

KIPP North Carolina/KIPP Charlotte/KIPP ENC
Board of Directors August 2025 Meeting Minutes
 Thursday, December 11, 2025
 4:00-6:00 PM via Zoom

Attendance		
BOD Members Present	BOD Members Absent	Staff/Guests
<ul style="list-style-type: none"> ❖ Rich Richards, <i>Chair</i> ❖ Douglas Kahn ❖ Reid Philips ❖ Julius Tillery ❖ Daniela Doyle ❖ James Scruggs ❖ Jon Morris 	<ul style="list-style-type: none"> ❖ Kelby Hicks ❖ Jim Couch 	<ul style="list-style-type: none"> ❖ Fabby Williams, <i>CEO</i> ❖ Sharon White, <i>Prospective Board Member, Duke University</i> ❖ Anthony Burrell, <i>CFO</i> ❖ Juontonio Pinckney, <i>COO</i> ❖ Anokhi Saraiya, <i>CAO</i> ❖ Stacy Johnson, <i>COS</i> ❖ Shay Adams, <i>Development Director</i> ❖ Tiffany Jarrett, <i>Exec Asst. to CEO</i> ❖ Ronald Smith, <i>Community Member</i> ❖ Shawna Mayo, <i>Staff</i>

KIPP North Carolina Board of Directors Meeting	
Time	Agenda Item
4:03PM	Call to order by Rich Richards
4:03PM	Call for public comment (there were no public comments)
4:04PM	Approve minutes from November 06th meeting <ul style="list-style-type: none"> ● <i>Motioned by Julius Tillery</i> ● <i>Seconded by Doug Kahn</i> ● <i>Unanimously voted to approve November meeting minutes</i>
4:04PM	Adoption of New Board Members <ul style="list-style-type: none"> ● Vote to adopt Sharon White to the Board <ul style="list-style-type: none"> ○ <i>Motioned by Doug Kahn</i> ○ <i>Seconded by James Scruggs</i> ○ <i>Unanimously voted to adopt Sharon to the KIPP NC BOD</i> ● Vote to adopt Jason Shaad to the Board <ul style="list-style-type: none"> ○ <i>Motioned by Julius Tillery</i> ○ <i>Seconded by James Scruggs</i> ○ <i>Unanimously voted to adopt Jason to the KIPP NC BOD</i>
4:09PM	Board Chair Update- Rich Richards <ul style="list-style-type: none"> ● KIPP NC BOD Terms <ul style="list-style-type: none"> ○ Rich discussed the Board members and their terms ○ Rich would like to get the Board closer to 12 members ○ Dr. Williams wants to potentially add a student as a member

	<ul style="list-style-type: none"> ○ Rich mentioned that it's a good idea to have an alum on the Board ○ Jon raised the concern that the Board might have to move into Executive Session more often if a parent or student is on the Board because of the nature of some of the business ○ Doug feels that getting Jen Brown's input would be helpful in this case to see what other networks are doing <ul style="list-style-type: none"> ■ Dr. Williams will mention it in their next 03 ○ Rich reminded Dr. Williams that the KIPP Foundation was supposed to get us a list of names of former funders <ul style="list-style-type: none"> ■ Dr. Williams will mention that in his 03 as well ○ Doug mentioned that we are trying to recruit Dr. Anderson to join the Academic Committee and he hopes she can join us in January ● Proposed Committees <ul style="list-style-type: none"> ○ Academics- <ul style="list-style-type: none"> ■ Daniela Doyle will be running this committee ○ Governance- <ul style="list-style-type: none"> ■ Jim Couch has been nominated to run the committee due to his legal experience. If he does not wish to, Rich has offered to run the committee ■ Board membership and recruitment should be a part of the governance committee ○ Development- <ul style="list-style-type: none"> ■ James Scruggs will run this committee ■ Jon Morris has offered to be an assistant for this committee ■ Sharon White will be assigned to this committee as well ○ Finance & Facilities- <ul style="list-style-type: none"> ■ Reid Philips will be running this committee ○ These committees will meet themselves and decide the meeting cadence, but the Board overall will create goals to be a proactive organization
<p>4:22PM</p>	<p>CEO Update- Dr. Fabby Williams</p> <ul style="list-style-type: none"> ● Started with staff acknowledgement asking any staff on the call to introduce themselves ● KIPP NC Progress Goals <ul style="list-style-type: none"> ○ The goals on these slides are aligned with the KIPP Foundation goals ○ Rich clarified that column three is the EOY goal and column four is where we currently are <ul style="list-style-type: none"> ■ Rich asked for a comparison column from this year to last year next time so we can tell how we're pacing

	<ul style="list-style-type: none"> <ul style="list-style-type: none"> <ul style="list-style-type: none"> ● Dr. Williams cautioned that because we are doing a different curriculum this year so it wouldn't be a fair comparison for this year ○ Reid asked if the goals were externally set <ul style="list-style-type: none"> ■ Dr. Williams clarified that these goals are set nationally by the KIPP Foundation ○ Daniela asked what the benchmark was for approaching and below <ul style="list-style-type: none"> ■ Anokhi and Stacy: Color coding varies depending on how far we are from the goal and how concerned we were about it. ● KIPP Pride Football <ul style="list-style-type: none"> ○ Dr. Williams congratulated our football team on a season well done ○ Rich congratulated Fabby on traveling and being present in schools ● Career Fair at KIPP Durham <ul style="list-style-type: none"> ○ Doug volunteered to speak at the career fair ● KIPP NC Newsletter <ul style="list-style-type: none"> ○ First newsletter will be published Dec. 15th ○ Rich would like us to add funders and former funders of KIPP to the mailing list ● KIPP NC Strategic Planning <ul style="list-style-type: none"> ○ Information was pulled directly from the KIPP Foundation ○ The pricetag is concerning and we are having lots of conversations about what that is going to look like ○ There are expectations of the Board as to how they will be participating in the development of the strategic plan ○ Next step is securing a partner that will help us develop this plan ○ We are hoping to cut the price in half since we are not starting from scratch- will spend between \$70,000 - \$100,000 <ul style="list-style-type: none"> ■ Rich brought up how this type of price is not preferred considering we had to cut staff to balance the budget. He asked Board members to think and see if they knew anyone who could do this work cheaper or pro-bono for us. ■ Daniela is currently doing a strategic plan for a district in Michigan. She is also concerned with the price. She brought up how community by-in is important but KIPP NC will be a challenge because we are four committees. ■ Rich suggested that before we spend all this time vetting vendors that he join Dr. Williams on a chat with the KIPP
--	--

	<p>Foundation or Jen Brown to see why we have to do this work</p> <ul style="list-style-type: none"> ■ Doug asked what is the question we are trying to answer? What is it we don't know we need to do? ■ Stacy added that there are regions in KIPP currently that are using the KIPP 2030 plan as their strategic plan so that option is not off the table. She would be surprised if they pushed us to spend that kind of money in order to create a new plan. ■ Rich mentioned that getting a consultant for development instead of this deck would be a much better use of funds ■ Dr. Williams said that we want 4 or 5 actual goals that we are going to focus on instead of a large amount of goals that won't truly direct our work <ul style="list-style-type: none"> ● Compliance Update (Stacy Johnson) <ul style="list-style-type: none"> ○ Biggest piece currently is charter renewals with Durham and Charlotte <ul style="list-style-type: none"> ■ There is a Board focus group that is involved in those site visits ■ We do not have dates yet (we are waiting to hear from the state) ○ Federal monitoring in Durham and Gaston ○ CSI Monitoring in Charlotte ○ Rich gave a shout out to Stacy Johnson for all of her work with Academics, Board work, and charter renewals <ul style="list-style-type: none"> ■ Jon seconded Rich's compliments ● KIPP NC Board of Directors Materials <ul style="list-style-type: none"> ○ Created a folder to make Board materials easily accessible (policies, by-laws, charters, etc) ○ Rich requested that we add the committees folders to this drive
<p>4:44PM</p>	<p>Annual Review and Approvals- Stacy Johnson</p> <ul style="list-style-type: none"> ● Stacy- these are things that are submitted yearly, but we have already currently submitted them and have the policies/plans in place which we can update anytime ● Rich asked if the Board needed more time and wanted to defer to January for approval <ul style="list-style-type: none"> ○ Jon felt that the Board should go ahead and move forward this evening ● Application/Enrollment Policy <ul style="list-style-type: none"> ○ Stacy mentioned that our application looks different now because parents can directly log into Infinite Campus and apply directly.

	<p>She mentioned that we might want to visit that after this application cycle for feedback</p> <ul style="list-style-type: none"> ● Student Discipline Policy <ul style="list-style-type: none"> ○ Rich feels Mr. Pinckney should take a broad look at that because it currently matches the local districts ○ Stacy likes that all of our school leaders collaborated and have bought-in to this policy ● School Improvement Plans ● Grievance Policy ● Rich asked for a motion to approve all items <ul style="list-style-type: none"> ○ <i>Motion to approve by Doug Kahn</i> ○ <i>Second Reid Philips</i> ○ <i>Unanimously voted to approve the policies/items</i>
<p>4:50PM</p>	<p>Academics Update- Anokhi Saraiya</p> <ul style="list-style-type: none"> ● ELA Progress Monitoring Data- DIBELS Progress Monitoring Round 4 <ul style="list-style-type: none"> ○ We are approaching 80% for our benchmark ○ We are expecting to see growth ● Math Progress Monitoring Data- Math Spiral Review <ul style="list-style-type: none"> ○ Launched that this year ○ Our goal is to track standard progress overtime and make sure math concepts taught at the beginning of the year are retrained and kept until the end of the year (we spiral back to concepts throughout the year) ○ We saw a lot of progress in both 2nd and 4th grade (8th grade has been more varied) ● Current Instructional Action Steps <ul style="list-style-type: none"> ○ Math <ul style="list-style-type: none"> ■ Continued Data Informed Spiral Review ■ Continued POA Practice ○ ELA <ul style="list-style-type: none"> ■ Fluency practice with teacher feedback ■ For students well-below-benchmark they are increasing their practice intensity ● Jon asked when these teachers are turning in their lesson plans does that make them better teachers or does that take their time away to do administrative tasks? <ul style="list-style-type: none"> ○ Anokhi: They don't have to write lesson plans anymore. The plans are given to them from the Foundation's curriculum, but they need to practice them before they teach them to the kids. ○ Mayo: She feels like being given the lesson plan takes a weight off of the teachers and puts them in the position to be better teachers

	<ul style="list-style-type: none"> ● Doug said he was grateful to see regular data from Dr. Williams and Anokhi ● Doug asked if the Foundation has implemented anything where the teachers and principals reacted negatively <ul style="list-style-type: none"> ○ Dr. Williams said that Jen Brown has visited KIPP NC campuses these past two days to view the new curriculum and get feedback. He believes if we implement too many new initiatives that we will not master any. ○ Anokhi mentioned that implementing two new curricula at the same time does feel overwhelming but next year will go much smoother (this year is a learning year). ○ Reid asked how much is new verses codifying what already existed <ul style="list-style-type: none"> ■ Anokhi: We have a lot of the systems already in place. Now we are just putting it together as far as what cohesive coaching looks like and how we use it to respond to data
<p>5:09PM</p>	<p>Operations Update- Juontonio Pinckney</p> <ul style="list-style-type: none"> ● Enrollment Update <ul style="list-style-type: none"> ○ Durham Elem met enrollment target levels ○ We do not have historical withdraw data (we are transferring data into Infinite Campus) and we are being more intentional in clearing up our data ○ We are seeing a decline in withdraws ○ Rich said that this is really good data. He said we had 7 kids leaving Durham and we grew a lot academically last year- result of the teacher campaigning or something else? <ul style="list-style-type: none"> ■ Anokhi: the culture is very different than it was and that is due to the teachers and leaders doing the work to make the kids feel safe, loved, and welcome (as well as the families). As we continue to build the culture we will see more kids coming to our schools. A deterrent is that our campus is not in a historically safe neighborhood. ■ Stacy: Keep in mind the population numbers of the community is important when we start speaking numbers vs. percentages ● Enrollment and Recruitment Targets (How We Are Pursuing 7% Overall Growth) <ul style="list-style-type: none"> ○ Enrollment target for 2026-2027 is 3,689 to ensure full Day 1 enrollment for 3,017 ● Weekly ADA

	<ul style="list-style-type: none"> ○ We had challenges with attendance during ICE activity in the region ● 30-Day Approach to Address ADA/CA Challenges <ul style="list-style-type: none"> ○ Doing lots of community outreach ● Charlotte Modular Projects <ul style="list-style-type: none"> ○ The schedule has been pushed back due to weather challenges and some other things. We should have a more solid timeline soon. The move-in date might have to be updated as well.
<p>5:21PM</p>	<p>Finance Update- Anthony Burrell</p> <ul style="list-style-type: none"> ● Q1 FY26 Forecast <ul style="list-style-type: none"> ○ Forecast based on what was provided as of Q1. We will have an updated one completed by next week for November ● Forecasted Decrease/Increased in Fund Balance <ul style="list-style-type: none"> ○ \$477k forecasted increase in the fund balance ○ Most of the increase is in Gaston ○ We are in a good position and we can expect to see some more savings (particularly in the RST end) ● Oct '25 FY 26 Forecast to Actuals <ul style="list-style-type: none"> ○ County funding is running behind causing the lower percentage in revenue ○ Federal drawdowns only begin after application revisions ○ Management fee revenue drawn down in November ○ Overall spend tracking as expected at 1/3 through the year ○ Capital spend appears high due to timing ● County Invoicing Update <ul style="list-style-type: none"> ○ We are in a good position in Charlotte and Durham ○ We lost 4 students in Pride and that had an impact ● Cash Position <ul style="list-style-type: none"> ○ Total Consolidated cash: \$13.0M ○ Unrestricted cash: \$8.7M ● Audit & Compliance Update <ul style="list-style-type: none"> ○ ENC and Charlotte's audits had no material finding ○ We can finalize our audits and submit them to the state <ul style="list-style-type: none"> ■ Celebrated that we had no material findings and everything was submitted on-time ○ Met all bond covenant requirement for the Charlotte bond <ul style="list-style-type: none"> ■ THE DSCR formula will change ● Anticipated Changes (Next Forecast) <ul style="list-style-type: none"> ○ Durham had an increase in student population (revenue will be adjusted) ○ Additional EC funding is expected for Durham and Pride ○ Medicaid reimbursements may provide modest relief

	<ul style="list-style-type: none"> ○ Local revenue could improve with attrition trending lower than prior years ○ CSI/TSI funding awarded ○ No new major expense categories ○ Increase in expenses due to staffing adjustments (RST & EC positions)
5:40PM	<p>Julius Tillery motioned for the Board to move into executive session to pursuant to N.C.G.S. §143-318.11(a)(6) to discuss personnel matters related to the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an employee</p> <ul style="list-style-type: none"> ● <i>Motion to go into Executive Session by Julius Tillery</i> ● <i>Seconded by Daniela Doyle</i> ● <i>Unanimously voted to go into Executive Session</i>
6:07PM	<p>Adjourn KIPP NC BOD Meeting</p> <ul style="list-style-type: none"> ● <i>Motioned by Julius Tillery</i> ● <i>Seconded by Reid Phillips</i> ● <i>Unanimously voted to adjourn KIPP NC BOD meeting</i>
6:07PM	Meeting adjourned

KIPP Charlotte Board of Directors Meeting	
6:07PM	<p>Adjourn KIPP Charlotte BOD Meeting</p> <ul style="list-style-type: none"> ● <i>Motioned by Julius Tillery</i> ● <i>Seconded by Reid Phillips</i> ● <i>Unanimously voted to adjourn KIPP Charlotte BOD meeting</i>
6:07PM	Meeting adjourned

KIPP ENC Board of Directors Meeting	
6:07PM	<p>Adjourn KIPP ENC BOD Meeting</p> <ul style="list-style-type: none"> ● <i>Motioned by Julius Tillery</i> ● <i>Seconded by Reid Phillips</i> ● <i>Unanimously voted to adjourn KIPP ENC BOD meeting</i>
6:07PM	Meeting adjourned