

**KIPP North Carolina/KIPP Charlotte/KIPP ENC**

**Board of Directors February 2026 Meeting Minutes**

Thursday, February 5, 2026

4:00-6:00 PM via Zoom

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

KIPP North Carolina Board of Directors Meeting	
Time	Agenda Item
4:02PM	Call to Order- <i>Rich Richards, Board Chair</i>
4:03PM	Call for public comment- <i>No public comments</i>
4:03PM	<b>Approval of January 8th BOD Meeting minutes</b> <ul style="list-style-type: none"> <li>● <i>Motioned by James S.</i></li> <li>● <i>Seconded by Doug K.</i></li> <li>● <i>Unanimously voted to approve Jan. 8th BOD Meeting minutes</i></li> </ul>
4:04PM	<b>Welcome-</b> <i>Rich Richards. Board Chair</i>
4:04PM	<b>Board Chair Update-</b> <i>Rich Richards</i> <ul style="list-style-type: none"> <li>● Prospective new BOD Member- <i>Nithya Rajan</i></li> <li>● Upcoming Charter Renewals               <ul style="list-style-type: none"> <li>○ Grateful to the Board members who can attend these renewal visits</li> <li>○ There will be a prep sessions and documents to review ahead of time so BOD members will be prepared</li> </ul> </li> <li>● Important Dates for Board Members- <i>Stacy Johnson</i> <ul style="list-style-type: none"> <li>○ In-person BOD meetings are no longer on the calendar- they would like BOD members to attend these charter renewal meetings in their place</li> </ul> </li> <li>● Advisory Committee Updates/Governance Committee Updates- <i>Jim Couch</i> <ul style="list-style-type: none"> <li>○ Created a list of top priorities and lower priorities</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Jon Morris suggested an outside person help with priority number one because she has a process already in place to achieve that (regarding the CEO evaluation process)</li> <li>○ Bylaws: Jim reviewed the bylaws and created a list of items that were dealing with Board members and committees             <ul style="list-style-type: none"> <li>■ There are things we found that we need to address such as scheduling the annual meeting, electing officers, etc</li> <li>■ Rich pointed out that we have not elected officers such as treasurer and it has been assumed the head of finance is treasurer</li> <li>■ Stacy and Jim agree these bylaws corrections are mostly compliance issues and Stacy has already begun correcting items from this list</li> </ul> </li> <li>○ Discussed the difference between “board committees” and “advisory committees”             <ul style="list-style-type: none"> <li>■ Board committees can vote and make decisions on behalf of the Board</li> <li>■ Advisory committees cannot exercise the authority of the Board to make decisions independently</li> </ul> </li> <li>● Development Committee Updates- <i>James Scruggs</i> <ul style="list-style-type: none"> <li>○ Created a list of top priorities</li> <li>○ They will be asking BOD members to create connections with potential stakeholders</li> <li>○ Focus on shifting fundraising from reactive to strategic</li> <li>○ Shay Adams: she has pulled the entire CRM for the past 20 years and is analyzing them to bring back before the Board to see where connections can be made</li> <li>○ Doug Kahn: There is a Duke/Carolina game on March 7th and Doug is giving out his invites to the game as it is not a ticketed event. Rich is attending as well.</li> </ul> </li> </ul>
<p><b>4:16PM</b></p>	<p><b>CEO Update- <i>Fabby Williams</i></b></p> <ul style="list-style-type: none"> <li>● Computer building program             <ul style="list-style-type: none"> <li>○ Some of our middle school students will get to observe students from James Scruggs’ son’s high school build computers and they will be donating them to students in our community</li> </ul> </li> <li>● KIPP Pride 10-year Charter Renewal             <ul style="list-style-type: none"> <li>○ Our KIPP Pride schools were approved for a 10 year charter renewal</li> </ul> </li> <li>● KIPP NC Progress to Goals             <ul style="list-style-type: none"> <li>○ We have solid action steps that will be taken to address our math data</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Rich: pointed out that we are currently at 42% ELA proficiency which is higher than last year</li> <li>● KIPP Foundation State of the Network data             <ul style="list-style-type: none"> <li>○ Shared data from last year that the Foundation provided comparing us to regions around the country</li> <li>○ Doug: asked about Early DIBELS reading success slide                 <ul style="list-style-type: none"> <li>■ Dr. Williams: we have not completed these assessments yet, but we will have it for you next time. It is monitoring reading performance at the elementary school level</li> <li>■ Stacy: we are in the top 5 across the country meaning our students are advancing in their growth and are meeting their mid-year benchmarks</li> <li>■ Anokhi clarified that 72% of our students are making growth at this point</li> </ul> </li> <li>○ Doug: pointed out that it's important to consider how we compare to our local schools to addressing low income/disadvantaged students                 <ul style="list-style-type: none"> <li>■ Daniela: We are figuring out (on the Academic committee) a consistent structure and deciding what data points will tell us where we actually are and what to expect.</li> </ul> </li> <li>○ Doug: have we gone back to previous data and compared the complete data we do have between us and our local schools?                 <ul style="list-style-type: none"> <li>■ Stacy: we gathered that data back in October and she will resend it to him</li> </ul> </li> </ul> </li> <li>● Early DIBELS reading success</li> <li>● Annual review and approvals- <i>Rich Richards</i> <ul style="list-style-type: none"> <li>○ Conflict of Interest Policy                 <ul style="list-style-type: none"> <li>■ <i>Motioned by Jon Morris</i></li> <li>■ <i>Seconded by Doug Kahn</i></li> <li>■ <i>Unanimously voted to approve policy</i></li> </ul> </li> <li>○ Anti-Nepotism Policy                 <ul style="list-style-type: none"> <li>■ <i>Motioned by Jon Morris</i></li> <li>■ <i>Seconded by Doug Kahn</i></li> <li>■ <i>Unanimously voted to approve policy</i></li> </ul> </li> </ul> </li> </ul>
<p><b>4:47PM</b></p>	<p><b>Academics Update- Anokhi Saraiya</b></p> <ul style="list-style-type: none"> <li>● ELA:             <ul style="list-style-type: none"> <li>○ We have made growth in ELA in grades 4, 5, 7, and 8</li> <li>○ Areas of concern are 3rd and 6th grades</li> </ul> </li> <li>● Math:             <ul style="list-style-type: none"> <li>○ Biggest area of concern right now</li> <li>○ Growth in 4th and 6th grade</li> <li>○ Area of concern is that overall, not on track to meet EOY goals yet</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>● Explained the 3 action steps we are taking to address these areas of concern</li> <li>● Rich: IA is designed by us internally to assess as best we can and compare to EOG competency             <ul style="list-style-type: none"> <li>○ Anokhi: yes, and we are partnering with Play Lab and KIPP Foundation to analyze our materials we are using.</li> </ul> </li> <li>● Rich: How do we look compared to last year?             <ul style="list-style-type: none"> <li>○ Anokhi: She will send that to Rich. In some areas we are exceeding, some we are comparable, and some we have dropped. While we are not hitting proficiency at a higher rate this year, we are seeing a lot of growth in students and we are only mid-year.</li> </ul> </li> </ul>
<p><b>4:55PM</b></p>	<p><b>Operations Update- Juontonio Pinckney</b></p> <ul style="list-style-type: none"> <li>● Durham ES was the only school to meet enrollment goals</li> <li>● 85% of our current students are eligible to re-enroll</li> <li>● Our focus has shifted from backfilling student seats to re-enrolling and enrolling new students for next school year</li> <li>● Our withdraws have stabilized</li> <li>● There is a 5% reduction in chronic absenteeism</li> <li>● Piloting the “Deans List” system at KIPP Pride Lower Elementary this spring</li> <li>● Pride has been the most consistent in ADA</li> <li>● Jim C.: Do we have a rule of thumb around the financial impact when a child withdraws? What is that number?             <ul style="list-style-type: none"> <li>○ Anthony: yes, and it is factored into the financial forecast (an assumption around attrition). The number has to do with where they’re located and the time of year they withdraw. State funding is fixed after ADM in the first 40 days so those are the most critical. In Charlotte and Durham the local funding makes up 3% of their revenue so it has a larger impact when a student withdraws vs. Gaston.</li> </ul> </li> <li>● Daniela D.: where are we comparatively this year to where we were last year with retention?             <ul style="list-style-type: none"> <li>○ Pinckney: I will get you that data</li> <li>○ Jason S.: We netted out to about 80% retention year over year (Stephanie presented this data school by school in their committee meeting)</li> </ul> </li> </ul>
<p><b>5:09PM</b></p>	<p><b>Finance Update- Anthony Burrell</b></p> <ul style="list-style-type: none"> <li>● Updated RY26 forecast             <ul style="list-style-type: none"> <li>○ We have a reduction in the forecasted net income (about 21%)</li> <li>○ Increase in state funding, reduction in federal funding</li> </ul> </li> <li>● Forecasted change in fund balance is a \$532k increase</li> <li>● We have seen an increase in our EC population</li> </ul>

	<ul style="list-style-type: none"> <li>● Jim C.: December forecast to actuals slide- that's what you're forecasting we'll have when we get to the end of the fiscal year?             <ul style="list-style-type: none"> <li>○ Anthony: The middle column is what I am projecting we will end with. The third column is the difference between projected and actuals. I dropped in the chat the financial policies you asked about and I will follow up as well</li> </ul> </li> </ul>
<b>5:27PM</b>	<p>Doug Kahn 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"> <li>● <i>Motion to go into Executive Session by Doug K.</i></li> <li>● <i>Seconded by Jim C.</i></li> <li>● <i>Unanimously voted to go into Executive Session</i></li> </ul>
<b>6:30PM</b>	<p><b>Adjourn KIPP NC BOD Meeting</b></p> <ul style="list-style-type: none"> <li>● <i>Motioned by Jason S.</i></li> <li>● <i>Seconded by Doug K.</i></li> <li>● <i>Unanimously voted to adjourn KIPP NC BOD meeting</i></li> </ul>
<b>6:30PM</b>	<b>Meeting adjourned</b>

<b>KIPP Charlotte Board of Directors Meeting</b>	
<b>6:30PM</b>	<p><b>Adjourn KIPP Charlotte BOD Meeting</b></p> <ul style="list-style-type: none"> <li>● <i>Motioned by Jason S.</i></li> <li>● <i>Seconded by Doug K.</i></li> <li>● <i>Unanimously voted to adjourn KIPP Charlotte BOD meeting</i></li> </ul>
<b>6:30PM</b>	<b>Meeting adjourned</b>

<b>KIPP ENC Board of Directors Meeting</b>	
<b>6:30PM</b>	<p><b>Adjourn KIPP ENC BOD Meeting</b></p> <ul style="list-style-type: none"> <li>● <i>Motioned by Jason S.</i></li> <li>● <i>Seconded by Doug K.</i></li> <li>● <i>Unanimously voted to adjourn KIPP ENC BOD</i></li> </ul>
<b>6:30PM</b>	<b>Meeting adjourned</b>