



Board Meeting
June 18, 2019

Board Member Attendance

<p><u>Present:</u> Michela English Emily Lawson Larry Nussdorf Maura Marino Tearsa Coates Arthur McKee Judy Kovler Carol Pensky Frennie Nixon</p>	<p><u>By Phone:</u> Suraj Patel, Chief Talent Officer</p> <p><u>Absent</u> Valerie Rockefeller Jenny Abramson Brian Jones</p>
<p><u>Others Present:</u> Laura Maestas, Chief Executive Officer Kumasi Vines, Senior Director, Finance and Real Estate Dan Englander, Chief Operating Officer/Chief Finance Officer Katie Severn, Chief Academic Officer Ibby Jeppson, Chief Development Officer Cheryl Hankerson, Attorney @ The Shanahan Law Firm</p>	

Org. Evolution Update. Laura briefed the Board on Organizational Evolution, including a recap of the process used to develop recommendations (i.e., all-call for staff to join 1 of 4 taskforces, which met throughout the year, reviewing research and discussing implications for our schools; all-staff in-person touchpoints in August & June, with interim email updates), as well as the taskforce recommendations. Highlights of the new model include: community time (building relationships and working on non-cognitive skills), project time (integrating content knowledge and non-cognitive skills), and content time (ELA and Math). The parallel “signature experiences” for teachers include a fulfilling work experience; competitive pay with increased transparency/clarity; and differentiated and effective development. These directly connect to feedback we have received from teachers over the years. Based on early feedback from our teachers, we believe the combination of the student and teacher signature experiences will offer

a compelling value proposition to teachers to work at DC Prep. Suraj will convene compensation focus groups in the fall; all DC Prep employees will be invited to participate. Laura described the tensions and tradeoffs we are weighing as we plan for implementation in SY'20-21.

Governance. Laura updated the board on anticipated Board vacancies and the work we have planned to identify and cultivate additional Board members. We reviewed a list of prospective candidates, and asked the Board to suggest additional names.

Finances. Kumasi thanked the board for responding quickly to his request for signatures to open a line of credit with M&T. Further, he explained the SWAP agreement we have with M&T and Emily introduced a resolution to authorize Laura and Dan to represent DC Prep in these financial transactions with M&T. Michela seconded and the motion passed unanimously. Kumasi also emphasized the discrepancy between the per-pupil allotment in charter and regular public schools. Other governmental agencies pay facilities repair and maintenance costs for DCPS, with a shortfall to DC Prep of approximately \$5M, which we must raise annually.

Celebrations. Laura led us in thanking Ibby Jeppson, our Chief Development Officer & a founding member of our team, Raymond Weedon, our Senior Director of Policy & Community Engagement, and Kumasi Vines, our Senior Director of Finance and Real Estate. In addition, we celebrated Frennie Nixon and Tearsa Coates, both outgoing board members who were wrapping up their respective 3-year terms. We celebrated with cake and much laughter.

The minutes were approved and the board went into executive session at 7:00.