 AM**

2. **Business Agenda:**

1 **Vote** to accept the results of the FY25 Financial Audit.

Motion	Jordan Marye
Second	Brian Colona
Unanimously approved at	9:22 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
Joe Gatto	☒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 discretionary expansion amendment submission and corresponding resolution to add Northside Elementary, North Rankin Secondary, and increase the maximum, allowable enrollment.

Motion	Jordan Marye
Second	Joe Gatto
Unanimously approved at	9:23 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
Joe Gatto	☒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 corresponding resolution to submit a request to waive 19 TAC§100.1035(c)(5)(C)(vi) for the upcoming expansion amendment submissions for Northside Elementary and North Rankin Secondary.

Motion	Jordan Marye
Second	Brian Colona
Unanimously approved at	9:23 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
Joe Gatto	☒Assent	☐Dissent	☐ Absent	☐ Recuse
Andrea Link	☒Assent	☐Dissent	☐ Absent	☐ Recuse
Ben Marshall	☐Assent	☐Dissent	☒ Absent	☐ Recuse
Jordan Marye	☒Assent	☐Dissent	☐ Absent	☐ Recuse

3. **Consent agenda:**

1	**Vote** to approve meeting minutes from October 23, 2025, Board meeting.
2	**Vote** to approve adoption of the board policy titled PG-4.213 Instructional Requirements and Prohibitions.
3	**Vote** to approve updates to YES Prep Purchasing Policy.
4	**Vote** to approve the SY2025-2026 campus improvement plans (CIPs).
5	**Vote** to approve the Targeted Improvement Plan (TIP) for YES Prep Southside Elementary.
6	**Vote** to approve awarding a contract to GO CAMPUSING INC for the annual Junior Spring Trip college tour program using TIPS COOP Contract #210602.
7	**Vote** to approve awarding a contract to HopSkipDrive, Inc for travel & charter bus services using Choice Partner Purchasing Cooperative Contract # 23/014MR-03, and delegate authority to the CEO and his designees to negotiate, finalize, and execute the agreement(s), amendment(s), and renewal(s) through February 23, 2028.
8	**Vote** to approve awarding a contract to Tellepsen Services LLC for the RFP# YESP2025-27 BOS Exterior Staircase Repair project in the amount of $148,689.66.
9	**Vote** to approve awarding a contract to Intex United, Inc for the RFP#YESP2025-29 Graphics Phase 3 project in the amount of $85,010.00.
10	**Vote** to approve awarding a contract to Intex United, Inc for the RFP#YESP2025-30 Monument Sign and Building Letters project in the amount of $69,810.00.
11	**Vote** to ratify the amendment to the maintenance contract with Elevators of Beaumont.
12	**Vote** to ratify the amendment to the two-year transportation services contract with First Student, Inc.
13	**Vote** to ratify the contract with Region 4 ESC for health and wellness training.
14	**Vote** to ratify the contract renewal with Xerox Business Solutions for 2025-2026.
15	**Vote** to ratify the service agreement with 360 AV Design for the 2026 Poker Tournament.
16	**Vote** to ratify the data sharing agreement with CSGF to participate in the 2025 Family Sentiment Survey.
17	**Vote** to ratify the facility lease agreement with University of Houston for Senior Signing Day 2026.
18	**Vote** to ratify the independent contractor agreement with HKC Solutions LLC for SY2025-2026.
19	**Vote** to ratify the catering agreement with Levy Premium Food Service, LLC.
20	**Vote** to ratify the partnership agreement with Apple Community Program.
21	**Vote** to ratify the contract agreement with Brittany McGruder for November & December 2025.
22	**Vote** to ratify the contract agreement with Certiport®.
23	**Vote** to ratify the first amendment to the MoU with Harris County Department of Education for SY2025-2026.
24	**Vote** to ratify the addendum to the independent contractor agreement with Providence Treatment Center for SY2025-2026.
25	**Vote** to approve awarding a contract to EKC Enterprises, Inc. for AV maintenance at East End Elementary.
26	**Vote** to approve awarding a contract to AVI-SPL, LLC. to upgrade the AV technology in Spindletop.

Family Sentiment Survey – CSGF gathers data on us and runs a study across portfolio members. Collaboration on partnership with them.

Motion	Jordan Marye
Second	Joe Gatto
Unanimously approved at	9:25 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
Joe Gatto	☒Assent	☐Dissent	☐ Absent	☐ Recuse
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Ben Marshall	☐Assent	☐Dissent	☒ Absent	☐ Recuse
Jordan Marye	☒Assent	☐Dissent	☐ Absent	☐ Recuse

EXECUTIVE SESSION: Pursuant to TEXAS GOVERNMENT CODE §§551.071, 551.072, 551.074, and 551.076, the Board will deliberate, in accordance with the above statutes, recent unannounced intruder detection audit findings and specific personnel matters.

4. **Executive Session at 9:25 AM.**

5. **Adjournment at 10:10 AM.**

WORKSHOP 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, November 20, 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 comments on any agenda items(s) to dana.foughty@yesprep.org before or during consideration of the item.

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1. **Call to Order, quorum determined, workshop declared open at 7:32 AM.**

2. **Public Comment**

3. **Strategic Topic: Post-Secondary Outcomes**
    - **Houston Mobility Summit –** The power of connections, neighborhoods, education, focus – where can we build partnerships?
    - **CSGF Bain Alumni Early Career Outcomes:** YES Prep showed strengths in living wage, having a positive outlook on the future, and strong prospects for future career earning. However, this study only captured 4.3% of YES Prep graduates from the classes of 2017, 2018, and 2019.
    - **Good Reason Houston:** Good Reason Houston's study highlighted a correlation between rigorous academics and living wage attainment. This study only included students from the Class of 2017 and students who live and pursued their education in Texas.
    - **Our mission and vision remains -** college and career ready
    - **College Readiness – Secondary Strategy**

    - Phase I – Covid Recovery and STAAR performance
    - Phase II – All A and B Schools
    - Phase III – The Power of YES: Competitive edge and innovation for our students
- **Discussion: What assumptions are you making about what will be true in 7 years?**
    - CTE Pathways - which ones are the best suited for opportunities in Houston? Texas?
    - Software and dashboards are starting to integrate AI; it must be a part of our work
    - The gap will continue to widen for the wealthy vs those in poverty
        - Predictions can be made based on people in poverty now
    - What does it mean to leverage the 60 pathways in CTE programming?
        - Do we have a sense of how many we can help our students pursue?
        - Some pathways can be easily pulled off with some course tweaks
        - Some pathways are more challenging and cost more
            - Example: Welding pilot could be tailored to only certain campuses
    - Must navigate the challenges of finding Talent be to teach these courses
        - Suggestion: Consider using a retired technical persons – at events, many are interested in supporting charter schools but not sure how to help
    - It is important that YES Prep have a multi-year plan
    - Pathways in the future that will be of value will incorporate knowledge of AI
    - The college pursuit timelines are different now – many students must decide going into college what they want to do, where in the past, many figured it out during their time in college
    - YES Prep is working to balance career exploration vs career guidance; especially in lower high school grades
    - What connections does YES Prep need most for the upcoming Career Week?
        - Health sciences are covered
        - Oil/Gas - in conversation w/Conoco Phillips
        - Fine Arts
        - Engineering
        - Part of what we want for the experience for students is for them to be able to step out of YES Prep and go into an office and see someone who looks like them
        - Request for those who can be on panels and workshops on campus – M-Th of career week – last week of January

4. **Program Report**
    - **Incentive-based program w/funding from the state**
        - To apply for funding, YES Prep must implement a salary-based compensation model based on performance on the previous year
        - YES Prep would have to stand up a brand new system in a short amount of time while TEA is still designing the program
        - Concerns: flexibility and financial sustainability and whether it will meet our outcomes
        - Incentive pay can only be given through salary
            - TRS will dictate if it is salary or bonus clearly
        - Cost – new platform and infrastructure w/additional positions – unclear if expenses are actually higher than the revenue
        - There was a clear value in being an early adopter of TIA; it is unclear if there a value in being an early adopter of ETIA. Rushing may compromise the design of our product and risks poor implementation
    - **Teacher Certification** –

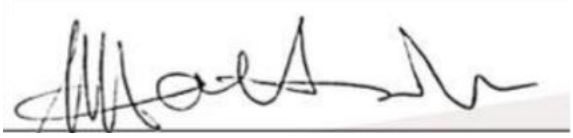
- YES Prep has seen an increase in teacher certification by 7% since 23-24, even as we opened 5 new campuses
- Teachers hired after Jan. 2023 with less than 1 year of experience required to enroll in Teaching Excellence or another ACP – audited 3 times a year for accountability
- Do we do anything to incentivize certification?
  - Stipend given if they pass their content exams
- Traditional districts that are not a district of innovation must have all certified teachers

5. **Finance and Real Estate Report**
   - Blazek & Vetterling – Audit - no findings
   - Charter Financial Integrity Rating – 98/100
   - Bond Rating Agency – Bond issuance closed mid-October
   - Purchasing Policy – minor changes due to state laws addressing inflation
   - Many of our peers borrow 100% for construction
     - We are more conservative than other large charters
   - Utilization Rate Measures Enrollment Effectiveness –
     - 93% of all seats offered are enrolled
     - 7% empty seats – these seats are covered by our fundraising; this is not sustainable
     - In January the management team will present our marketing strategy to address enrollment at our most under-utilized campuses and a risk analysis of those campuses
   - Real Estate:
     - Site openings mapped out through 2028
     - Remaining acquisitions of Northwest Elementary and Gulfton Elementary begin in the Spring of FY27

6. **CEO Report: Progress to Annual Org Goals**
   - **25-26 Annual Goals** – all goals on track with the exception of enrollment; we're likely coming in .5% under Average Daily Enrollment for the year
   - **ADA**
     - Trying to close gaps w/incentive programs
     - Resetting w/parents
     - How to get people to school and understand what it means when they are not in school
     - Elementary positive trend in November compared to previous years
     - Idea: Raffle from a donor incentivize attendance
       - Perfect attendance isn't a driver (sick kids need to stay home)
       - Set a threshold for attendance growth or high percentage as well as a perfect attendance group
         - Consider a raffle for perfect attendance and one for improvement
         - If internal funds are used for this, it would take away from somewhere else
         - Pilot at some campuses and not others
   - **Power of YES Update**
     - 760K raised
     - 350 attendees at November Luncheon
     - 13% under budget for expenses
     - $13 raised/dollar spent
   - **Texas will now require district to certify their compliance to new laws each year**
     - We are required to adopt two policies; Prohibition of assigning DEI duties was adopted in September; the policy we're adopting today relates to expectations in the way teacher teach our curriculum

- Standard language shared across the state
- What is operationally different?
  - Curriculum changes have already been made over the summer otherwise we are already in compliance with this policy
- After it is adopted, staff will be made aware

7. Workshop adjournment at 9:22 AM.



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.