

KIPP North Carolina/KIPP Charlotte/KIPP ENC

Board of Directors June 2026 Meeting Minutes

Thursday, June 4th, 2026

4:00-6:00 PM via Zoom

Attendance		
BOD Members Present	BOD Members Absent	Staff/Guests
❖ Rich Richards, <i>Chair</i> ❖ James Scruggs ❖ Jason Shaad ❖ Sharon White ❖ Daniela Doyle ❖ Julius Tillery ❖ Kelby Hicks ❖ Reid Phillips ❖ Nithya Rajan ❖ Jim Couch ❖ Doug Kahn ❖ Nicole Priestly	❖ Jon Morris	❖ Fabby Williams, <i>CEO</i> ❖ Anthony Burrell, <i>CFO</i> ❖ Juontonio Pinckney, <i>COO</i> ❖ Stacy Johnson, <i>COS</i> ❖ Anokhi Saraiya, <i>CAO</i> ❖ Shay Adams, <i>Development Director</i> ❖ Stephanie Williams, <i>Staff</i> ❖ Tiffany Jarrett, <i>Staff</i> ❖ Kristin Scott ❖ Kristin Smith ❖ Angel Sykes ❖ Jasmine (last name not stated) ❖ Trinia Purnell ❖ Amy Joyner ❖ April Fleming ❖ Angie Newell ❖ Caroline York ❖ Shauna Lockhart-Eans ❖ Keonta Williams ❖ Crystal D ❖ Shonda Barnes

KIPP North Carolina Board of Directors Meeting	
Time	Agenda Item
4:02 PM	Call to Order- Rich Richards, Board Chair
4:02 PM	Call for public comment- • Dr. Williams spoke on the situation that happened at the KIPP Pride Middle School and that the situation is being handled. He offered an apology on behalf of KIPP to the parents and students. • Rich Richards spoke on the situation as well and thanked parents for their grace. • Trina Purnell spoke saying that communication is key and that she appreciated Luke Naegele and Dr. Williams for reaching out and sending communications to families. She just wants to make sure this type of thing will not continue to happen. She emphasized wanting her granddaughter to be in a safe environment and a place where if she falters on a test that is only shared between her, her parents, and the teacher. • April Fleming spoke saying she was very disappointed. She is having to pull her daughter from the school due to leadership lacking at KPMS. She has a big problem with consistent communication.

	• Kristin Scott spoke about the situation at KPMS. Students being called out because they failed the EOGs is unacceptable. The students saw teachers and leadership laughing during this event and potentially assumed that leadership was laughing at them. She wants to know whose idea it was to gather the students in the gym to do that instead of sending home letters to parents like they've done in years past. She also has concerns about the lack of communication and transparency from leadership. • Jasmine (last name not stated) spoke and sent out a thank you to the teachers for showing up everyday and teaching the students. She said it takes a village and her kids are also at KPMS. She disagreed with the students being called out who did not pass their tests. She suggested that parents have a seminar where parents can be trained on how to communicate with school staff so they know how to get the answers they need. She feels like KIPP is focusing on enrollment numbers instead of a quality education.
4:25 PM	Approval of May 7th BOD Meeting minutes • <i>Motioned by Juilius Tillery</i> • <i>Seconded by Jim Couch</i> • <i>Unanimously voted to approve May 7th BOD Meeting minutes</i>
4:27 PM	Board Chair Update- Rich Richards • Shout Outs and Shine Outs ○ Rich gave a shout out to Nithya and Stacy for their work on the strategic plan ○ Nithya gave a shout out to Stacy for guiding her through the process ○ Anthony gave a shout out to Reid for all the support he provided ○ Dr. Williams gave a shout out to the Executive Leadership Team for creating and delivering a balanced budget for the 26-27 school year • Development Updates ○ We have contracted the DBD Group to improve our development pipeline • Governance ○ Doug Kahn and Jon Morris are leaving the Board so we are having a dinner on July 7th to celebrate them ○ The BOD retreat is on August 7th in Raleigh. We are working with KIPP Superintendent Jen Brown to create the run of show for that meeting ○ The Conflict of Interest Form and Board Bio Books need to be created and handled ○ Submitted proposed Board meeting dates for 26-27 school year • Each committee chair needs to draft up an agenda by month on the topics we can expect to be shared on a consistent basis ○ Stacy will send out a resource for committee chairs to record this information
	CEO Update- Fabby Williams • EOG testing is currently underway. The Board will get information on how the students are doing once the retesting period has ended.

	• We are working on finalizing the Strategic Plan. It will prioritize cork work, maintenance work, and future work. • Strategic Plan Approval Vote ○ Daniela: Could the team speak to some of the additional work that's going to be happening ■ Stacy: The next steps listed are where we are heading next in the plan. ○ Nithya: How does family engagement show up in the plan and how can we show that there's a priority? ■ Stacy: That is already in the plan but it has now risen to a core piece of work in the plan. We might have things like town halls to get families engaged. ○ Motion: Juilus Tillery ○ Second: James Scruggs ○ Voted to unanimously approve the Strategic Plan • Employee Handbook Approval Vote ○ Dr. Williams: There are things we emphasized in the employee handbook to verbalize the expectations of excellence we have for staff ○ Motion: Jason Shaad ○ Second: Reid Phillips ○ Voted to unanimously approve the Employee Handbook • 26-27 Budget Approval Vote ○ Motion: Reid Phillips ○ Second: Nicole Priestly ○ Voted to unanimously approve the 26-27 Budget
	Finance Update- Anthony Burrell • We are trending where we should be based on the revised forecast. It is better than the original forecast. • Enrollment declined from 2,844 to 2,690 • The Executive Leadership Team pulled together and created a balanced budget to make up for the \$1.8 million deficit ○ Driven by health insurance costs, compensation increases, enrollment softness, and inflationary operational costs • Some of the changes we made include aligning our staffing to projected enrollment, updated transportation and operational budgets, revise non-personnel budgets to reflect targets savings and operational priorities, and updated revenue assumptions to reflect Durham PPR increases and moderate federal funding growth • Next we will continue to monitor enrollment trends, monitor federal and state funding, and refining forecasts as new information becomes available • We are assuming an enrollment next school year of 2,734 students • This budget is currently based off of public funds vs fundraising dollars

	○ We are going to be working on that with the DBD group ● We don't have any capital projects built into this budget ● There is a discrepancy in the management fee across the regions ● Dr. Williams: Student attrition is one of our most important tasks, and that is why we are implementing protocols next year to improve our school network. We are going to increase family engagement as well as taking student feedback into account. We need to be able to easily answer the question "Why should I use KIPP"? Everyone will be held accountable in this organization. ● Jim C.: If there are two or three things that are probably the things to watch the closest (risk areas) where the budget might not play out what would those be? ○ Anthony: The assumption of enrolling additional students in Durham and the impact of inflation on things like transportation
5:07 PM	Operations Update- Juontonio Pinckney ● We are really focusing on attrition and building more structure around our attendance playbook and chronic absenteeism playbook ● We will see the bulk of our applications come in over the summer ● Increasing transparency and communication with families through our outreach ● Total enrollment forecast for returning and new students is 2,388 ● We are happy where we're trending for enrollment with Durham. They have historically had great retention ● The elementary school in Charlotte is also on track to reach their target goal ● The budgeted enrollment in 2,856, the stretch target for enrollment is 3,017, and there 2,490 student eligible for reenrollment ○ Jim: How many enrollment specialists do you have? Are they full time? ■ Juontonio: We have hired one for KIPP Pride MS and KIPP Durham and they are full-time employees. They are becoming more active in the communities and getting out there. ○ Nithya: How many students were recruited over the summer last year? ■ Juontonio: We don't have a lot of historical data right now. We know we received about 1,500 applications and 400 withdrawals. ● We have a 9% reduction in chronic absenteeism (36%CA YTD)
5:30 PM	Academics Update- Anokhi Saraiya ● We did not meet all our DIBELS goals, but we did get growth in most grade levels since the middle of the year ● Daniela D.: Can you remind us what DIBELS measures? ○ Anokhi: DIBELS measures foundational reading skills. We are really proud of our 6-8 results as they have been better than the previous years. Our kids have good foundational skills, but now they need to focus on comprehension. ● Rich R.: Gave a congratulations to the academic team for the growth ● Next year we will be pushing student foundational skills

	• We rolled out a lot of new curriculum this year and we are proud that we are starting to see the results • Rich R.: When will we start seeing preliminary results for state tests? ○ Anokhi: We will have the final data at the end of next week ○ Stacy: We plan on sending it out on June 15th ○ Rich: Maybe we can throw an optional meeting on the calendar for folks that want to chat about it
	Executive Session- Rich Richards • <i>Motioned by Daniela Doyle</i> • <i>Seconded by</i> • <i>Unanimously voted to adjourn KIPP NC BOD meeting</i>
	Adjourn KIPP NC BOD Meeting • <i>Motioned by</i> • <i>Seconded by</i> • <i>Unanimously voted to adjourn KIPP NC BOD meeting</i>
	Meeting adjourned

KIPP Charlotte Board of Directors Meeting	
	Adjourn KIPP Charlotte BOD Meeting • <i>Motioned by</i> • <i>Seconded by</i> • <i>Unanimously voted to adjourn KIPP Charlotte BOD meeting</i>
	Meeting adjourned

KIPP ENC Board of Directors Meeting	
	Adjourn KIPP ENC BOD Meeting • <i>Motioned by</i> • <i>Seconded by</i> • <i>Unanimously voted to adjourn KIPP ENC BOD</i>
	Meeting adjourned