

**KIPP North Carolina/KIPP Charlotte/KIPP ENC**  
**Board of Directors April 2026 Meeting Minutes**  
 Thursday, April 2nd, 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>❖ Jim Couch</li> <li>❖ Sharon White</li> <li>❖ Julius Tillery</li> <li>❖ Doug Kahn</li> <li>❖ Kelby Hicks</li> <li>❖ Ried Phillips</li> <li>❖ Jon Morris</li> <li>❖ Nicole Priestly</li> </ul>	<ul style="list-style-type: none"> <li>❖ Daniela Doyle</li> <li>❖ Jason Shaad</li> <li>❖ James Scruggs</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>❖ Stacy Johnson, <i>COS</i></li> <li>❖ Shay Adams, <i>Development Director</i></li> <li>❖ Luke Naegele, <i>Staff</i></li> <li>❖ Stephanie Williams, <i>Staff</i></li> <li>❖ Tiffany Jarrett, <i>Staff</i></li> <li>❖ TaLisa Clark, <i>Staff</i></li> <li>❖ Ronald Smith, <i>Community</i></li> </ul>

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	<b>Approval of March 5th BOD Meeting minutes</b> <ul style="list-style-type: none"> <li>● <i>Motioned by Doug K.</i></li> <li>● <i>Seconded by Reid P.</i></li> <li>● <i>Unanimously voted to approve March 5th BOD Meeting minutes</i></li> </ul>
4:01PM	<b>Welcome-</b> <i>Rich Richards. Board Chair</i>
4:05PM	<b>Board Chair Update-</b> <i>Rich Richards</i> <ul style="list-style-type: none"> <li>● Vote to approve new Board members           <ul style="list-style-type: none"> <li>○ Nithya Rajan               <ul style="list-style-type: none"> <li>■ <i>Motioned by Julius T.</i></li> <li>■ <i>Seconded by Doug K.</i></li> <li>■ <i>Unanimously voted to add Nithya Rajan to the Board</i></li> </ul> </li> <li>○ Nicole Priestly               <ul style="list-style-type: none"> <li>■ <i>Motioned by Doug K.</i></li> <li>■ <i>Seconded by Jim C.</i></li> <li>■ <i>Unanimously voted to add Nicole Priestly to the Board</i></li> </ul> </li> </ul> </li> <li>● Authorizer Updates/Next Steps- <i>Stacy Johnson</i> <ul style="list-style-type: none"> <li>○ Charter Amendments (Vote Needed) for Charlotte               <ul style="list-style-type: none"> <li>■ Adjust school day</li> <li>■ Curriculum needs to be updated</li> <li>■ Now a part of the community eligibility program for lunch/breakfast</li> </ul> </li> <li>○ Charter Amendments (Vote Needed) for Durham               <ul style="list-style-type: none"> <li>■ Adjust school day</li> </ul> </li> </ul> </li> </ul>

- Update to reflect current average class size
    - Now a part of the community eligibility program for lunch/breakfast
  - Vote- Approve Charlotte Charter Amendments
    - *Motioned by Jim C.*
    - *Seconded by Doug K.*
    - *Unanimously voted to approve Charlotte charter amendments*
  - Vote- Approve Durham Charter Amendments
    - *Motioned by Julius T.*
    - *Seconded by Jim C.*
    - *Unanimously voted to approve Durham charter amendments*
- *Jim:* Where can we find a copy of these charters?
  - *Stacy:* They are in the Board documents folder.
- Governance Updates- *Jim Couch, Stacy Johnson, and Rich Richards*
  - The CEO evaluation draft is being created by Rich, Jason, and Reid for review. It is going to be outcomes oriented and will be ready for review by the next meeting.
  - Date for BOD retreat is set for August 7th in Raleigh
    - *Stacy:* We will do some team building/story sharing, get governance training from DPI, and work on goal setting for next year and what the Board's role is in achieving goals. We are looking for some support with team building and goal setting. Dr. Williams has confirmed Dr. Jen Brown is coming to help with team building and goal setting
  - Conflict of Interest Forms
    - Asked Julius to try to get this in as soon as possible
  - Board Bio Book
- Development Updates- *Rich Richards and Shay Adams,*
  - Duke Event: The event went really well. A former ENC student was the hit of the event. She is currently at Duke studying underwater archaeology.
  - Charter School Growth Fund Visit: Secured an in-person visit with them and showed them all the great things we're doing.
    - *Dr. Williams:* They are really excited about meeting with us. They are coming to visit our Charlotte schools in May. Board members are invited to pop-in on the school visits (Dr. Williams will send out the date). In the future, they'd like to visit our Durham and Pride schools.
  - Feedback on KIPP NC Brief Overview Document (pre-read)
  - Next fundraising event?
    - *Rich:* We'd love to have 1 or 2 micro events nailed down in quarter 1 and quarter 3. We need to get moving on putting these together. For the next meeting we want to have some of that solidified.
  - Personalized Donor Outreach: Ask of the Board
    - Review the spreadsheet and place your name beside the people you know and could reach out to.

	<ul style="list-style-type: none"> <li>● Fundraising Data           <ul style="list-style-type: none"> <li>○ <i>Rich:</i> We are well ahead this year compared to next year due to Foundation funds and Board donations. Outside of those two things, we are very light and need to ramp getting our donations up. Peer regions of our size do outraise us.</li> <li>○ <i>Doug:</i> I'm thinking of who I know. I will get together with Sharon, Daniela, Jim, Nithya, and Jason in the triangle area to put our heads together.</li> <li>○ <i>Rich:</i> Considering bringing in a seasoned Development Officer. We need more manpower on this because Shay is a team of one. Until we get someone, the Board is going to have to step up.</li> <li>○ <i>Doug:</i> Did the Foundation promise some professional support?               <ul style="list-style-type: none"> <li>■ <i>Rich:</i> Catherine offered that. I will see her at the Board chair retreat soon and speak with her.</li> </ul> </li> </ul> </li> </ul>
4:35PM	<p><b>CEO Update- <i>Fabby Williams</i></b></p> <ul style="list-style-type: none"> <li>● Staff/guest acknowledgments</li> <li>● KIPP One Goals           <ul style="list-style-type: none"> <li>○ Shared important dates on assessments and how we are tracking our goals. Add them to your calendars.</li> </ul> </li> <li>● CSO Search Update           <ul style="list-style-type: none"> <li>○ 100+ applications</li> <li>○ 20 phone screenings</li> <li>○ 10 candidates moving forward</li> <li>○ Finalist will participate in an interview day with various team members</li> <li>○ Final interview with Executive Leadership Team at the beginning of May</li> <li>○ On track to have the CSO start in June</li> </ul> </li> <li>● Strategic Plan Update           <ul style="list-style-type: none"> <li>○ March 30th: Initial draft shared with school and regional stakeholders</li> <li>○ March 30th- April 17th: Feedback solicited via survey and zoom meetings</li> <li>○ April 27th: Revisions made based on stakeholder feedback</li> <li>○ May 4th: Plan to share with the Board as a pre-read to have discussions on May 7th</li> </ul> </li> <li>● Teacher U Update- <i>TaLisa Clark</i> <ul style="list-style-type: none"> <li>○ Designed for those distanced from licensure but are already doing the work. We aren't recruiting new talent but are unearthing current talent.</li> <li>○ Removes debt which is a work-force barrier. It's not just about affordability but also access.</li> <li>○ Candidates are learning while they're working through classwork and supervision.</li> <li>○ 100% of our current candidates have a residency licensure.</li> <li>○ We admitted 73% of the people that applied during the first cohort. Our current cohort has a GPA average of 3.3</li> <li>○ We are operating at 7 of our 8 schools</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ 100% of candidates are working in our schools and 96% of them have offer letters to return next year</li> <li>○ 94% of our candidates are African American and we are expanding the diversity of our workforce</li> <li>○ <i>Jim C.:</i> Can you tell us more about the instructional quality piece?             <ul style="list-style-type: none"> <li>■ <i>TaLisa:</i> 57% of teachers who teach in a tested grade have an improvement of 12%-18% than their peers on interim assessments by mid-year. They are receiving 1 on 1 support as a cohort.</li> </ul> </li> <li>○ We will be adding special education this year as well as middle grade English/language arts.</li> <li>○ We will continue with our K-6 program (which we are in year 2 of).</li> <li>○ Presented at the Drive Coalition Annual Summit and spoke on diversity in the workforce and it caught the attention of many potential partners for expansion.</li> <li>○ I will provide a one-pager to Shay and Stacy with data-driven points to share with funders             <ul style="list-style-type: none"> <li>■ <i>Jon M.:</i> We should include how much funding is required to run this program</li> </ul> </li> <li>○ <i>Jon M.:</i> How many people do we have in the program and how many do we want? Is your salary included in expenses?             <ul style="list-style-type: none"> <li>■ <i>TaLisa:</i> 23 applicants and 16 enrolled. I'm currently a team of one so 16 is a large number. We are adding a position for special education support next year. We are intentionally keeping it under 50 so we have the capacity to best support our cohort. My salary is covered by foundation grants.</li> </ul> </li> <li>○ Our biggest expense is curriculum so I try to do as much of it on my own that I can. We are working with Relay and their curriculum.</li> <li>○ <i>Jim C.:</i> Did you have to get permission to do this program? If so, by who? Do they ever check in to see our progress?             <ul style="list-style-type: none"> <li>■ <i>TaLisa:</i> We had to be approved by the NC Department of Study. Any additional programs we want to add just have to be approved by Dr. Williams and the Board via email. They do surprise audits.</li> </ul> </li> <li>○ <i>Dr. Williams:</i> The vision here is that every teacher our students work with is licensed because data proves they provide more quality instruction. We were adamant about adding special education in order to not leave a group of students behind.</li> <li>● Vote: Amend minutes- <i>Rich Richards</i> <ul style="list-style-type: none"> <li>○ Vote to amend minutes from Nov. 6, Dec. 11th, Jan 8th., and Feb. 5th to include the reason the Board went into Executive Session (now required)                 <ul style="list-style-type: none"> <li>■ <i>Motioned by Jim C.</i></li> </ul> </li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>■ <i>Seconded by Doug K.</i></li> <li>■ <i>Unanimously voted to amend the minutes</i></li> </ul>
<p><b>4:56PM</b></p>	<p><b>Academics Update- Luke Naegele</b></p> <ul style="list-style-type: none"> <li>● ELA and math mock EOGs show overall YoY growth</li> <li>● A significant percentage of students are approaching proficiency</li> <li>● We are monitoring students on the cusp of proficiency and directing instructional capacity to maximize EOY performance.</li> <li>● We have evidence that our strategies for academic curriculum and assessment systems are working to improve outcomes for students at scale</li> <li>● ELA outcomes are improving and are better than we were last year at this time. We are still not meeting our goals, but we are improving and we are getting closer.</li> <li>● <i>Rich:</i> Do we know how IA3 last year lined up to EOGs?             <ul style="list-style-type: none"> <li>○ <i>Luke:</i> We see a meaningful bump in the data</li> </ul> </li> <li>● <i>Rich:</i> It is a big deal to see how the grades are ahead of where they were last year. Congratulations to the team and keep things rolling and increasing.</li> <li>● Math achievement is also up YoY, but math remains further away from our EOY goals than ELA             <ul style="list-style-type: none"> <li>○ Over the course of the year, math becomes more demanding so some of the declines don't reflect a loss of learning but the increased rigor of the content</li> <li>○ <i>Dr. Williams:</i> We have struggles in math due to math instruction as well. We have had resignations and I'm working with the talent team to see how we can recruit high quality math teachers.</li> </ul> </li> <li>● Science data shows modest growth, but overall performance remains below the target goal.             <ul style="list-style-type: none"> <li>○ We are adding an Academic Director of Science role to address this need in SY27</li> <li>○ <i>Jim C.:</i> How are the goals set? Is that coming from the Foundation?                 <ul style="list-style-type: none"> <li>■ <i>Luke:</i> Goals are based on at least a 10% proficiency increase per cohort as they move through the grades</li> <li>■ <i>Stacy:</i> For ELA and math the bottom number comes from the Foundation. For science, we are on our own.</li> </ul> </li> </ul> </li> <li>● <i>Sharon:</i> The double digit gains across the Board are huge! Your previous work is really good. The challenge is getting double digit gains year after year. We want to get to 80% of our kids being proficient. We've got to set the bar high and having a five year plan around that, and I'm excited for what I'm seeing.</li> </ul>
<p><b>5:12PM</b></p>	<p><b>Operations Update- Juontonio Pinckney</b></p> <ul style="list-style-type: none"> <li>● We are working to strength our technology system</li> <li>● Transportation performance has an on-time average of 96.5% due to improved routing</li> </ul>

	<ul style="list-style-type: none"> <li>● New applications are trending very close to Y25-26 YoY. We feel very good about the system and how the team is moving,</li> <li>● KCA modulars have been delivered. KAC buildings will be completed by mid-April</li> <li>● Finalizing the Community Eligibility Provision to provide free, high quality meals to our students (working to remove highly processed foods)</li> <li>● Enrollment data is continuing to stabilized</li> <li>● Monitoring the cost of fuel for transportation and evaluating our routes for efficiency</li> <li>● Total forecast for returning and new students is 2246             <ul style="list-style-type: none"> <li>○ Budgeted enrollment: 2,856</li> <li>○ Enrollment target: 3,017</li> </ul> </li> <li>● We are monitoring the decrease in Gaston</li> <li>● We are ramping up our digital marketing</li> </ul>
<p><b>5:28PM</b></p>	<p><b>Finance Update- Anthony Burrell</b></p> <ul style="list-style-type: none"> <li>● We are trending in line with the Q2 revised forecast</li> <li>● Revenue and expense pacing is aligned overall</li> <li>● Enrollment remains below start-of-year levels but remains slightly above forecast cushion</li> <li>● We are monitoring enrollment attrition (continued decline)</li> <li>● We are monitoring discretionary pacing (specifically in Pride)</li> <li>● We are addressing vendor/inventory controls (custodial improvement underway)</li> <li>● Completed the FY25 Audit to evaluate our internal controls             <ul style="list-style-type: none"> <li>○ Everything came back clean</li> <li>○ No material findings or control issues</li> </ul> </li> <li>● Our financial reporting processes continue to strengthen</li> <li>● <i>Jim C.:</i> Does the independent audit meet with the finance committee and walk them through the results of the audit?             <ul style="list-style-type: none"> <li>○ <i>Anthony:</i> I can request that they meet with the finance group and then we can present it to the Board. I will reach out to them and request that.</li> </ul> </li> <li>● We want to have a draft of the FY27 budget in early May</li> <li>● Projected enrollment can cause us to modify the budget</li> <li>● What DPI has provided for initial enrollment will keep our revenue flat</li> <li>● We are trying to align our staffing model to enrollment realities</li> <li>● <i>Jim C.:</i> Are other KIPP schools out there buying health insurance on their own?             <ul style="list-style-type: none"> <li>○ <i>Anthony:</i> We have looked into the self-insured route, but the amount of liability is great.</li> <li>○ <i>Stacy:</i> We could find other charter schools in NC that we could join with. We can't join with KIPP because we are spread across the country.</li> <li>○ <i>Doug:</i> Rich should ask Catherine Bradely about these insurance contracts.</li> </ul> </li> </ul>
<p><b>5:43PM</b></p>	<p><b>Adjourn KIPP NC BOD Meeting</b></p> <ul style="list-style-type: none"> <li>● <i>Motioned by Doug K.</i></li> </ul>

	<ul style="list-style-type: none"> <li>• <i>Seconded by Jim C.</i></li> <li>• <i>Unanimously voted to adjourn KIPP NC BOD meeting</i></li> </ul>
<b>5:43PM</b>	<b>Meeting adjourned</b>

<b>KIPP Charlotte Board of Directors Meeting</b>	
<b>5:43PM</b>	<b>Adjourn KIPP Charlotte BOD Meeting</b> <ul style="list-style-type: none"> <li>• <i>Motioned by Doug K.</i></li> <li>• <i>Seconded by Jim C.</i></li> <li>• <i>Unanimously voted to adjourn KIPP Charlotte BOD meeting</i></li> </ul>
<b>5:43PM</b>	<b>Meeting adjourned</b>

<b>KIPP ENC Board of Directors Meeting</b>	
<b>5:43PM</b>	<b>Adjourn KIPP ENC BOD Meeting</b> <ul style="list-style-type: none"> <li>• <i>Motioned by Doug K.</i></li> <li>• <i>Seconded by Jim C.</i></li> <li>• <i>Unanimously voted to adjourn KIPP ENC BOD</i></li> </ul>
<b>5:43PM</b>	<b>Meeting adjourned</b>