Meeting of the Board of Directors
Wednesday, December 3, 2025 at 4:00 p.m.
Meeting Held Virtually Via Zoom

The meeting was called to order at 4:14 p.m.

Board Members in Attendance: Charles Barrett Adams, Michael Bowman, Nathaniel Morris, Lauren Myers, Wes Wyatt, Paul Yakulis

Board Members Excused: Floyd Simpson, Patrick South, Elaine Wells

Staff in Attendance: Ruth Gonzalez, Dr. William Hayes, Tyler Jackson, Zachary Paris, Colleen Smith

Guests in Attendance: Jenna Smalley (Kleinbard LLC)

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.

II. Call to Order: *Wes Wyatt*

Mr. Wyatt calls the meeting to order.

There is a motion to adopt the November 19, 2025 Boys' Latin board of directors special meeting minutes, which is moved by Mr. Yakulis and seconded by Mr. Bowman. The motion passes unanimously.

III. CEO Report: *Dr. William Hayes*

Dr. Hayes begins by introducing Mr. Zachary Paris, Director of Early College and Career Programming at Boys' Latin. Mr. Paris supports both the Boys' Latin middle school and high school. He has been integral in getting the Dual Enrollment program off the ground and growing it.

Mr. Paris introduces himself to the board, and explains that he has worked in Dual Enrollment for the past three years. Dual Enrollment is a pathway to college and beyond where high school students enroll in college-level courses on a college

campus. Boys' Latin primarily works with the Community College of Philadelphia ("CCP"). The goal is for students to earn college credits while still in high school. The benefits include lower tuition costs and exposure to college-level expectations while building academic confidence and independence.

At the Boys' Latin Middle College, students complete high school coursework while earning an associate degree. The goal is to graduate high school having earned a full associate degree. This significantly reduces college expenses while the student earns a marketable credential. There is also a smoother academic transition once the student enters college.

Mr. Paris then walks the board through the program specifics. The Summer ACE program is open to 9th to 12th graders, which is part-time during the summer. The Middle College program is open to 10th to 12th graders, which is full-time during the school year. The Dual Enrollment program is open to 10th to 12th grade, which is part-time during the school year.

Mr. Paris notes that the benefits of these programs include early exposure to college level expectations, building academic confidence and independence, supporting academic and social transitions into college, and reducing college expenses.

Mr. Paris provides a Dual Admission opportunity example for Temple University. To qualify, a student would graduate from CCP with an AA or AS in an approved transfer program. The student must maintain a minimum GPA of 2.3, with a C or higher in all courses applied toward the transfer. The student would enroll at Temple within one year of completing his associate degree, with no enrollment at any other college in between. The student would receive a guaranteed admission to Temple receiving $2,000 per year if their GPA is between the range of 3.65 to 4.0.

Currently 28 Boys' Latin students are enrolled in Dual Enrollment coursework, with 24 students enrolled in the Middle College. The total projected enrollment for SY2027 is 40 students, comprised of 30 at the Middle College and 10 part-time students. Part time enrollment opportunities will continue expanding in SY2027. This year the first cohort of Middle College students will graduate with up to 64 college credits.

Mr. Paris explains how students graduate with college credits. Seniors in 2026 are projected to graduate with an average of 48 transferable college credits. Over the previous two years, students graduated with an average of 22 credits. Growth is largely due to the Middle College program, allowing students to begin taking college courses in 10th grade.

The average GPA for Middle College students is 3.45. Five seniors will graduate this year with an associate degree in liberal arts. There are two associate degree pathways available: liberal arts and applied engineering technology. Future majors will include

health sciences, computer science, and business leadership. Boys' Latin students can benefit from dual admission partnerships with more than 16 colleges and universities.

Mr. Paris explains that all Middle College courses are housed at CCP. Students participate in weekly meetings at the Boys' Latin high school on Fridays. There are multiple college visits each semester. Future college visits will include Johns Hopkins, Penn State, NYU, and Yale. This year Boys' Latin Middle College students visited Columbia, Villanova, Lehigh, and Princeton.

Mr. Paris provides a student highlight on Akeel Ali. Mr. Ali is currently in 11th grade and enrolled in the Boys' Latin Middle College. His GPA is 3.61. Mr. Ali is a Nursing Pathway Program alumnus and wants to be an orthopedic surgeon. He is currently taking Calculus II, Public Speaking, and Engineering Quality Assurance courses. Mr. Ali's notably completed courses include Introduction to Robotics and Physics.

Mr. Paris then highlights student Zakai Stafford. Mr. Stafford is currently a Temple student and full tuition scholarship recipient. His major is Industrial Engineering. He graduated Boys' Latin with 24 college credits and improved from a 3.2 GPA at Boys' Latin to a 4.11 GPA during Dual Enrollment. During his junior year he interned at O'Donnell & Naccarato Structural Engineering. Mr. Stafford had a smooth transition to college because he knew the basics due to the Dual Enrollment program.

Mr. Paris turns to the future of Dual Enrollment, which would allow every Boys' Latin senior to have the opportunity to take a Dual Enrollment course. The goal is to broaden course offerings beyond traditional academics, which would include Film Photography, Video Editing, and Architecture. There is the potential to host the entire course load through the Dual Enrollment program. For example with Physics, students must meet placement requirements for Math and English. The school aims to develop structured academic pathways where Boys' Latin students can take Dual Enrollment courses aligned to a specific major and matriculate directly into a partner university's bachelor's program, such as the Holy Family University Nursing Pathway.

Mr. Wyatt thanks Mr. Paris for his thorough presentation. Ms. Myers emphasizes the importance of the Dual Enrollment program and the potential for growth with students. On May 2, 2026, students will graduate from CCP then a month later they will receive their high school diploma. Boys' Latin students can be proud of having two graduations. Boys' Latin is one of only two schools in Philadelphia that have high school students graduate with an associate degree.

Mr. Paris concludes his presentation.

Continuing, Ms. Smith turns to the Updated SY2026 Calendar. Changes include cancelling leadership academy for middle school students on December 16-18, 2025, decreasing instructional time. Another proposed change is dismissing students in

grades 10 and 11 who are participating in the Winter Keystones at 2:00 p.m. instead of 2:30 p.m. on December 8-10, 2025.

There is a motion to adopt the Updated SY2025-26 Calendar, which was previously circulated to the board, which is moved by Mr. Yakulis and seconded by Ms. Myers. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Wyatt, and Mr. Yakulis. The motion passes unanimously.

Dr. Hayes then introduces the Waiver of Expulsion Hearing Agreement for Student S.J., which was reviewed and discussed in executive session.

There is a motion to adopt the Waiver of Expulsion Hearing Agreement for Student S.J., which was previously circulated to the board and discussed in executive session, which is moved by Mr. Yakulis and seconded by Mr. Bowman. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Wyatt, and Mr. Yakulis. The motion passes unanimously.

Dr. Hayes concludes his presentation.

IV. Board Committee Reports

a. Parent Liaison Report: *Elaine Wells*

With Ms. Wells being absent, there is no Parent Liaison Report tonight.

b. Audit and Finance: *Colleen Smith*

Ms. Smith begins with the FY2025 Audit. Boys' Latin was presented with draft audits at the November 19, 2025 finance committee meeting. The committee did a thorough review, and those draft versions are presented tonight for board approval.

Ms. Smith explains that the annual auditing process includes two parts: 1) the financial audit and 2) the single audit. Unfortunately that second component, the single audit, is delayed. The U.S. Office of Management and Budget has not yet published the compliance supplement, and audits are not permitted to issue single audit reports without it. At the time of this meeting, that supplement still has not been published. These audits are not due until March 31, 2026, but must be submitted to the Charter School Office ("CSO") and the State by December 31, 2025. The school usually submits both parts together. The CSO is willing to accept a draft audit this month. Once the single audit can happen, the board will be updated and a final version will be submitted to the federal government and state government.

There is a motion to adopt the FY2025 Draft Audit, which was previously circulated to the board, which is moved by Mr. Wyatt and seconded by Ms. Myers. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Wyatt, and Mr. Yakulis. The motion passes unanimously.

Ms. Smith turns to the September and October 2025 Financial Statements. Boys' Latin is currently in a strong financial position. The state budget has passed, and the school was planning for delays in the release of per people funding but now everything is on track. Ms. Smith advises that there are no concerns here and no significant updates.

There is a discussion on out-of-district students attending Boys' Latin.

There is a motion to approve the 12/3/2025 Hires, Terminations, and Resignations as presented in the 12/3/2025 personnel report, which was previously circulated to the board and discussed in executive session, 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. Wyatt, 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 contracts which have already been entered into by Dr. Hayes and valued at under $15,000 in alignment with board policy. The second batch of contracts is submitted to the board for approval which are valued at more than $15,000 and have not yet been entered into.

There is a motion to approve the adopted 12/3/2025 Contracts[1] 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, 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. Wyatt, and Mr. Yakulis. The motion passes unanimously.

There is a motion to approve the 12/3/2025 Contracts[2] valued at more than $15,000, which were previously circulated to the board, which is moved by Mr. Yakulis and seconded by Mr. Bowman. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Wyatt, and Mr. Yakulis. The motion passes unanimously.

Dr. Hayes explains that the school is seeking funds related to HVAC system renovations at the Boys' Latin high school. This determination would be made in conversation with Mr. Whisman around debt covenants. The school hopes to use its

[1] AdvanEdge Strategic E-Rate Application and Support Services Agreement for the 2026-27 and 2027-28 Funding Years ($4,998.00 in each year); Consolidated Federal Grant Agreement for 8/4/25 through 9/30/26 (($829,320.00)); Deaf-Hearing Communications Centre Inc. Rates and Policies Agreement ($85.00 per hour for educational services and other additional charges as needed per Rates schedule on pages 2 and 3); Green Tree School and Services Tuition Agreement for the 2025-26 School Year ($407.04 per day for which the student is enrolled); 2025-26 IDEA Subgrant Agreement with the School District of Philadelphia (($211,765.60)); and LearnWell Educational Services Agreement ($54.50 per hour of instruction plus 33% for administrative and preparation time for those services).
[2] IXL Learning Renewal Agreement ($18,295.00); and UnitedHealthcare Medical Renewal Agreement ($957,999.00).

current funding in the bank to pay for HVAC system. Ultimately the project will cost $972,857.00. Currently the school does not know if these funds will come out of the school's bank account or funded through the Truist line of credit.

There is a motion to approve the total HVAC renovations expenditure at the Boys' Latin high school as presented ($972,857.00), allowing the school to disperse money in a manner that maintains its debt covenants, which is moved by Mr. Yakulis and seconded by Ms. Myers. The following board members vote in the affirmative: Mr. Adams, Mr. Bowman, Mr. Morris, Ms. Myers, Mr. Wyatt, and Mr. Yakulis. The motion passes unanimously.

Ms. Smith concludes her presentation.

c. Development: *Colleen Smith*

Ms. Smith begins with the Development Report. To date, Boys' Latin is in great development shape. Boys' Latin recently launched its annual appeal and several donations have come in over the past few days. So far the school has raised just over $515,000 and expects to receive more donations between now and the end of the calendar year. Boys' Latin is already over 50 percent of the way towards reaching its budgeted development goal of $1 million.

Ms. Smith turns to board engagement. To date, five board members have donated to the school, six board members have followed and engaged with the school's social media accounts, and seven board members have participated in a board-parent town hall. At least two board members have attended two school events, however no board members have attended four school events. Ms. Smith announces that Boys' Latin now has a YouTube page, along with TikTok, Facebook, Instagram, and LinkedIn profiles. Ms. Smith encourages the board to follow and engage with the school's social media.

There is a discussion on the Boys' Latin's LinkedIn page.

Ms. Smith concludes her presentation.

d. Governance: *Paul Yakulis*

Mr. Yakulis has nothing to report.

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

Dr. Hayes begins with a Strategic Plan Update, specifically the priorities for this year's strategic plan. Program highlights include the Boys' Latin middle school Run Club participating in the Rothman 8k. The Truist Financial Literacy Workshop was also held along with the 2nd Annual HBCU Tour. Students went to North Carolina,

Georgia, and Alabama to tour several schools and connect with alum at Moorhouse College.

Dr. Hayes updates the board on the status of the 2025-26 strategic plan initiatives. Staff will roll out the pillars at the monthly professional development session. Student and parent surveys have been administered and a photo/video shoot is scheduled for December 15, 2025. The second coaching cycle was completed with progress and growth, however performance gaps remain in core areas which resulted in the repositioning of school-based leadership support. Boys' Latin purchased software add-ons to support the differentiation of lesson plans. A recruitment happy hour was held during BMEC and TFA with other partner schools. A vendor table was set up at BMEC, and positions for next year were posted on the school's website. There is limited capacity across departments to provide direct mentorship, so Boys' Latin will table that component for next year while continuing management and coaching support. The Boys' Latin middle school and high school student summits were held and student well-being surveys were administered between November 24 and December 12, 2025.

Ms. Smith gives a shoutout to the parents who joined tonight's board meeting. Mr. Wyatt thanks the parents for attending.

Dr. Hayes concludes his presentation.

Mr. Wyatt thanks everyone for their efforts tonight, and will speak with the board soon.

The meeting adjourns at 5:02 p.m.

Respectfully submitted,

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Patrick South, Secretary