



**Meeting of the Board of Directors
Wednesday, February 4, 2026 at 4:00 p.m.
Middle School Dining Hall
344 N. Felton Street, Philadelphia, PA 19139**

The meeting was called to order at 4:21 p.m.

Board Members in Attendance: Nathaniel Morris, Floyd Simpson, Patrick South, Elaine Wells, Wes Wyatt

Board Members in Attendance Virtually: Charles Barrett Adams, Paul Yakulis

Board Members Excused: Michael Bowman, Lauren Myers

Staff in Attendance: Ruth Gonzalez, Dr. William Hayes, Tyler Jackson, Michael Sanford, Colleen Smith, Imere Williams

Guests in Attendance: Jenna Smalley (Kleinbard LLC), Michael Whisman (Vertex Education), Deneen Hughes (Parent), Ezion Devine (Student)

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 December 3, 2025 Boys' Latin board of directors meeting minutes, which is moved by Mr. South and seconded by Mr. Morris. The motion passes unanimously.

Mr. Wyatt mentions the statement of financial interests instructions will be sent out soon to board members for how to complete them. Ms. Smith will also circulate the prior year's form as a reference.

III. CEO Report: *Dr. William Hayes*

Dr. Hayes begins with an update on Mission Excelsior 2030: Boys' Latin's strategic plan. This school year a key initiative was identified to refine and implement a robust onboarding and mentoring program for new teachers and staff, while ensuring they are well supported and integrated into the school's culture and instructional model.

A survey was recently circulated to teachers and staff regarding their intent to return. Eighty percent of staff indicated they are likely to return next year. Two employees who are not returning have major life changes that the school is already aware of. Nearly 40 percent indicated that they see themselves at Boys' Latin for the next five-plus years. Finally, 60 to 65 percent of respondents indicated that they agree/strongly agree that Boys' Latin is a great place to work.

There is a discussion on the surveys circulated. Dr. Hayes advises that last year was the first year this survey was conducted.

Turning to employee satisfaction, Dr. Hayes describes the factors that keep staff working at Boys' Latin. The number one response was competitive salary and benefits, followed by work schedule, leadership vision, demographic of students, and safety and security. Factors that appeared most in employees' top five reasons for staying at Boys' Latin include competitive salary and benefits, work schedule, safety and security, leadership vision, and adequate facilities & infrastructure.

Dr. Hayes gives a shoutout to Ms. Gonzalez for human resources and the tech department for receiving the highest employee satisfaction ratings. The number one factor that keeps folks working at Boys' Latin is salaries and benefits along with that being the thing that they want to improve. There is a desire for those individuals to have opportunities outside of the school to grow their leadership capabilities. Boys' Latin is largely a "flat" organization with one principal at each school, but can still create opportunities to engage staff.

There is a discussion on employee satisfaction.

Dr. Hayes adds that teachers have uninterrupted periods every Monday afternoon, and the school added a full professional day for teachers. Boys' Latin concludes the school year earlier than the district by two and a half weeks, so employees like the extra vacation time.

Dr. Hayes announces partner scholarships for Boys' Latin seniors. The AJ Brown Foundation is offering a one-time \$5,000 scholarship for one senior attending a four-year college in the fall, along with a one-time \$2,500 scholarship for one senior who will attend a community college in the fall. The REP Family Foundation is offering a \$5,000 scholarship with a \$1,250 annual stipend to four Boys' Latin seniors attending college in the greater Philadelphia region. Dr. Hayes adds that the AJ Brown Foundation recently sponsored Boys' Latin's Back to School Night.

Dr. Hayes turns to the proposed Student A Educational Services and Trust Agreements, which was discussed in executive session. This agreement (1) establishes an educational expense trust fund for the benefit of the student in the amount of \$3,600.00 to be used for legitimate educational expenses through February 21, 2032, and (2) provides reimbursement to the student's family by the school for reasonable counsel fees in an amount not to exceed \$3,250.00.

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

The proposed Student B Educational Services and Trust Agreements is presented, which was discussed in executive session. This agreement (1) establishes an educational expense trust fund for the benefit of the student in the amount of \$34,000.00 to be used for legitimate educational expenses through September 30, 2029, and (2) provides reimbursement to the student's family by the school for reasonable counsel fees in an amount not to exceed \$6,000.00.

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

The proposed Student C Educational Services and Trust Agreements is presented, which was discussed in executive session. This agreement (1) establishes an educational expense trust fund for the benefit of the student in the amount of \$77,877.00 (\$25,959.00 within 60 days; \$25,959.00 by May 31, 2026; and \$25,959.00 by November 30, 2026) to be used for legitimate educational expenses through June 30, 2027, and (2) provides reimbursement to the student's family by the school for reasonable counsel fees in an amount not to exceed \$10,000.00.

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

The proposed Student D Educational Services and Trust Agreements is presented, which was discussed in executive session. This agreement (1) establishes an educational expense trust fund for the benefit of the student in the amount of \$9,000.00 to be used for legitimate educational expenses through October 23, 2033, and (2) provides reimbursement to the student's family by the school for reasonable counsel fees in an amount not to exceed \$4,000.00.

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

Continuing, Ms. Smith turns to the Updated SY2026 Calendar. Changes include (1) school closures for students in all grade levels due to inclement weather on January 26 to 28, 2026, which reduced instructional time by 19:59:00 at the middle school level and 19:00:00 at the high school level, and (2) holding flexible instructional days for students in all grade levels due to inclement weather on January 29 to 30, 2026.

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

Dr. Hayes concludes his presentation.

IV. Board Committee Reports

a. Parent Liaison Report: Elaine Wells

Ms. Wells begins with a follow up on ways in which parents can get responses from the instructional staff, teachers, and administrative staff at Boys' Latin. Ms. Wells has been contemplating pathways for parents, families, and guardians to talk about issues not directly related to their student. Topics such as safety, programming, and other students can be concerning for a family. Ms. Wells suggests finding ways to build a platform for families and students to raise those concerns, without it being specific to their child.

Dr. Hayes held a meeting about this topic, and connected with one of the concerned parents from the previous board meeting. Dr. Hayes invited this parent to be part of the planning committee. There was a substantial number of updates circulated to parents regarding what to be aware of. Boys' Latin's commitment would include holding an open-call meeting to discuss issues raised for the next school year related to strategic planning. The school aims to elevate topics such as student safety and sense of belonging to better address these issues. The goal is to hold that parent meeting before the next board meeting in April 2026.

Ms. Wells discusses the idea of community, and how communities are not sure how they can support Boys' Latin. Specific to the middle school, residents on the other side of the street have raised issues. Ms. Wells asks if there is a platform to engage

the community around supporting the school while reaching a common agreement about issues they might have for students.

Dr. Hayes is open to this idea, and will discuss with Ms. Wells.

Ms. Wells concludes her presentation.

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

Mr. Simpson begins with the November 2025 financial statements. Capital projects originally budgeted versus what has come in is slighter higher, so this impacted financial ratios. There is an approximate \$108,000 variance which will be spent under capital projects in FY2026. Mr. Simpson notes that the projected number of students enrolled versus those actually enrolled is a positive delta. If the school continues on this trend, even if this project does go over, it should not be as impactful based on other numbers.

Turning to the December 2025 financial statements, Mr. Simpson identifies the \$1.3 million capital projects variance coming to play. This variance had an impact on the total margin ratio, which was at -1.3 in December and around 3.0 in October. Beyond that, Boys' Latin's cash on hand is strong. The current ratio did go up with liabilities. The debt ratio is down to 23.7 percent. Financially, Boys' Latin is operating in a good place.

There is a motion to approve the 2/4/2026 Hires, Terminations, and Resignations as presented in the 2/4/2026 personnel report, which was previously circulated to the board and discussed in executive session, which is moved by Ms. Wells and seconded by Mr. South. The following board members vote in the affirmative: Mr. Adams, Mr. Yakulis, Mr. Wyatt, Ms. Wells, Mr. Morris, Mr. Simpson, and Mr. South. The motion passes unanimously.

Ms. Smith states that there are three contracts to be voted on tonight. These contracts submitted to the board for approval are valued at more than \$15,000 and have not yet been entered into.

There is a motion to approve the 2/4/2026 Contracts¹ valued at more than \$15,000, which were previously circulated to the board, which is moved by Mr. Simpson and seconded by Mr. Yakulis. The following board members vote in the affirmative: Mr. Adams, Mr. Yakulis, Mr. Wyatt, Ms. Wells, Mr. Morris, Mr. Simpson, and Mr. South. The motion passes unanimously.

¹ Sunbelt Staffing, LLC Client Services Agreement and Addendum A: Client Assignment Confirmation (\$84.00 per hour for a minimum of 35 hours weekly between 1/22/2026 and 5/29/2026; \$126.00 per hour for overtime); E-Rate Contract Award Letter for Comcast Business Cable Model Internet Services from 7/1/26 through 6/30/29 (\$22.79 per month or \$227.90 monthly fee at a 90 percent discount); and E-Rate Contract Award Letter for Comcast Business Middle School Campus Fiber Internet Access Services from 7/1/26 through 6/30/29 (\$92.09 per month or \$920.90 monthly fee at a 90 percent discount).

Ms. Smith explains that the State just recently released updated procurement thresholds, a process done annually in January. There have been changes to uniform guidance at the federal level. Boys' Latin must follow these guidelines if using federal or state grant money. Ms. Smith advises that this is a routine revision. The school credit card policy was updated to allow the senior director of academics to be an approved position to receive a school credit card. There are very few employees that have credit card authority. Other changes include an increased micro-purchase threshold for goods, supplies, and services; an increased simplified acquisition procedures minimum threshold for goods and supplies; an increased simplified acquisition procedures minimum threshold for services; an increased sealed bids procedure minimum threshold for goods and supplies; and an uncreased competitive proposals minimum threshold for services.

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

Ms. Smith concludes her presentation.

c. Development: *Pat South*

Mr. South begins with the Development Report and Summary. The school is on track to hit its budgeted development goals. There are two targets: the initial \$1 million development goal followed by the \$1.3 million development goal. So far about \$900,000 have been raised, and with commitments the school is over \$1 million raised. Now the development committee is focused on the overall \$1.3 million development goal. The committee has more work to do for reaching the next target by raising visibility. There is a committee call on Friday, and one item to be discussed is strategy on how to hit the final target. So far development is strong for the 2025-2026 school year. Mr. South thanks the board for their support. The total amount raised is \$1,018,000 in cash and commitments: 42 percent from EITC, 17 percent from grants and foundations, and 41 percent from individual giving.

Boys' Latin conducted the End-of-Year Giving Campaign, which included distributing the 2025 Annual Appeal by mail and email to 600 current and prospective donors during the month of December 2025. A social media fundraiser was operated during this same time period, along with the Giving Tuesday campaign by email and social media which raised \$89,000, exceeding the budgeted goal. Upcoming activities include sending thank you notes to each donor to date from the board chair and development committee chair, launching matching donation software, and holding the individual EITC giving event.

Mr. South then turns to board engagement initiatives in the works. The development committee has asked the board to continue supporting the school over social media. A number of board members are actively engaged by commenting and sharing posts. The Boys' Latin YouTube channel is up and running. Ms. Smith adds that short form video is the most popular way to consume information in 2026. Boys' Latin does cross-post Instagram, TikTok, and YouTube reels. The one area where the school has the most growth to make is on LinkedIn. By the end of this fiscal year, Boys' Latin will be more active on LinkedIn.

Mr. South addresses board giving. To date, six out of the nine board members have donated to the school. Mr. South encourages the board to donate as soon as they can to reach 100 percent board participation, which is important for overall alignment and commitment at the board level. Six board members have followed and engaged with the school's social media accounts. Seven board members participated in the board-parent town hall. Among the five select school events held to date, five board members attended the first event, three board members attended the second event, but no board members attended the remaining events. Mr. South urges the board to attend select school events. There are several events upcoming and the school would like to see two board members at each event. Mr. South asks the board to join Boys' Latin for the College Tie Ceremony on February 11, 2026, the National Honor Society Induction Ceremony on February 25, 2026, and the Black History Month Event on February 27, 2026.

Finally, Mr. South advises that development is on target for Boys' Latin's year-end giving campaign and ongoing grant management for state and federal grants. The basic business of development continues to be strong and on pace. The committee still aims to bolster its board engagement initiatives.

Mr. South concludes his presentation.

d. Governance: *Paul Yakulis*

Mr. Yakulis has no governance report tonight.

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

Mr. Adams states that following Dr. Hayes' CEO Report, there is no additional school programming and education performance report.

Ms. Smith gives a shoutout to those in attendance tonight, including sixth grade student Ezion Devine and parent Ms. Hughes, and Boys' Latin staff members Mr. Williams and Mr. Sanford.

Dr. Hayes updates the board that the new community group session will be called the EFN Leadership Interest Meeting. There will be a follow up meeting held on February 17, 2026.

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

The meeting adjourns at 5:02 p.m.

Respectfully submitted,

Patrick South, Secretary