



**Meeting of the Board of Directors
Wednesday, October 1, 2025 at 4:00 p.m.
Middle School Dining Hall
344 N. Felton Street, Philadelphia, PA 19139**

The meeting was called to order at 4:04 p.m.

Board Members in Attendance: Charles Barrett Adams, Nathaniel Morris, Floyd Simpson, Elaine Wells, Wes Wyatt

Board Members in Attendance Via Zoom: Michael Bowman, Lauren Myers, Patrick South

Board Members Excused: Paul Yakulis

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

Guests in Attendance: Jenna Smalley (Kleinbard LLC), Michael Whisman (Vertex Education), John Delaney (Parent), Candice Jones (Parent), Damien Jones (Parent), Deneen Hughes (Parent), and Ikea Whitehead (Parent)

I. Call to Order: *Wes Wyatt*

Mr. Wyatt calls the meeting to order and notes that the board no longer needs to meet for executive session. He continues with a request for board members to submit their headshots for the school's website which features board member biographies.

There is a motion to adopt the August 6, 2025 Boys' Latin board of directors meeting minutes, which is moved by Mr. Morris and seconded by Mr. Simpson. The motion passes unanimously.

II. Public Comment: *Ikea Whitehead*

Ms. Whitehead explains that her son is a junior at Boys' Latin high school. Her son has been marked late 22 times this school year because his locker is on the third floor and his first period class is on the first floor. Ms. Whitehead does not believe that her son has enough time to travel from his locker to his first class. Students are not allowed to enter the building until 7:50 a.m., and they are released table by table. Ms. Whitehead thought the school was open at 7:30 a.m. She wants to start a conversation because these things matter. Her son is about to go to college. Ms. Whitehead spoke

at the June 4, 2025 board meeting and she felt like she had to backtrack to do things for her child. PowerSchool only allows her to view a small span of data, so parents are barred full access from attendance information. She wants to make sure her son was not marked for an unexcused absence. She is her son's advocate.

There is a discussion on Ms. Whitehead's remarks. Ms. Whitehead tested it herself and believes there is not an adequate amount of time to get from her son's locker to his first class. She has not received a response back from school administration on the matter since her first email last Thursday.

The public comment portion of the meeting concludes.

III. CEO Report: Dr. William Hayes

Dr. Hayes begins with an update on recent Boys' Latin Back to School nights, where an overwhelming number of families attended. The events proved to be positive board engagement nights as 90 percent of board members attended.

Dr. Hayes reminds the board about the initiatives that Boys' Latin is designing, piloting, and launching for school year 2025-2026. Boys' Latin is currently on track for all initiatives aside from two: refining and implementing a robust onboarding and mentoring program for new teachers and staff; and assessing and refining graduation requirements and course offerings to ensure alignment with the school's college preparatory mission. Dr. Hayes advises that new teachers have been onboarded in line with current deadlines. The school is supporting students with IEPs to get them to college and beyond.

Dr. Hayes walks the board through Boys' Latin's draft framework which includes a vision of excellence, instructional standards, adult principles, and principles of classical pedagogy. Pillars include erudition, tenacity, purpose, accountability, service, and compassion. Instructional standards focus on student outcomes through environment, management, facilitation, and design.

Dr. Hayes then introduces Ms. Mickens, a Latin teacher at Boys' Latin for the past seven years, who will give a presentation entitled "Cur Linga Latina?" or "Why Latin?"

Ms. Mickens introduces herself. She received her bachelor's degree in English literature and classical studies, along with a master's degree in classical studies. She studied ancient trauma and tragedy for her thesis. This is her fourth year as department chair, and she received a scholarship for the living Latin program last summer in Rome. This summer she was a visiting lecturer where she spoke about Afro Patrio Poetic Lineage.

Ms. Mickens then discusses the importance and significance for Boys' Latin students to participate in a classical Latin program, which is in line with the school's mission to prepare students for college and beyond.

Ms. Micken discusses how classical studies impacts anyone as a global citizen, especially in the west. Examples include art, history, politics, literature, entertainment, and mythology. The study of classical Latin outfits social productions and day-to-day lives.

Ms. Mickens describes to the board the reasons why Latin is taught at Boys' Latin, the first being for students' success in college and beyond:

1. Just 20 percent of K-12 students learn a foreign language in the United States.
2. At Boys' Latin, the language of Latin is alive and flowing. It provides a means for growth in literacy, access to other romance languages, and an intellectual formation into humanistic scholars.
3. Over 60 percent of English words come from Latin, and over 85 percent of English multisyllabic words come from Latin or Greek.
4. Boys' Latin utilizes a curriculum with a relevant and culturally responsive study of ancient Roman mythology, history, and culture that aids in students' ability to think critically, and analyze patterns and ideas while building interdisciplinary connections which ties into the scholarship.
5. Learning Latin provides thorough remediation of grammar and sentence structure.
6. There is a significant correlation to the improvement of standardized tests, such as the SAT.
7. Latin can prepare students for future academic pursuits in law, medicine, literature, history, library science, archival work, drama, and the arts.

The next reason why Latin is taught at Boys' Latin ties to equity and justice:

1. Opportunities to take Latin occur at 93 percent of top private and public schools 93 in the United States.
2. Students without the means to attend a school that prioritizes a classical education are excluded, underserved, and usually unaware of the discrepancy.
3. The exclusionary practices associated with a classical education widen even as departments look to make changes such as heavily recruiting minority students. This further applies to students of color and boys in particular; the recent uptick in diversity in classical studies has not extended to African-American students though other underrepresented groups have grown in representation.
4. Boys' Latin stands out against the inequity of class-based education and provides an exemplary classical education with Latin as core content for the most black and brown boys in the United States.

Another reason Latin is taught at Boys' Latin is due to culturally responsive and relevant pedagogy. Ms. Micken provides a list of famous black writers who were

taught classical Latin studies such as Langston Hughes, Toni Morrison, Maya Angelou, W.E.B. Dubois, and Rita Dove.

1. Boys' Latin employs educators who are certified in Latin, who have earned PhDs and MAs in classics, and who teach Latin through a culturally competent framework.
2. Boys' Latin utilizes *A Road to Latin* the eighth grade curriculum, the only Latin textbook published by a black woman in the United States.
3. The lineage of classical education bends through *Terentius Afer* to Amanda Gorman by route of Maya Angelou.
4. The curriculum during the foundation of many Historically Black Colleges and Universities ("HBCU") includes a mandatory depth of knowledge in Latin and Ancient Greek languages and cultures.
5. The establishment of the Institute for Colored Youth in Philadelphia became the first HBCU, Cheyney University, was staffed entirely by African American educators for the black pupils and provided a robust Latin and Ancient Greek curriculum.
6. Boys' Latin is uniquely qualified to continue weaving the thread of classical education from the former generations into the new, imparting access that many have avidly worked to destroy through legal precedent and historical testimony.

Ms. Mickens concludes her presentation.

Ms. Wells states that she has been with school since 2008, and all of her sons have taken Latin. She has never received such a thorough explanation as to why it's important to have a Latin program at Boys' Latin. Ms. Wells thanks Ms. Mickens for her presentation.

Dr. Hayes continues with the annual charter evaluation feedback on board accessibility standards. The Philadelphia Charter School Office requested that the school update the form by which individuals request to speak at board meetings located on the school's Board of Trustees webpage to make it clearer that written comments are *requested* and not *required*.

There is a motion to approve changes to the wording of Boys' Latin's Board Accessibility Standard regarding the requirements for written comments at board meetings as presented, which is moved by Mr. Simpson and seconded by Mr. Morris. The motion passes unanimously.

Ms. Smith explains changes to the updated Admission and Enrollment Policy and Process. Following the release of and in alignment with Act 55 of 2024, the school previously updated its policy to state that if a student enrolls in Pennsylvania for the first time, they needed to provide evidence of a vision screening. The state recently released guidance that says this is *requested* and not *required*. The school is asking the board to approve a small update to the policy which would state that Boys' Latin requests a new student's vision screening, and does not require it.

There is a motion to adopt the updated Admission and Enrollment Policy and Process, which was previously circulated to the board, which is moved by Mr. Morris and seconded by Mr. Adams. The motion passes unanimously.

Dr. Hayes shares an update on SY2026 Calendar, which the school asks the board to approve tonight. Students in tenth grade who need to retest will also participate in Winter Keystone Biology and Algebra I administrations and will be dismissed early at 2:30 p.m. following the Algebra I assessment on December 9, 2025. One and a half instructional hours are deducted for tenth grade retesters.

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

Dr. Hayes concludes his presentation.

IV. Board Committee Reports

a. Parent Liaison: Elaine Wells

Ms. Wells begins with her concern that parent concerns must become public comments at board meetings. One of Ms. Wells' first experiences at Boys' Latin was airing a concern that her son went through. She had emailed a couple of teachers similar to the public comment heard today. She did not get a response. She found it necessary to email teachers again, and copy the principal. Then she emailed the CEO, principal, and teachers which finally got her a response. That's a lot of unnecessary emails to address valid concerns of a parent, especially if those concerns are about safety and student success. The school's board and administration should work to address ways to resolve this so there doesn't ever have to be a public comment portion for a parent to air concerns about their child. Boys' Latin should identify the problem and bring a solution. Ms. Wells encourages concerned parents to reach out to the high school principal or the school's Extended Family Network ("EFN"). The EFN will reach out to the administration and other parents to address these issues. In the past, the EFN met with the principal in a relaxing environment after school in the evenings. They got to talk about issues that parents identified and came up with solutions to address the problems. It allowed the parents to know that these were shared problems, and showed the teachers the importance of responding to parents' concerns. Safety might not be in their wheelhouse, so that's something the dean of climate could help address. Having a collective meeting of parents, teachers, and administrators can help make headway for addressing concerns. This is not the first meeting that concerned parents have spoken at. Ms. Wells believes the best way to address problems is by working together.

Mr. Wyatt supports Ms. Wells' statement. Ms. Wells then thanks the parents who attended the board-parent town hall meeting. Ms. Wells believes that sitting in on EFN meetings will help enlighten other parents on different concerns.

There is a discussion on other pathways parents can use to voice their concerns, aside from emails.

Ms. Wells concludes her presentation.

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

Mr. Simpson begins with July and August 2025 Financial Statements, and directs the board to key performance indicators. Boys' Latin is currently hitting its benchmarks. The school is in good financial shape. There have been concerns about the Philadelphia shutdown, but Boys' Latin will be able to operate with ease. The school is still building up revenues since it is still the start of the school year. The balance sheet is strong reflecting 9.8 which is a high number. That came from payroll due at the end of calendar year 2025. Boys' Latin is not taking on a lot of debt, and is being fiscally conservative.

Ms. Smith adds that the Pennsylvania state budget has not yet passed. Boys' Latin is not impacted by that, as the majority of revenues comes from the School District of Philadelphia. That funding is expected to continue, and hopefully the state budget will pass soon.

There is a motion to approve the 10/1/2025 Hires, Terminations, and Resignations as presented in the 10/1/2025 personnel report, which was previously circulated to the board, which is moved by Mr. Morris 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. Wyatt. 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 10/1/2025 Contracts,¹ and the adopted 10/1/2025 Contracts² valued at under \$15,000 which have been entered into by the CEO of

¹ BLJ Community Rowing Facilities Utilization Agreement and Coaching Invoice (\$50,000.00); and SchoolLync Student Transportation Agreement 2025-26 School Year (\$450,000.00 for roundtrip daily transportation for 41 students; \$140.00 per day roundtrip transportation Buxmont APS; \$310.00 per day plus \$2.00/mile roundtrip transportation Martin Luther APS; assorted other fees as needed as listed on Exhibit 2.b Rate Sheet – 2025-2026 School Year).

² African American Charter School Coalition A1 Program 2025-26 School Year (\$50,000.00); Children's Hospital of Pennsylvania Guarantee of Payment Agreement for Hospital School Services 2025-26 School Year (\$66.59 per

Boys' Latin in alignment with board policy which were all previously circulated to the board, which is moved by Mr. Morris and seconded by Mr. Simpson. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Wyatt. The motion passes unanimously.

There is a motion to adopt the Fund Balance Policy Resolution, which was previously circulated to the board, which is moved by Mr. Morris 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. Wyatt. The motion passes unanimously.

Ms. Smith addresses the proposed Capital Projects Increase. Thus far renovations at the high school have been completed on budget and on time. The first project being the roof replacement and the second project being the replacement of windows which is near completion. The school asks for an increase of \$108,907.72 to the windows project to allow Boys' Latin to replace blinds at the high school and the main middle school building. The blinds are currently in poor condition due to normal wear and tear.

There is a motion to adopt the Capital Projects Increase, which was previously circulated to the board, which is moved by Mr. Morris 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. Wyatt. The motion passes unanimously.

Mr. Simpson and Ms. Smith conclude their presentation.

c. Development: *Pat South*

Mr. South begins with the Development Report. To date, Boys' Latin has raised \$440,000 in cash and commitments, which represents 44 percent of the school's budgeted development goal. This includes \$135,000 received from grants and foundations and \$305,000 received from individual giving.

hour of service, 1 hour of instruction per day, for a maximum of up to 5 hours per week); Corrective Math and Reading Curriculum and Subscription 2025-26 School Year (\$12,979.04); GoGuardian Edulastic Licenses 2025-26 School Year (\$5,500.00); Independent Contractor Agreement with Bryan Best for Attendance Incentive 2025-26 School Year (\$500.00); Panorama Education Solara AI Subscription 6/1/25-5/31/26 (\$7,666.67); Project "Go" School Attendance Support Program Memorandum of Understanding for Boys' Latin High School for the 2025-26 School Year (\$0.00); Project "Go" School Attendance Support Program Memorandum of Understanding for Boys' Latin Middle School for the 2025-26 School Year (\$0.00); Reading Allowed Institutional Tutoring Agreement and Addendum A 9/21/25-9/21/-26 (\$140.00 per hour for individuals, \$145.00 per hour for groups); Spectrum Staffing Agreement 2025-26 School Year (\$28.00 per hour or \$185.00 per day PCA; \$30.00 per hour or \$200.00 per day PCA multiple students; \$28.00 per hour NTA/Hall Monitor or Custodian; \$300.00 per day Substitute Teacher; and \$255.00 per day Teacher Assistant); and Verizon NASPO ValuePoint Purchasing Entity Agreement (\$0.00).

Mr. South describes the recently completed development activities, which include: conducting the 2025 EITC business campaign; hosting board parent town halls before Back to School Night; convening the board development committee; updating the Candid and Charity Navigator profiles and stock materials; completing the Hamilton and Philly Service Award grant reports and the Univest application; and securing the Susquehanna Foundation gift (\$298,000) and the McCausland Foundation gift (\$20,000). Boys' Latin has had a strong start to the year development-wise.

The development committee aims to focus on board engagement. Mr. South asks the board to continue engaging with the school's social media, make one donation of any size, and attend four select school events with at least two board members present at each event. Currently four of nine board members have made a donation, Mr. South thanks those who have donated. Mr. Jackson will circulate a donation link and a list of upcoming school events. Seven of nine board members attended the Back to School Night events. It was great having everyone together in the community, which included key stakeholders, parents, staff, administrators, teachers, and board members. It meant a lot to parents that the events were well attended, and there was a line out the door of attendees coming in. It was a good way to start the school year. The next event will be the school play the weekend of November 6, 2025, followed by the Honors Induction Ceremony. Mr. South encourages the board to attend.

The development committee had a call last week to discuss initiatives. The next task will be working on the EITC campaign where approved educational institutions and individuals can donate money to schools such as Boys' Latin. These institutions and individuals have been identified, so Boys' Latin is working on outreach via email.

Mr. South concludes his presentation.

d. Governance: *Wes Wyatt*

Mr. Wyatt begins by introducing the resolution to be voted on tonight: Ms. Myers has elected to sit on the Governance Committee and the School Programming & Education Performance Committee.

There is a motion to adopt the Resolution Assigning Lauren Myers to the Governance Committee and the School Programming & Education Performance Committee, which was previously circulated to the board, which is moved by Mr. Morris and seconded by Mr. Simpson. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Simpson, Mr. South, Ms. Wells, and Mr. Wyatt. The motion passes unanimously.

Mr. Wyatt concludes his presentation.

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

Mr. Adams begins by stating that this committee is about the school's educational performance. Being that this committee is the last item on the agenda, by the time the board has this conversation the report has already been shared. Mr. Adams wants to take this opportunity to listen, and opens the floor to parents to share any thoughts or concerns that they may have.

One parent shares that her son is in the sixth grade, and she attended a meeting where the math curriculum was explained to her. She asked the math chair about a pre-algebra program, and was told there is none for sixth graders. She wants a pre-algebra program implemented at some point for sixth graders and believes that introduction would be helpful and useful for students.

Dr. Hayes agrees, and explains that there is a Saturday pre-algebra program offered to seventh graders twice per month. During the summer, there is a leadup to the class with an algebra bridge program. Dr. Hayes believes there is space to improve the integration of algebra for younger Boys' Latin students.

Another parent, Mr. Delaney, shares that he has two twin boys in the sixth grade at Boys' Latin. Mr. Delaney is very pleased with what he's seen regarding communication from the school. Boys' Latin offers a lot of events and activities that are community-based which he appreciates. He thinks it's great to be able to speak to leadership, shake hands, and discuss issues. Mr. Delaney shares that his two boys have a lot of anxiety and are on the spectrum. Mr. Delaney asks what conversations are being held around mental wellness for Boys' Latin students.

Dr. Hayes answers that Boys' Latin has a program that teaches Social Emotion Lessons ("SEL"), which includes foundational elements that students can learn. Students cannot learn when they feel unsafe or stressed. There is staff on hand, including social worker Rebecca Nicholas, who can help anxious students. Dr. Hayes is not sure if sixth graders are included in this program, but social workers run groups. The advisory and leadership academy also have small groups to support those students with needs. A program called 100 Black Men will hold a leadership academy along with a young men's mental health conference. Ms. Smith will provide Mr. Delaney with information on these programs.

Ms. Whitehead shares that she had a pleasant experience at the Boys' Latin middle school, but has been having communication challenges at the high school. There are issues with scheduling. She is trying to find ways to work on these issues, but there are different communication styles at the middle school versus the high school. Ms. Whitehead has considered another school that would be more financially viable for her son, as school uniforms are costly.

There is a discussion on Ms. Whitehead's concerns. Ms. Whitehead shares her concerns that she expressed earlier in the meeting regarding her son's tardiness. She does not understand why he is on time to school but late to class.

Dr. Hayes addresses Ms. Whitehead's concerns, and explains the administrative responsibilities of the Boys' Latin staff. Students can go upstairs to their lockers at 7:45 a.m. Boys' Latin will investigate her son's tardiness. Students have an individual schedule at the high school, where at the middle school students have a cohort schedule. Dr. Hayes will give Ms. Whitehead his phone number.

Mr. Adams concludes his presentation.

Mr. Wyatt thanks everyone for their time and efforts tonight, and wishes the board well.

The meeting adjourns at 5:13 p.m.

Respectfully submitted,

Patrick South, Secretary