

SOCIAL JUSTICE SCHOOL

Social Justice Public Charter School Board of Trustees Meeting October 25, 2023

Board Members Present: Pat Brantley (PB), Tammy Tuck (TT), Neils Ribeiro-Yemofio (NRY), Aaron Stallworth (AS), Maia Shanklin Roberts (MSR), Caitlin Campbell-Hahn (CCH), Joel Smith Goering (JSG)

Board Members Absent: Dionne McDonald (DM), Meenakshi Nankani (MN), Eric Goldstein (EG),

Staff Members Present: Myron Long (ML) Executive Director

Guests Present: n/a

A. Meeting Opening

Roll Call; Establishment of Quorum; Call to Order, Approval of Minutes

TT called the meeting to order at 6:10 pm and established quorum with 7 board members and 1 staff member present.

TT shared the September 2023 board meeting minutes for review and requested a motion to approve. NRY moved to approve and PB seconded. The motion carried with none opposed and no abstentions.

B. Activity - Mission Moment

ML called for a moment of silence to recognize the life of late board member Lorraine Ramos.

C. Executive Director Updates

ML shared that SJS has 125 scholar-activists enrolled of its 150 enrollment target. As a result, FY24 revenue will be \$45k lower than anticipated, but days of cash on hand is still substantial. The SJS team is working with OSSE to verify audited enrollment numbers. Notably this year SJS's enrollment of students designated as "at-risk" is 58%, down from 64% last year.

SJS will need to submit a contingency budget for FY24 to PCSB to account for under-enrollment. Currently there is only one open position for an inclusion teacher.

ML shared a problem of practice with the board about how to think about budgeted enrollment for SY24-25 given recent enrollment shortfalls. This impacts Q1 per-pupil payments from OSSE as it is based on projected enrollment (the Q2 payment is adjusted to account for enrollment actuals).

JSG asked about why this year's enrollment dipped. ML shared that in SY22-23 there were challenges with school culture but that there has been a positive shift this year that has allowed teachers to focus more on instruction. PB pointed out that SJS is losing 20% of existing students, which makes it harder to meet enrollment targets, and shared that delivering a strong culture that makes students want to stay should be a priority.

The group briefly discussed the Employee Retention Credit, and JSG offered to talk offline with ML about possible auditing firms to support.

MSR agreed that doubling down on culture in SY24-25 will be important to returning families.

ML shared that a conservative budgeted enrollment for SY23-24 is 110, and would reflect similar new student enrollment to this year. He is planning on doing contingency budgets for 100/120/140 enrollment scenarios and will have these available to share with committees by December.

PB emphasized that focusing on building culture with existing resources will make students want to stay; standalone middle school can be difficult because the student population turns over so quickly and can shift culture. TT added that it is important to plan for culture because of the proportion of new students who will need to be onboarded to that culture, and asked ML to update the board on how members can support with recruitment.

C. Committee Updates

TT transitioned the meeting to committee updates.

- **Executive Committee**
 - TT welcomed Joel and Caitlin as official new board members.

- NRY is stepping in as vice chair, and we are still in need of a secretary and treasurer. It has been convenient in the past that a member of each committee is on the exec. committee/an officer.
- JSG shared that he will likely not be able to take on the treasurer role. TT suggested that the group could get creative around sharing the responsibilities of board secretary.
- PB and CCH agreed to talk more to ML about officer roles.

- **Finance Committee**
 - ML transitioned to Finance updates and directed board members to the packet with SJS's current standing.
 - SJS received a full payment from the Summer Boost grant program despite the second payment being enrollment-based.
 - ML shared details of a recent equity audit of compensation, which showed that there is some misalignment between SJS's payscale and actual compensation.
 - Currently working on a document for SY24-25 that shares compensation scale, non-monetary benefits and SJS's values around compensation - equity, sustainability, and human-centered. Goal is for the scale to be public in March.
 - ML provided some brief facilities updates, including the fact that Latham and Watkins will be representing SJS in future lease negotiations. ML is currently exploring partnership options to allow for recreation space in a new facility.
 - SJS recently had a clean audit, which will be brought to the board for approval.

- **Student Performance Committee**
 - TT transitioned to student performance updates.
 - TT that CCH has agreed to be the new chair of the SPC.
 - CCH shared that in the SPC's last meeting, we looked over data shared by ML on median growth percentile and MAP. She highlighted the strong MGP data and that SJS is closing the gap for students with disabilities in both reading and math on MAP.

- **Community Engagement**
 - NRY shared that in its last meeting, the Community Engagement committee discussed fundraising goal of adding resources to the Liberatory Design Lab.

- PB shared that there may be opportunities for joint advocacy for government funding for maker spaces, and will connect with ML offline.
- NRY shared that the committee also discussed engaging in political mapping and PCSB staff/board engagement. The group briefly discussed PCSB staff engagement as a precursor to the 5-year review.
- ML shared that there will be a mock five-year review in January.

F. Closing

TT reminded the group about the board self-assessment and reminded everyone to please complete it this week. There is also an opportunity to participate in the strategic plan-focused convening with Bellwether on 11/6.

The meeting was adjourned at 7:35 pm.