WORKSHOP AND MEETING MINUTES

Notice was hereby given that the Board of Directors of YES Prep Public Schools held a regular meeting, open to the public, on **Thursday, November 19 at 7:30 AM.** The Board convened in Open Session at 5455 South Loop East Freeway, Houston, TX 77033.

All final votes, actions, or decisions were taken in an open meeting.

YES Prep Board of Directors Present: Michol Ecklund, Joe Gatto, Andrea Link, Adrienne Amin, Chris Barbic, Brian Colona, Mickey Barrett, Jordan Marye (9:10 AM)

YES Prep Staff Members Present: Mark DiBella, Carmen Darville, Phil Wright, Dana Foughty, Isy Castillo, Tony Munoz, Julie Nguyen, Cesar Cedillos, Amanda Rawlings, Danika Palacios, Claudia Zavala, Morgan Acevedo, Ireri Rebollar, Beth Carlson-Young. Leigh Levine

1. **Call to Order, quorum determined, meeting declared open at 7:35 AM**

2. **Public Comment**

3. **Reports:**
    - **CEO Report –**
        - **SY27 Goal Updates**
        - **TPCSA** – Election updates
        - **Artificial Intelligence Strategy and Student Readiness:** Discussed the organization's cautious AI pilots, the need to evaluate AI literacy within student technology skills, and the absence of clear state or higher-education standards to guide implementation.
    - **Program Report –**
        - **College Ready SAT/TSIA2 Growth** - After one round of SAT & TSIA2 testing in Q1, seniors grew +9% from the beginning of the year. The class of 2027 has surpassed the Class of 2025 and is on track to surpass the class of 2026
        - **CTE Programming** at YES Prep campuses include 3 supported (resources and oversight), 2 pilot pathways launched at 12 of 15 secondary campuses – well above our first-year goal of 5 campuses
        - **Ignite Career Week** – Feb 5
            - Request for opportunities for students to visit sites on the north side of town on Feb 5
        - **Program Committee Priorities:** Program Committee Chair Andrea Link outlined the committee's focus on long-term student outcomes, college-to-career pathways, research presentations, and an update to the committee charter.
    - **Talent Update –**

- **Houston Top Workplaces – Two Years in a Row**
  - Recognized by Houston Chronicle, based on employee feedback
  - YES Prep is one of 3 school districts to win on our size category
- **Intent to Return**
  - Trending higher than we have in the past
  - Intent to Return improved across both Elementary and Secondary. SPED workload remains a key retention challenge, and Talent is using this data, focus groups, and staffing model analyses to inform targeted retention strategies.

- **Finance Report - FY26 Audit**
  - The FY26 audit was unmodified and had no findings requiring board discussion. The result is treated as final unless the Office of Management and Budget later directs the auditors to include an additional item.

4. **Business Agenda:**

1 **Vote** to accept the results of the FY26 Financial Audit.

Motioned	Joe Gatto
Seconded	Brian Colona
Motion carried at	8:01 AM

Board Member	Vote
Adrienne Amin	☒Assent ☐Dissent ☐Absent ☐Recuse
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
Jordan Marye	☐Assent ☐Dissent ☒Absent ☐Recuse

2 **Vote** to adopt four Board policies from the Finance policy group: PG-5.001, 5.021, 5.030, 5.102.

Motioned	Adrienne Amin
Seconded	Brian Colona
Motion carried at	8:02 AM

Board Member	Vote
Adrienne Amin	☒Assent ☐Dissent ☐Absent ☐Recuse
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
Jordan Marye	☐Assent ☐Dissent ☒Absent ☐Recuse

3 **Vote** to adopt eleven board policies from the Governance, Instruction, Students, and Personnel policy groups: PG-1.101, 1.304, 1.601, 2.206, 2.403, 3.103, 3.205, 3.305, 3.312, 4.205, 4.302.

Motioned	Chris Barbic
Seconded	Adrienne Amin
Motion carried at	8:03 AM

Board Member	Vote
Adrienne Amin	☒Assent ☐Dissent ☐Absent ☐Recuse
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
Jordan Marye	☐Assent ☐Dissent ☒Absent ☐Recuse

4 **Vote** to approve the SY2026-2027 Local Improvement Plan for Southside Elementary.

- **Prior Experience:** The team said Home Office personnel who supported three elementary schools that were previously tracking toward low ratings remain involved and are applying that experience to Southside's plan.
- **Instructional Coaching:** The primary strategy is stronger coaching of teachers and coaches, with direct observation in classrooms to improve daily Tier 1 instruction. Home Office staff, campus administrators, and resident principals are participating in coaching observations.
- **Language Support:** Because Southside is the only elementary school without a bilingual program, the plan emphasizes stronger daily classroom strategies for English-proficient and emergent bilingual students, including increased writing, speaking, and structured turn-and-talk opportunities.

Board Approval: The board approved the Southside Elementary local improvement plan without opposition and identified CCMR in secondary schools and Southside Elementary in elementary schools as current priorities.

Motioned	Brian Colona
Seconded	Joe Gatto
Motion carried at	8:08 AM

Board Member	Vote
Adrienne Amin	☒Assent ☐Dissent ☐Absent ☐Recuse
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 Jordan Marye: ☐Assent ☐Dissent ☒Absent ☐Recuse
5	**Vote** to approve the expedited expansion amendment submission and corresponding resolution to add Gulfton Elementary, Northwest Elementary, and increase the maximum, allowable enrollment. o The board deferred this vote so members could conduct a deeper review later in the meeting of adding three campuses and increasing maximum enrollment.	

5. Consent agenda:

1	**Vote** to approve meeting minutes from the October 22, 2026, Board of Directors meeting.
2	**Vote** to approve the independent contractor agreement with David Lauck for Fall 2026.
3	**Vote** to approve an amendment to the existing transportation services agreement between YES Prep and First Student, Inc.
4	**Vote** to approve the one-year renewal contract with Xerox Business Solutions for PrinterLogic MSP in FY2027.
5	**Vote** to approve the service agreement with Givebutter, Inc. for the 2026 YES Prep Annual Winter Appeal fundraising event.
6	**Vote** to approve the data sharing agreement with Lamar University for a doctoral dissertation research study conducted at YES Prep during SY2026-2027.
7	**Vote** to approve the Shafaii Event Venues agreement for YES Prep Southside Secondary Prom on May 7, 2027.
8	**Vote** to approve the Shafaii Event Venues agreement for YES Prep Hobby Secondary Prom on May 7, 2027.
9	**Vote** to approve The Bell Tower on 34th agreement for YES Prep Northside Secondary Prom on April 29, 2027.
10	**Vote** to approve a partnership agreement between YES Prep Public Schools and Girl Scouts of San Jacinto Council from November 2, 2026, through July 30, 2027.
11	**Vote** to approve a professional services agreement between Region 4 Education Service Center and YES Prep Public Schools for SY 2026-2027.
12	**Vote** to approve an agreement with YMCA Camp Cullen for the YES Prep North Forest Secondary student leadership retreat on December 15, 2026, to December 16, 2026.
13	**Vote** to approve the host school agreement between YES Prep and Teacher Lounge from January 8, 2027, to June 2, 2028.
14	**Vote** to approve the host school agreement between YES Prep and Global Ambassador Programs from January 29, 2027, to May 26, 2028.
15	**Vote** to approve the award of a contract to Sullivan Contracting Services (Pounds Group LLC) under RFP #YESP2026-24 for GUS and SSS Servery Improvements, and delegate authority to the CEO and his designees to negotiate, finalize, and execute the agreement(s) and amendment(s).
16	**Vote** to approve the award of a contract to Pape-Dawson Consulting Engineers, LLC under RFQ#YESP2026-02 Land Surveying Services, 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 cooperative purchasing program agreement between Sourcewell and YES Prep for a one-year term.

18	**Vote** to approve a contract addendum for Richard Billings for CFO transition and finance executive leadership support through April 9, 2027.

Motioned	Joe Gatto
Seconded	Adrienne Amin
Motion carried at	8:09 AM

Board Member	Vote
Adrienne Amin	☒Assent ☐Dissent ☐Absent ☐Recuse
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
Jordan Marye	☐Assent ☐Dissent ☒Absent ☐Recuse

6. **Close meeting, open workshop at 8:09 AM**

7. **Strategic Topic: YES Prep's Financial Long-Term Model -** Reviewed tightening economics, declining cash reserves, higher debt, and expenses exceeding recurring revenue, then committed to developing a phased path to financial sustainability by fiscal year 2030.
    - **Current Financial Health** – Financially healthy, but with a downward trend in key metrics that reduces future margin for error.
    - **Macroeconomic Pressures and Impacts**
        - This is a problem in the entire school sector
        - Tougher environment is contributing to softer enrollment, higher operating costs, larger deficits, and more expensive new-school growth
    - **Where We Need to Get: Sustainable by FY30**
        - We are growing, but we are growing slower than our strategic plan predicted
        - Goal to operate a financially sustainable high-performing org that can serve students long term and continue to grow strategically
    - **Path to Sustainability by FY30**
        - Total expenses ~103% of recurring revenue, compared with a ~97% sustainable target
            - Keep facilities near 10% of revenue
            - Build in covenant capacity
        - Goal is to seek board approval in January of FY28 Guardrails that align with a draft FY30 sustainability plan

8. **Close workshop, open Executive Session at 8:44 AM**

9. **Executive Session: Pursuant to TEXAS GOVERNMENT CODE §§551.072 the Board will deliberate, in accordance with the above statute on purchase, lease, etc. of real property.**

10. **Close Executive session, open meeting at 9:24 AM**

11. **Business Agenda (continued)**

5	**Vote** to approve the expedited expansion amendment submission and corresponding resolution to add Gulfton Elementary, Northwest Elementary, and increase the maximum, allowable enrollment.

Motioned	Joe Gatto
Seconded	Brian Colona
Motion carried at	9:24 AM

Board Member	Vote
Adrienne Amin	☒Assent ☐Dissent ☐Absent ☐Recuse
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
Jordan Marye	☒Assent ☐Dissent ☐Absent ☐Recuse

12. **Close meeting, open Executive Session at 9:24 AM**

13. **Executive Session: Pursuant to TEXAS GOVERNMENT CODE §§551.074; the Board will deliberate, in accordance with the above statute on personnel matters.**

14. **Adjournment at 10:25 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