

**Annual Meeting of the
Board of Trustees
Thurgood Marshall Academy Public Charter High School
June 23, 2020
Teleconference**

Board Members in Attendance: Bruce Berman, Danielle Bierzynski, Jerome Epstein, Regina Foshee, Dan Gordon, Mark Harrison, Ken Jones, Andy Rosenberg, Richard Roe, Jonathan Stoel, Laurence Telson.

Staff in attendance: Raymond Weeden, Executive Director; David Schlossman, Chief Operating Officer; Giselle Pole, Director of Development and Strategic Partnerships.

The meeting was called to order at 8:06 am.

Mr. Stoel asked for a motion to approve minutes from the April 8, 2020, meeting and the minutes from the special meeting held April 19, 2020. The motion was made, seconded, and approved unanimously.

Mr. Stoel opened the floor for reflections on the end of the school year. Members congratulated the Executive Director, leadership team, and staff for their efforts during a transformative year in spite of challenges.

Mr. Epstein presented the report of the Governance committee, and asked Mr. Schlossman to review the terms of Trustees.

A motion was made to reelect the slate of members and officers whose terms were about to expire to additional two-year terms. The motion was seconded and approved unanimously (except that Trustees standing for re-election did not vote for themselves).

A motion was made to affirm the continued service in their current roles of Trustees serving as Officers. The motion was seconded and approved unanimously (except that Officers whose service was affirmed did not vote for themselves).

The list of Trustees and Officers and their terms following this election is as follows:

Last	First	Term Ends	DC Resident	Parent	Office	Status
Berman	Bruce	7/1/2022	no			voting
Bierzynski	Danielle	7/1/2021	yes			voting
Burnett	Kia	7/1/2021	yes	yes		voting
Epstein	Jerome	7/1/2021	yes			voting
Foshee	Regina	7/1/2022	yes	of alumnus		voting
Gordon	Dan	7/1/2021	yes		Secretary	voting
Harrison	Mark	7/1/2021	yes		Vice-Chair	voting
Jones	Ken	7/1/2022	no		Treasurer	voting
Roe	Richard	7/1/2022	no			non-voting

Last	First	Term Ends	DC Resident	Parent	Office	Status
Rosenberg	Andrew	7/1/2022	no			voting
Stoel	Jonathan	7/1/2022	yes		Chair	voting
Telson	Laurence	7/1/2021	yes	yes		voting

Priorities for additional Board members in the future include parent representatives and local businesses leaders (recognizing that the current health crisis may impede the search for trustees).

Mr. Weeden gave the Executive Director's report. For the first time, every senior graduated on time, which is a testament to perseverance in uncertain times. Every member of the teaching staff will return to the school for the FY2020-21 year, with the exception of two who are relocating.

The Summer Prep program will be conducted online. A key focus for the program leaders is how to foster a learning relationship with and among students in a virtual setting. The school plans that a small group of incoming students will spend time in the building during Warrior Academy in August in order to orient to Thurgood Marshall Academy's building and school culture. As the class of 2020 prepares to start college, Thurgood Marshall Academy's College and Alumni staff is working to support students who are studying remotely.

In Academics, the school's promotion rate improved by at least 5 percentage points, in large part due to the work from the Academics team in response to student input. Additional metrics in the school-wide goals tracking sheet will be updated with Q4 data during the summer.

Looking ahead to school year 2020-21, all schools need to diagnose lost learning and put every student on a fast track back to grade level. Major initiatives planned for next year include celebrating the school's 20th year; partnering with organizations to rethink the school's approach to civic engagement; revising law-themed programs for remote learning; moving to a new student information system; and improving restorative justice practices. In addition, leadership will focus on equity considerations as the school balances remote learning with in person instruction—when surveyed, roughly 60% of Thurgood Marshall Academy families currently seek some in-person instruction in the fall.

Service to students with disabilities will also be a priority. School Special Education staff is working closely with the school's attorney and special-education support organizations—such as Special Education Co-operating and Empowerk12—to plan approaches that embed best practices for special education in core instruction as well as services specific to students with disabilities.

Next, Mr. Jones introduced and Mr. Schlossman presented the report from the Finance Committee.

Mr. Schlossman notified the Trustees that they will receive a draft of the 2018 IRS Form 990 before it is filed. (This form is normally due in mid-May but the deadline was extended to mid-July due to the health crisis.)

Next, Mr. Schlossman presented the proposed budget for FY21 (July 2020-June 2021). While the budget will be somewhat different from recent budgets due to responses to the pandemic, it

nevertheless responds to pre-pandemic input gathered from employees and stakeholders. The goal of the budget process remains unchanged: planning for and balancing current and future needs.

Mr. Schlossman reviewed key assumptions and concerns related to the budget. Revenue is based on an enrollment target of 385 and a 3% increase in per pupil funding (per the Mayor's current budget proposal). The largest ordinary expense is salaries; the budget accounts for teachers' pay increasing as they advance on the salary scale, and it includes modest raises (1%-3%) for non-instructional staff members. Increased capital expenditures are planned in order to respond to COVID-19 issues. Each year the school also considers business risks and mitigation as part of the budget process. For FY21, uncertainty concerning the costs, business disruptions, and toll on employees and families related to the pandemic constitute the greatest area of risk. The clearest expression of that risk is that pandemic disruptions could lead to under-enrollment. The school's strong cash position provides some cushion against such a blow. In particular, the school secured a Paycheck Protection Program Loan without which leadership would likely have reduced the FY20 workforce to save funds.

Finally, Mr. Schlossman described the three targets that will be used to assess budget-vs-actual performance throughout the year: (1) change in net assets, (2) days of cash on hand, and (3) annual savings for long-term facility rehabilitation.

Mr. Jones shared that the school takes a conservative approach when budgeting, and that the school is in a strong financial position, which allows the executive director flexibility to make changes when needed or advantageous. The Finance Committee has reviewed the FY21 budget in detail, and recommends Board approval.

Mr. Stoel asked whether additional financial investments are needed for students with special needs. Mr. Weeden replied that the school hired in FY20 and will retain in FY21 two additional team members to support students with disabilities. The school remains committed to supporting additional needs should they arise.

A motion was made to approve the FY20-21 budget. The motion was seconded and approved unanimously.

Next Mr. Rosenberg and Ms. Pole gave the report from the Development Committee. Fundraising totals to date from all sources is at 75% of goal. Specifically, total gifts raised for the 2020 Gala (cash in hand) is \$99,580 which is in line with expected loss of revenue due to COVID19-related issues. All Board members have donated to the school, contributing one-quarter of the gala revenue. Having the Gala online led to savings on the expense side (roughly \$35,000). Looking ahead to SY20-21, strategies include building on strong donor loyalty as the school enters its 20th anniversary year, and involving the Board in cultivation and stewardship of active donors.

The Board thanked Ms. Pole for her years of service and dedication and wished her well in her new job.

The meeting adjourned 9:40 am.