

KIPP North Carolina/KIPP Charlotte/KIPP ENC
Board of Directors March 2026 Meeting Minutes
 Thursday, March 5, 2026
 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> ❖ James Scruggs ❖ Daniela Doyle ❖ Jim Couch ❖ Jason Shaad ❖ Reid Phillips ❖ Sharon White ❖ Jon Morris ❖ Doug Kahn ❖ Kelby Hicks 	<ul style="list-style-type: none"> ❖ Julius Tillery 	<ul style="list-style-type: none"> ❖ Fabby Williams, <i>CEO</i> ❖ Anthony Burrell, <i>CFO</i> ❖ Juontonio Pinckney, <i>COO</i> ❖ Stacy Johnson, <i>COS</i> ❖ Nithya Rajan, <i>Bellwether Education Partners</i> ❖ Shay Adams, <i>Development Director</i> ❖ Brett Noble, <i>Staff</i> ❖ Charrai Hunter, <i>Staff</i> ❖ Malcolm Brooks, <i>Staff</i> ❖ Shawna Mayo, <i>Staff</i> ❖ Nicole Priestly, <i>Community</i>

KIPP North Carolina Board of Directors Meeting	
Time	Agenda Item
4:00PM	Call to Order- <i>Rich Richards, Board Chair</i>
4:00PM	Call for public comment- <i>No public comments</i>
4:01PM	Approval of February 5th BOD Meeting minutes <ul style="list-style-type: none"> ● <i>Motioned by Jon M.</i> ● <i>Seconded by James S.</i> ● <i>Unanimously voted to approve Feb. 5th BOD Meeting minutes</i>
4:02PM	Welcome- <i>Rich Richards, Board Chair</i>
4:02PM	Board Chair Update- <i>Rich Richards</i> <ul style="list-style-type: none"> ● Prospective new Board members <ul style="list-style-type: none"> ○ <i>Dr. Priestly introduced herself to the Board</i> ○ <i>Doug introduced Diane Evia-Lanevi</i> ● BOD growth areas for Q2 <ul style="list-style-type: none"> ○ <i>Composition of the Board</i> ○ <i>Engagement (increase voice share and on-screen participation)</i> ○ <i>Content</i> ○ <i>Discussion</i> <ul style="list-style-type: none"> ■ <i>Sharon: creating onboarding procedures for new BOD members</i> ■ <i>Jon: We used to have/need a Board book with bylaws, who is on the committees, etc. Consider doing an in-person dinner once a year (since meetings are virtual)</i>

	<ul style="list-style-type: none"> <ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ Reid: Committee chairs sharing updates each meeting to increase voice share ● Board member terms <ul style="list-style-type: none"> ○ We have to vote on renewals for Board members when they stay for an attentional term ○ Doug and Jon are leaving the Board in the summer ● March Charter Renewals <ul style="list-style-type: none"> ○ Rich: First, we should be proud of the staff and leadership team because the authorizers were impressed. Second, I wish we would have studied more about Charlotte's results and staff to have better answered the authorizers' questions. ○ James: Felt like this experience was collaborative and like they wanted us to do well. ○ Dr. Williams: The things the observers mentioned are things we are already having conversations about so we are all on the same page. ○ Stacy: Since they were getting into the Charlotte data weeds, I am going to add in some specific Durham data points so you will have access to those before the visit. ○ Rich: The observers are the ones who decide how long to extend our charter. ○ Jim: An observer mentioned several times that the charter was issued to the Board itself so the BOD members should know more about the questions being asked (ex: knowing the principals/how they're being evaluated, interacting with parents, etc) ● Governance Updates- <i>Jim Couch</i> <ul style="list-style-type: none"> ○ Working on CEO evaluation process ○ Continuing to think about establishing our Board and having our members reflect our communities and schools <ul style="list-style-type: none"> ■ Create an onboarding process ○ Create an officer succession plan <ul style="list-style-type: none"> ■ Sharon: Do we have a list of major donors, community leaders, etc to keep as potential Board member candidates? <ul style="list-style-type: none"> ● Rich: We have something, but I think we can make it more advanced for future pipeline builds ○ Plan and execute an in-person Board retreat in the summer/early fall <ul style="list-style-type: none"> ■ Rich: Thinking low cost and efficient (one day) ○ Create annual Board goals and an annual Board calendar ○ Evaluate current articles and bylaws to ensure compliance ● Development Updates- <i>James Scruggs</i>
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	<ul style="list-style-type: none"> ○ In the process of updating and cleaning up our CRM <ul style="list-style-type: none"> ■ Want 100% donation participation from Board members (with no minimum amount set) ○ Gathering historical data of grants and donation received from the last 5-10 years to inform goal setting ○ Looking for Board member hosts for our next event ○ Redesigning our existing document to include concrete positive data points that will appeal to potential donors ○ Sharon: Shocked that we talk about recruitment and development as two separate tracks. We need to flesh out recruitment. Also, giving wasn't a priority on the website. ○ James: On April 2nd PC4Change is coming to the middle school in Charlotte. The group is building two computers with the students and giving them away to two families.
<p>4:50PM</p>	<p>CEO Update- Fabby Williams</p> <ul style="list-style-type: none"> ● Staff acknowledgements ● KIPP One Goals ● High school post-secondary: Class of 2026 results ● KIPP Foundation Regional Leader Convening ● Leadership updates ● Chief of Schools search <ul style="list-style-type: none"> ○ Recruitment update ○ Selection process ○ Projected timeline ● Votes and signatures <ul style="list-style-type: none"> ○ Reid: Did staff feedback factor into the decision about the calendar? <ul style="list-style-type: none"> ■ Stacy: Yes, and parent feedback as well ○ Rich: All KIPP calendars match- is this going to make things hard by subregion because our calendars won't always match the location calendars? <ul style="list-style-type: none"> ■ Stacy: Correct- our calendar won't always match the local calendars. Spring break is often a challenge because of this. ● Vote to approve 26-27 school year calendar <ul style="list-style-type: none"> ○ <i>Motioned by Jon M.</i> ○ <i>Seconded by Doug K.</i> ○ <i>Unanimously voted to approve the 26-27 school year calendar</i> ● Vote to approve BOD officers <ul style="list-style-type: none"> ○ <i>Motioned by Doug K.</i> ○ <i>Seconded by Jon M.</i> ○ <i>Daniela D., Reid P., and Jim C. abstained</i> ○ <i>Unanimously voted to approve officers</i>

	<ul style="list-style-type: none"> ● Vote on Kelby’s Term extension <ul style="list-style-type: none"> ○ <i>Motioned by Jim C.</i> ○ <i>Seconded by Daniela D.</i> ○ <i>Unanimously voted to approve Kelby’s term extension</i>
<p>5:10PM</p>	<p>Academics Update- Brett Noble</p> <ul style="list-style-type: none"> ● Discussed DIBELS (what’s on track, what we’re addressing/monitoring, and what it all means) ● +5% YoY for K-5, +11% YoY for 6-8, met for 5/9, and slightly off track in 3-5/7 ● YoY improvement speaks to our systems working (on year 4) ● The KIPP Foundation sets the goals based on a formula ● Doug: Can you broadly describe how much improvement they’re looking for? <ul style="list-style-type: none"> ○ Brett: Basically they look at if a student makes above average growth and stay on that course, where would it take them relative to being below benchmark. ○ Daniela: The Academic committee is working on a training/one-pager for the BOD on academic assessments and data interpretation.
<p>5:22PM</p>	<p>Operations Update- Juontonio Pinckney</p> <ul style="list-style-type: none"> ● Transportation performance has improved (on-time average is 96.7%) ● Enrollment progress is solid (network is tracking 84% re-enrollment to target) ● Attendance (ADA data) is holding steady ● KCA construction began 01/05\KAC power/IT work should start in mid-March with a targeted move-in for end of March ● Withdrawal Code 13 is being refined to make data more detailed and specific ● Chronic absenteeism is still elevated <ul style="list-style-type: none"> ○ Seeing biggest dip on Fridays- schools are starting campaigns to address this ● Working with nutrition vendors (Food Service Management Company RFP process underway) ● Rich: Is ICE still a factor with chronic absenteeism or has that stabilized? <ul style="list-style-type: none"> ○ Pinckney: Things have quieted down but there is still fear ● Jason: Progress towards new student enrollment goal for this time of year? <ul style="list-style-type: none"> ○ Pinckney: I will have more information next month around the applications once we’ve been able to process more. We’ve received more applications this year than we did last year at this point despite starting the process a month later. ● Daniela: What are the actions being taken around retention?

	<ul style="list-style-type: none"> ○ Pinckney: Making sure we implement our “stay” conversations as soon as a family says they want to withdraw. Enrollment managers are focused less on day-to-day and more on enrollment. ○ Dr. Williams: Retention is a huge focus and we are trying to implement more ways to make that happen (ex: inviting families into our schools to discuss/see what’s going on, having principals have conversations with families before they withdraw, etc)
5:39PM	Finance Update- Anthony Burrell <ul style="list-style-type: none"> ● Revenue and expense pacing aligned with Q2 revised forecast ● KIPP NC (SST) Audit on track (no known material findings) ● Monitoring EC funding variance, custodial supply overages, and enrollment attrition ● Financial position remains stable <ul style="list-style-type: none"> ○ Second-half discipline determines year-end margin ● January PMR 4 enrollment reflects 2,773 students, down 2.3% from start of year ● Forecast continues to assume 2,710 students to preserve a cushion <ul style="list-style-type: none"> ○ Any upside relative to this assumption will be treated as favorable ●
5:48PM	Adjourn KIPP NC BOD Meeting <ul style="list-style-type: none"> ● <i>Motioned by Doug K.</i> ● <i>Seconded by Reid P.</i> ● <i>Unanimously voted to adjourn KIPP NC BOD meeting</i>
5:48PM	Meeting adjourned

KIPP Charlotte Board of Directors Meeting	
5:48PM	Adjourn KIPP Charlotte BOD Meeting <ul style="list-style-type: none"> ● <i>Motioned by Doug K.</i> ● <i>Seconded by Reid P.</i> ● <i>Unanimously voted to adjourn KIPP Charlotte BOD meeting</i>
5:48PM	Meeting adjourned

KIPP ENC Board of Directors Meeting	
5:48PM	Adjourn KIPP ENC BOD Meeting <ul style="list-style-type: none"> ● <i>Motioned by Doug K.</i> ● <i>Seconded by Reid P.</i> ● <i>Unanimously voted to adjourn KIPP ENC BOD</i>
5:48PM	Meeting adjourned