



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

**Democracy Prep Endurance Charter School
Board of Trustees Meeting
July 16, 2015**

MINUTES

Present

Donald Porter
Sonya Crosswell
Ross Frommer
Craig Canton
Khary Barnes
Katie Duffy

Guests

Eliza Saunders
Ben Feit

Absent

Christina Grant
Rashida La Lande

Khary Barnes, Board Chair, called the meeting to order at 6:40 pm.

School Update:

Margaret Marrer, Executive Director of DPE, was not in attendance but provided a written update on enrollment, the status of preparation for the high school's opening, and professional development planning for school staff. The middle school is fully enrolled, and the high school is still looking to fill a few remaining seats. Both campuses are almost fully staffed, as two positions remain vacant. Professional development has been planned for new staff, mid-level leaders, and returning staff; set to take place in August.

Network Update:

Katie Duffy, Chief Executive Officer at DPPS, began the network update by discussing the network's accomplishments and growth strategies. Bronx Prep's speech and debate team did extremely well at Nationals, with several scholars earning distinctions and scholarships. Ms. Duffy then discussed the details of the Baton Rouge school launch. Ms. Duffy elucidated how the network has been supportive in order to make the opening successful. She explained the importance of providing better opportunities for students in North Baton Rouge and ultimately expressed enthusiasm for the launch. Ben Feit, Chief of Staff at DPPS, briefly explained the i3 grant application and its relevance to DPE as well as expansion. The board inquired about the growth of Democracy Prep's network. Mr. Feit & Ms. Duffy walked the Board through the 2015-16 network organizational chart. Ms. Duffy explained that the network has hired a Senior Director of Community Impact and explained how that role would work in concurrent with school-based staff to ensure fully enrolled campuses and better engagement with families.

MOTION: Motion to approve the minutes from the board's June 4, 2015 & June 30, 2015 meeting, pending Ms. LaLande's review. Motion passed unanimously at 7:48 pm.

MOTION: Motion to adjourn the meeting. Motion passed unanimously at 7:49 pm.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

**Democracy Prep Endurance Charter School
Board of Trustees Meeting
September 17, 2015**

MINUTES

Present

Sonya Crosswell
Donald Porter
Khary Barnes
Ross Frommer
Rashida LaLande

Absent

Katie Duffy
Craig Canton
Christina Grant

Guests

Benjamin Feit
Howard Schnidman
Stephanie Miller
Eliza Saunders
Margaret Marrer
Katie Williamson

Khary Barnes, Board Chair, called the meeting to order at 6:41 pm.

School Update:

Margaret Marrer, Executive Director of DPE, introduced Katie Williamson, Campus Director for DPE Middle School. Ms. Marrer then provided enrollment and staffing updates. Both the middle and high school are fully staffed. The middle school is fully enrolled, and the high school is looking to fill two additional seats. The Board discussed diversity amongst the staff population as well as the retention rates for students transitioning from the middle school to the high schools.

Ms. Marrer explained how MAP testing is utilized during the enrollment process after scholars have been admitted through the lottery. Discussion ensued on how the school addresses proficiency disparities between returning and backfilled scholars. Donald Porter inquired about the school's assessment systems. Ms. Marrer elaborated on the range of internal and nationally normed assessments administered to students and explained requirements for obtaining an Advanced Regents diploma.

Ms. Marrer continued with an update on the opening of the DPE High School. Ms. Marrer informed the Board that although the new facility has presented some challenges, students have already taken a practice SAT and are getting acclimated to the new space. As many students are successfully transitioning from middle school to high school, scholars are looking forward to new programs such as "Great Books" and events such as "Locktober" that provide the scholars with a greater sense of independence as they venture into young adulthood.

Network Update:

Benjamin Feit, Chief of Staff at DPPS, explained that DPE's charter revision proposal requesting authorization to participate in the Democracy Prep Pathways program received Board of Regents approval. Designated scholars have started the year receiving services in DPE Middle School while formal approval from the authorizer and the Board of Regents remained pending.

Mr. Feit notified the Board that Democracy Prep is in the final stages of selecting a candidate for Chief Financial Officer. Howard Schnidman, DPPS's current CFO who will be retiring, described

the background of the two finalists and the hiring process to date. Mr. Schnidman commented on transition needs and is willing to support as needed.

Mr. Feit went on to explain that DPPS has commenced its fall school review cycle. Mr. Feit reviewed the school review process and explained that the reviews are spearheaded by Lindsay Malanga, Democracy Prep's superintendent, and include both senior CMO leadership and executive directors and principals from across the network. The objective of the reviews is to provide leadership with actionable information to strengthen their schools' instruction, culture, and systems.

Facilities Update:

Mr. Feit relayed an update prepared by Kent Anker, General Counsel for DPPS, on the status of the facilities planning for DPE High School. Democracy Prep continues to search for a permanent facility for the high school and is currently considering all options. Mr. Feit informed the Board that a possible site that had previously been under consideration is no longer available, and the Board expressed a desire to be kept abreast of material developments in the search process. Mr. Feit stated that one of the options under consideration is the expansion of the school's footprint at Taino Towers, which is where the school's ninth grade is currently incubating.

Committee Updates:

Development:

Khary Barnes, Board Chair, suggested that the Board begin to plan for the 2016 gala. The Board discussed the possibility of a network happy hour in the fall and whether a capital campaign might be feasible to assist with future real estate costs.

Finance & Audit:

On behalf of the Finance & Audit Committee, Howard Schnidman reviewed the FY15 financials, which are on the verge of being sent to the auditor, and the FY16 forecast. At the moment, the school projects a \$820,000 surplus in FY15. Mr. Schnidman proposed that the Board allocate some amount of surplus to the DREAM Dollar fund in order to support future high school alumni through college.

MOTION: Motion to contribute \$70,000 to the alumni reimbursement account was unanimously approved at 8:10 pm.

Governance:

Mr. Feit told the Board that Jason Broder's appointment has yet to be sent to SED for approval as the necessary paperwork has yet to be compiled. Mr. Feit then reviewed the draft CMO Evaluation and Board Self-Evaluation Rubrics, which are designed to facilitate the Board's overview of both DPPS and its own governance.

MOTION: Motion to adjourn the meeting was unanimously approved at 8:20 p.m.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

**Democracy Prep Endurance Charter School
Board of Trustees Meeting
October 27, 2015**

MINUTES

Present

Khary Barnes
Craig Canton
Katie Duffy
Donald Porter
Ross Frommer
Sonya Crosswell
Rashida LaLande

Absent

Christina Grant

Guests

Alysa Campbell
Kelly Richardson
Kent Anker
Greg Spreeman
Melanie Hok
Margaret Marrer
Gus Saliba

Khary Barnes, Board Chair, called the meeting to order at 6:54 p.m.

School Update:

Margaret Marrer, Executive Director of Democracy Prep Endurance Charter School, provided an update regarding the challenges associated with the opening of the high school. Among the issues discussed by Ms. Marrer were training of a new leadership, adapting the program for older students, developing a curriculum, and preparing a new facility. The high school currently does not have a separate school leader, which makes administrative issues difficult to handle. Ms. Marrer explained that her time is divided between the middle school and high school. In turn, the middle school is short on leadership staff.

Ms. Marrer also noted that the high school instructional staff is comparatively inexperienced. She indicated that her biggest challenge is that that students know the teachers they have now are not as seasoned as the teachers they had in previous years at DPE's middle school. Ms. Marrer told the board that she had received an ultimately unsubstantiated report of a child bringing a gun to school, which resulted in brief police involvement.

Katie Duffy, Chief Executive Officer of Democracy Prep Public Schools, explained that the current curriculum is not necessarily calibrated to the teachers' ability levels. While a proficient teacher may be able to implement the lessons, novice staff likely will need more support. A veteran of Democracy Prep's flagship high school has recently joined the DPE team as an instructional coach. Ross Frommer asked whether there is a retired teacher, or someone who has been in the DPSS pipeline, who could backfill the vacant school leadership position. The working plan for 2016-17 is for a *Leader U* graduate to lead the high school and for Katie Williamson, current DPE Middle School campus director, hopefully to continue in her role.

Facilities Update:

Ms. Marrer opened the facilities updated by discussing issues with the high school campus. The school is currently missing a sink that was supposed to be installed upon occupancy. Electricity went

out during the school day today, and the temperature in the building is often very hot. Ms. Marrer explained that the amount of time she spends problem-solving facilities issues is taking away from time she could put toward helping teachers and students with instruction and learning. Kent Anker, General Counsel for Democracy Prep, commented that he has been pushing hard to get the electrical issues repaired and sink installed. The management company at Taino has been slow but responsive. The Board inquired into whether the issues are affecting learning, and Ms. Marrer responded that instruction has continued notwithstanding the many issues.

Mr. Barnes then asked Ms. Duffy to provide an update on DPE's options for relocation/expansion. Ms. Duffy began by explaining possible reasons for DPE's high school to remain in Taino Towers, citing cost and control as the most compelling factors. Even with the facility challenges, if DPPS expanded in Taino, it could control the whole base of a tower, creating a substantial footprint and providing more leverage in working with Taino. This would enable DPE to easily accommodate multiple high school grades. Ms. Duffy also mentioned that DPE would not need the 3rd floor, but DPPS could conceivably use the space for Harlem Prep, which is currently on the 1st and 4th floors. Mr. Anker added that Taino has a pool/gym area.

Next, Ms. Duffy discussed the results of a Jones Lang LaSalle space survey. She encouraged the board to look at the deck and attend a walkthrough to become familiar with each prospective location.

The Board discussed whether DPE should be in the market to buy, lease, or build. Mr. Barnes commented that if there was a space to build, that would be the preferred option. Because building is difficult and buying is not a feasible alternative, leasing is the most realistic option. Ms. Duffy offered a sketch of the building timeline. From now until April, DPPS and DPE will conduct market research, tours, and due diligence on properties. By May 2016, the lease would be signed. August through October 2016 would be allotted for bidding, filing, and selecting vendors, and the project would budget for about 36 weeks of construction in advance of a 2017 opening. Rashida La Lande questioned how a build out of high school and addition of an elementary school would change a K-12 budget. Greg Spreeman, Democracy Prep's Chief Financial Officer, agreed to create a budget model for that scenario.

MOTION: Motion to approve the minutes from July 16, 2015 and September 17, 2015.

Motion passed unanimously at 8:03 p.m.

MOTION: Motion to add Greg Spreeman as an authorized signer on school accounts and for online banking access. Motion passed unanimously at 8:03 p.m.

Khary Barnes left the meeting at 8:04 p.m.

Network Update:

Ms. Duffy provided an update on Pathways, which is open and fully enrolled. Eight Pathways scholars are from DPE. Pathways is doing a notable job with attendance (currently at 98%), and punctuality (currently at 86%). Scholars have also not had any out-of-school suspensions. Academically, Pathway scholars have a Math average of 74%, Literature, 60%, and History, 80%.

Committee Updates:

Finance & Audit: Gus Saliba, auditor at Fruchter, Rosen, & Co., walked the board through DPE's FY15 independent audit. Mr. Saliba described the audit process and results, which included non-material concerns concerning credit cards, contents insurance, and student files. Sonya Crosswell mentioned that the latter was a repeat issue from last year. Ms. Duffy responded that with student enrollment and family engagement now provided in-house, maintenance of files should not continue to pose a problem. Mr. Saliba also highlighted that DPE's cash reserves increased by \$1 million. The Board discussed the importance of using cash to support underperforming students. Mr. Saliba suggested that the surplus be used in low-risk investments or reserves.

Governance: Donald Porter broached the possibility of adding new trustees. Many commented that this would likely make establishing quorum more difficult.

MOTION: Motion to adjourn the meeting. Motion approved unanimously at 8:53 p.m.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
December 17, 2015**

MINUTES

Present

Khary Barnes
Craig Canton
Katie Duffy
Donald Porter
Ross Frommer
Sonya Crosswell
Rashida LaLande

Absent

Christina Grant

Guests

Kent Anker
Greg Spreeman
Margaret Marrer
Benjamin Feit
Alysa Campbell

School Update:

Margaret Marrer, Executive Director of Democracy Prep Endurance Charter School (DPE), began by updating the Board on the how technology has been integrated into the instructional program at DPE middle school. Scholars have been taking online quizzes and using Chromebooks daily. Ms. Marrer also explained that she is at the High School more frequently and that the school has made significant growth in its first year. In response to questions about school culture, Ms. Marrer explained that incidents have been addressed through mediations, Town Hall discussions, and the provision of alternate instruction for scholars whose actions resulted in out-of-school suspensions.

Next, Ms. Marrer referenced the data dashboard. Academic data from Trimester 1 was consistent with expectations. Culturally, high school attendance rates are being affected by a few scholars who are chronically absent or tardy. Ms. Marrer mentioned that she is pleased that the average number of deductions being issued continues to decrease, and she credited the improvement to teachers becoming stronger classroom managers.

Network Update:

Katie Duffy, Democracy Prep Public Schools (“DPPS”) Chief Executive Officer, gave a brief update on early college acceptances. Across the network, Democracy Prep scholars were accepted into Harvard, Tufts, Yale, Brown, Dartmouth, Brandeis and Stanford. Ms. Duffy explained that the high caliber of schools is a testament to the work of the college teams at both the network and the flagship high school who worked on fit and match for senior scholars and who familiarized colleges with the Democracy Prep program. College admission offices have been increasingly impressed with the rigor and breadth associated with a Democracy Prep diploma. She noted that Democracy Prep scholars possess unique credentials, including speaking Korean and practicing fencing.

Ms. Duffy also gave details about a group of female scholars from Democracy Prep Congress Heights being invited to the White House to meet President Barack Obama, First Lady Michelle Obama, and her Chief of Staff.

Khary Barnes, Board Chair, called the meeting to order at 7:03 p.m.

Finance/Audit Committee Update:

Greg Spreeman, DPPS Chief Financial Officer, provided a brief summary on DPE's budget. As the auditors recommended, the finance team has kept current with performing monthly closings. November books are closed, and the school is well within its budget. Mr. Spreeman also discussed the future availability of funding under the federal ERate program, which could have implications on the school's technology budget.

MOTION: Motion to approve the minutes from the board's October 27, 2015 meeting.

Motion passed unanimously at 7:23 p.m.

Facilities Update:

Ms. Duffy commenced the Facilities Update with a discussion of DPE's high school siting. She provided specifics on prospective locations and contractors and encouraged the Board to move forward with engaging an architect and a lender. Board member Sonya Crosswell inquired about the timeline for construction and whether the lender approval will happen in time to meet the deadline. Ms. Duffy stated that construction will occur during the summer, which would require summer school programming to occur in another facility. Mr. Spreeman provided a proposed budget. A lengthy discussion ensued on the terms of potential short- and long-term facilities solutions for DPE's high school grades.

MOTION: Motion to work in good faith with Democracy Prep Public Schools toward a lease transaction that will preserve and enlarge the siting of DPE's high school grades in the Taino Towers complex at 240 East 123rd Street.

MOTION: Motion to enter executive session to discuss confidential legal matters. Motion passed unanimously at 8:44 p.m.

MOTION: Motion to exit executive session and reenter general session. Motion passed unanimously at 9:00 p.m.

MOTION: Motion to adjourn the meeting. Motion passed unanimously at 9:01 p.m.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
January 21, 2016**

MINUTES

Present

Craig Canton
Katie Duffy
Donald Porter
Ross Frommer
Sonya Crosswell

Absent

Khary Barnes
Christina Grant
Rashida La Lande

Guests

Benjamin Feit
Greg Spreeman
Stephanie Miller
Lisa Friscia
Kent Anker
Margaret Marrer

Craig Canton, called the meeting to order at 7:41 p.m.

MOTION: Motion to approve the Board minutes from December 17, 2015. Motion approved unanimously at 7:41 p.m.

School Update:

Margaret Marrer, Executive Director of Democracy Prep Endurance (“DPE”), updated the board on the progress of the middle school tech initiative and Technology Task Force. At the high school level, DPE welcomed a visit from 20 Korean high school students this week who spent a morning getting to know the DPE scholars. Additionally, 20 DPE High scholars are preparing for a trip to Rome over the February break, the first international trip for DPE. Ms. Marrer also shared the exciting news that one DPE high school scholar won three categories at the Varsity Speech and Debate tournament last weekend at Stanford. DPE has begun the hiring process for teachers for next year, and the board discussed the timeline for appointing a high school campus director.

Ms. Marrer then explained small changes in enrollment as well as attendance and DREAM dollar fluctuation based on the data dashboard. Some course pass rates are lower this year than last year, but none are a major concern at this time. The school leadership team is working with teachers to ensure that scholars are passing only when they have truly mastered the course content and that struggling scholars are receiving remediation in order to increase content mastery.

Network Update:

Katie Duffy, Chief Executive Officer of Democracy Prep Public Schools (“DPSS”), shared early action and early decision college acceptances with the board for scholars from Democracy Prep Charter School, including admissions to Brown, Dartmouth, Harvard, Stanford, Yale and others. Ms. Duffy also shared that all of the scholars who have been accepted thus far through early decision have received financial aid packages that cover 100% of their financial need. The board discussed the college matching process that helps Democracy Prep seniors apply to colleges that are a good fit for them, both academically and financially.

Lisa Friscia, Senior Director for Leader U at DPPS, described the Leader U Fellowship and Residency programs that allow Democracy Prep to build a pipeline of excellent school leaders, including Ms. Marrer who was the first-ever Leader U Fellow. Leader U cultivates both internal and external talent with targeted professional development focused specifically on the culture and practices at Democracy Prep schools. Ms. Friscia is currently reviewing applications and expects to accept about 11 candidates for next year's Leader U programs. She also described her work with the Teacher Leader Institute, which helps DPPS teachers develop their leadership skills as grade level or department chairs and further builds the talent pipeline. Craig Canton asked whether there are plans to expand the Leader U program beyond Democracy Prep, and Ms. Friscia explained that there are not any plans to expand further at this time.

Facilities Update:

Ms. Duffy updated the board on the negotiation process with two possible lenders for capital improvements in the expanded high school space in Taino Towers. The board discussed the pros and cons of each lender and the timeframe for construction.

Committee Updates:

Development: Ms. Duffy reminded the board that the 10th anniversary DPPS gala will be on April 20 at the Chelsea Piers Lighthouse. Ms. Duffy encouraged board members to reach out to Alice Maggin, Senior Director of Communications at DPPS, with ideas about potential corporate sponsorships.

Finance & Audit: Greg Spreeman, Chief Financial Officer at DPPS, shared that there have been no surprise expenses in the last month and spending remains on budget.

Community & Family: The board discussed ongoing disciplinary issues with several scholars and possible next steps.

MOTION: Motion to enter executive session to discuss confidential legal matters. Motion approved unanimously at 8:03 pm.

MOTION: Motion to exit executive session and reenter general session. Motion approved unanimously at 8:13 pm.

MOTION: Motion to adjourn the meeting was unanimously approved at 8:14 p.m.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

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**Democracy Prep Endurance Charter School
Board of Trustees Meeting
April 14, 2016**

MINUTES

Present

Khary Barnes
Craig Canton
Katie Duffy
Donald Porter
Ross Frommer
Sonya Crosswell

Absent

Christina Grant
Rashida LaLande

Guests

Kent Anker
Melanie Hok
Margaret Marrer
Benjamin Feit
Alysa Campbell
Jonathan Howard
Pia Dandiya

Khary Barnes, Board Chair, called the meeting to order at 6:40 p.m.

**MOTION: Motion to approve the minutes from the board's January 21, 2016 meeting.
Motion passed unanimously at 6:47 p.m.**

School Update:

Margaret Marrer, Executive Director of Democracy Prep Endurance Charter School (DPE), began the school update by informing the Board that New York State ELA and Math exams were nearly done being administered. This year, the exams are untimed and scholars have the entire instructional day to complete them. Although scholars have commented that the assessments are challenging, Ms. Marrer noted that the level of instructional rigor in DPE classrooms has prepared scholars for the content and format of the exams. Referencing the course pass rates on data dashboard, Ross Frommer asked whether longitudinal data reflects the idea that scholars' academic performance improves the longer they are enrolled at DPE. Ms. Marrer suggested that course pass rates are not the best data to test that narrative because of a variance in the rigor and grading across courses and across grade levels. However, pre-exam tests administered by the school clearly indicate scholars' content growth.

Ms. Marrer also commented on the cultural life across both the middle and high school campuses. At the middle school, scholars recently staged a well-received spring musical, "Hairspray." Television and film actor Neil Patrick Harris attended one of the show's rehearsals and offered encouraging words to the cast. Ben Feit, Chief of Staff at Democracy Prep Public Schools, also alerted the Board to an upcoming visit from Congressman Charles Rangel (NY-13th District). The congressman will lead a Town Hall Assembly along with Marja Vongerichten to mark National Minority Health Month and will participate in a Taekwondo demonstration alongside middle school scholars.

At the high school, 20 scholars and 5 adults had the unique opportunity to travel to Rome as part of Democracy Prep's goal to ensure that scholars have as much exposure to opportunities for changing the world as they do to working hard and going to college. Recounting some of the highlights from the trip, Ms. Marrer spoke about the scholars' excursions to Pompeii, the Colosseum, and the Duomo Cathedral, among other sites. She noted the scholars' intellectual curiosity during the trip and their ability to make connections with class content.

Lastly, Ms. Marrer informed the board that she would be taking on additional duties as Democracy Prep Public Schools ("DPPS") Regional Assistant Superintendent in 2016-17. In this expanded role, Ms. Marrer will continue to serve as Executive Director of DPE, overseeing the campus directors at both the middle and high school, and will also support school leaders in Democracy Prep's expansion regions of Camden, Washington, D.C., and Baton Rouge. Ms. Marrer and DPPS Chief Executive Officer Katie Duffy introduced Pia Dandiya as the proposed leader for DPE's high school campus and discussed how the school's deep bench of leadership and instructional talent will prepare the school for sustained success in 2016-17 and beyond.

Network Spotlight:

Jonathan Howard, DPPS Senior Director of Talent, updated the board on hiring strategies at DPE and across the Network. The recruitment team has initiated innovative ways to attract top talent, including an incentivized recruitment process for current staff. This process has had tremendous returns at DPE as all recent hires were referred from internal personnel. Special education staffing presents the greatest recruitment challenge, owing to the dearth of these applicants in the hiring pool. Although the recruitment team is exploring creative ways to recruit teachers with special education certification, Mr. Howard cautioned that it takes time to build relationships with organizations to develop a talent pipeline. Certification also remains a priority for the recruitment and human resources teams in order to ensure the high-caliber, mission-aligned talent also possesses the requisite credentials. Discussion ensued on the diversity of DPE's teaching and non-instructional staff and on both DPPS and city-wide efforts to increase gender, racial, and ethnic diversity in public school classrooms.

Network Update:

Ms. Duffy elaborated on the proposed revision to the network's parental leave policy, emphasizing that equity was the impetus behind the modification. To that end, the network surveyed different charter schools as well as private sector organizations to gauge top industry practices. The proposed plan will have a negligible impact on the budget, particularly when compared to its positive effects on retention and recruitment of teachers. Ms. Duffy alerted the board that they will vote on the policy in the coming months as part of the process of reviewing and approving the 2016-17 version of the school's Personnel Handbook. She also explained that spring School Review season is underway and that CMO and campus-based leadership will be evaluating each school and program in the DPPS network to determine its current instructional, operational, and cultural health and to evaluate its growth since the fall review cycle. DPE's campuses will have their school reviews in the coming days.

Finance/Audit Committee Update:

Melanie Hok, DPPS Senior Director of Finance, provided a brief summary on DPE's budget. Although the school's general education revenues are on target, special education revenues are slightly lower than projected. Ensuring all special education services being delivered are reimbursable and scrutinizing spending on line items such as external professional development are among the

solutions being explored to ensure the school closes the fiscal year in the strongest possible financial position. Discussion ensued on possible future uses of the school's cash reserves.

Facilities Update:

Ms. Duffy commenced the Facilities Update with a discussion of DPE's high school siting and provided specifics on spacing options in the identified location. Kent Anker, General Counsel for Democracy Prep Public Schools, explained that the project is in the due diligence phase as Democracy Prep works to secure a lender. Mr. Anker described the various prospective lending entities and emphasized that the network will maintain a backup plan to ensure DPE high school scholars have a facility to hold class next year, despite of construction.

Family and Community Update:

Ross Frommer, chair of the Family and Community Committee, alerted the board to a parent complaint that is currently before the committee. He also updated the board on a previous parent complaint, noting that no action had commenced, as the family has been unresponsive to the committee's attempts at communication.

Governance Update:

Board member Sonya Crosswell asked whether the Board still desired to expand. Mr. Feit advised that the board should consider adding an additional member and mentioned that he recently met with a potential member.

MOTION: Motion to adjourn the meeting. Motion passed unanimously at 8:05 p.m.



DEMOCRACY PREP

ENDURANCE CHARTER SCHOOL

Work Hard. Go to College. Change the World!

**Democracy Prep Endurance Charter School
Board of Trustees Meeting
Thursday, June 16, 2016**

MINUTES

Present

Khary Barnes
Katie Duffy
Ross Frommer
Sonya Crosswell
Rashida La Lande

Absent

Donald Porter
Christina Grant
Craig Canton

Guests

Benjamin Feit
Gregory Spreeman
Stephanie Miller
Margaret Marrer
Chris Kraus
Duncan Scherer
Mwanga Mtengule
Seun Shokunbi

Khary Barnes, Board Chair called the meeting to order at 6:54 p.m.

School Update:

Margaret Marrer, Executive Director of Democracy Prep Endurance Charter School (“DPE”), provided an update regarding hiring for the middle and high schools, which she hopes to complete in the next few weeks. Scholars are in the midst of Trimester 3 exams and Regents exams, and end-of-year trips begin this weekend.

Duncan Scherer, Executive Director of Democracy Prep Pathways, provided the board with a brief overview of the first year of the Pathways program. Pathways laid a solid foundation over the course of the year, resulting in 60% of Pathways scholars achieving high growth on their year-end MAP assessments in language arts and 70% achieving high growth in math. Pathways successfully retained all of the scholars who began the program, and 100% of staff are returning for next academic year as well. About one-third of Pathways scholars will transition back to their home schools for next year, and the remainder will remain in the Pathways program for an additional year.

Pathways has attracted the attention of other schools and educational institutions over the course of the year. Pathways teachers have been invited to participate in a city-wide program to create transitional plans for scholars who will return to the general education classroom. Mr. Scherer won the Yale Lynn Hall Action Research award for early research on the success of the Pathways program. Additionally, multiple charter operators in the New York area have visited Pathways and are seeking to develop similar programs to serve their highest need students. Mr. Scherer shared his excitement about the early progress of Pathways and its potential to raise the bar for students with disabilities not only across the Democracy Prep network, but also across the larger educational landscape of New York.

Network Update:

Katie Duffy, Chief Executive Officer of Democracy Prep Public Schools (“DPPS”), provided an update on staff changes and the resulting restructuring of the CMO. Ms. Duffy also shared that the

school review team saw an overall drop in scores on school reviews from the fall to the spring, mostly likely as a result of the life cycle of a school. The review team will be working to re-tool the evaluation documents to make sure they are appropriately and accurately capturing school progress over the course of the academic year.

Real Estate Update:

Kent Anker, General Counsel for DPPS, shared a status update on the capital improvement projects at Taino Towers for the upcoming school year. The board discussed the process for negotiating the sublease in the near future.

MOTION: Motion to approve the siting of Democracy Prep Endurance High School at Taino Towers for the 2016-17 school year and thereafter, subject to the approval of the sublease by the Real Estate Committee of the Democracy Prep Endurance Board of Trustees. Motion approved 4-0 at 7:23 pm with Katie Duffy abstaining from the vote.

Benjamin Feit, Chief of Staff for DPPS, described the process for revising the school handbooks and highlighted some of the changes that have been made for the 2016-17 school year.

MOTION: Motion to approve the 2016-17 Student & Family Handbooks, Personnel Handbook, and Financial Policy and Procedures Handbook, as well as the Instructional and Board Meeting calendars for 2016-17. Motion approved unanimously at 7:32 pm.

MOTION: Motion to reappoint Group A Trustees (Khary Barnes, Craig Canton, Christina Grant, Rashida La Lande, and Katie Duffy) for a two-year term ending June 30, 2018. Motion approved unanimously at 7:34 pm.

MOTION: Motion to appoint the following officers of the Board: Khary Barnes as Board Chair, Craig Canton as Treasurer, and Sonya Crosswell as Secretary. Motion approved unanimously at 7:35 pm.

MOTION: Motion to approve Margaret Marrer as School Leader of Democracy Prep Endurance for the 2016-17 school year. Motion approved unanimously at 7:36 pm.

Mr. Feit asked Mwanga Mtengule, a potential board member, to introduce himself to the board. Mr. Mtengule shared that he has lived in New York since 2007 and currently serves as an attorney with Markit North America, Inc. He has been heavily involved in the Jackie Robinson Foundation for many years and has a long time interest in education, especially for disadvantaged students.

Finance Update:

Greg Spreeman, Chief Financial Officer at DPPS, provided an overview of the budget for FY17. Ms. Duffy discussed with the board how the recruitment and retention of certified special education teachers affects the budget and shared several strategies that DPPS would be implementing to encourage teachers to complete the certification process.

MOTION: Motion to approve the budget for FY17 subject to the addition of a line item for the facilities expenses at Taino Towers. Motion approved unanimously at 8:02 pm.

MOTION: Motion to approve the 2016-17 Management Agreement with Democracy Prep Public Schools, pending minor changes as discussed. Motion approved 4-0 at 8:11 pm with Katie Duffy abstaining from the vote.

MOTION: Motion to enter executive session to discuss confidential legal matters. Motion approved unanimously at 8:12 pm.

MOTION: Motion to exit executive session and reenter general session. Motion approved unanimously at 8:28 pm.

MOTION: Motion to empower Ross Frommer, Chair of the Family & Community Communications Committee, to draft a decision letter addressing the matters brought to the board in June 2016, pursuant to the formal grievance process outlined in the school's Student and Family Handbook. Motion approved unanimously at 8:29 pm.

MOTION: Motion to adjourn the meeting was unanimously approved at 8:30 pm.