

**Board of Trustees
Meeting Minutes
May 27, 2025**

Members Present:

Laurie Anderson- Smith
Kemba Hendrix
Schuyler Malachi
Jennifer Ubiera
Sterling Ward
Brittany Wood

Members Absent:

Erin Albright
Terri Sallay
Pamela Taylor
LaTonia Winston
Shamera Wilkins

Admin Present:

Tracy White, *Chief Executive Officer*
Monya Bundy, *Executive Operations Coordinator*

Opening

Ms. Hendrix called the meeting to order at 6:04pm.

Approval of Board Meeting Minutes

Ms. Hendrix reminded the board that the full board had not met in April, as it was a scheduled recess month. She invited a motion to approve the March 2025 meeting minutes. Jennifer Ubiera moved to approve; Miss Wood seconded. A roll call vote was conducted, and all present members voted in favor. The motion passed unanimously.

CEO's Report

Dr. Tracy White provided a comprehensive CEO update, beginning with the high school principal search. After the mid-year departure of the previous principal, the school had been actively searching for a qualified replacement. Despite a pool of seemingly strong candidates, further reference checks revealed concerns that led to continued recruitment efforts.

Enrollment

Over 600 students had fully re-enrolled by late May, which is historically early and signals strong organizational coordination. The enrollment team's success was attributed to strategic project management and full-staff participation.

25- Year Review

PCSB issued a 38-page report, plus appendices, summarizing Paul's performance. Despite significant errors in the report's data and limited time to respond, Paul PCS met all charter goals, including strong instructional quality, financial viability, and compliance. The review period



covered SY22–23 and SY23–24 due to the pandemic-related data gaps in prior years. The recommendation is for the school’s charter to be renewed without conditions. Dr. White emphasized concerns with the rushed review process and inaccuracies in the official report. She highlighted errors in enrollment reporting and misrepresentations in instructional ratings, especially at the high school. Paul PCS will voice these concerns during its June 2 public hearing.

Employee Retention Credit

Paul received ERC which will be put towards staff retention bonuses. These were announced to staff during in-person meetings and were well received. Bonuses are contingent upon employees remaining through October 2025.

Treasurer’s Report

Dr. White walked the board through the financial update, beginning with the March forecast. The school continues to maintain a strong fiscal position with over 200 days of cash on hand and a debt service coverage ratio well above the required 1.15. Notably, these figures preceded the disbursement of the ERTC-funded bonuses, and future reports will reflect the impact.

The budget benefited from supplemental special education revenue due to updated student IEP levels, and increased interest earnings from the school’s investment accounts. Staff development spending was below projections due to underutilization of professional development grants. Dr. White urged more staff to apply in the coming year, reiterating that organizational priorities guide PD offerings, but individual enrichment is supported.

She also flagged contracted staffing as a financial strain, particularly in areas where staff attendance has been inconsistent. The school plans to reimagine certain roles to improve cost-efficiency and service delivery. Additional cash flow considerations included HVAC repairs, TSA-style security equipment purchases, and routine operational expenses.

FY26 Proposed Budget Presentation and FY27 Budget Advocacy Forecast

Dr. White presented the draft FY26 budget, built with strategic alignment to the new organizational plan. Budget drivers include instructional support, expanded elective offerings, increased family engagement, and operational enhancements. The school has also budgeted for investments in staff wellness, new gym equipment, upgraded locker rooms, and MacBooks for all staff.

Revenue projections are conservative due to delayed confirmation from the Mayor’s office. However, Paul PCS has since confirmed receipt of a facilities allotment and a block grant, which together will increase projected cash by approximately \$300,000. The final budget will be updated to reflect this prior to the June vote.

Despite a \$2.4M projected revenue drop (due to expiring COVID and ERTC funds), the school remains fiscally sound with a budgeted DSCR of 2.31 and approximately 288 days of cash on hand. The school is budgeting for 750 students (with a stretch goal of 769) and will reduce total positions by five, primarily through attrition.



Capital projects include construction of an external "cell phone house" for secure device storage, in compliance with new DC legislation. Dr. White assured the board that emergency protocols were in place to centralize communication with families.

Dr. White closed with a preview of looming fiscal challenges in FY27. The Mayor's proposed budget eliminates prior commitments to include DCPS teacher salary increases in the charter funding formula. Additionally, the per-pupil allocation is projected to decrease by \$500, and charter facility funds will remain flat even as DCPS receives added infrastructure support. Dr. White flagged this disparity as deeply concerning and called for board advocacy.

Board members were encouraged to submit written testimony to the DC Council during the upcoming budget hearings on May 29 and 30. Talking points will be distributed to assist with submissions.

Dr. White also noted the need to reevaluate access to financial reserves currently limited by loan covenants and will explore renegotiation options with Eagle Bank.

Closing

Ms. Hendrix concluded the meeting by highlighting key agenda items for the June 10 board meeting. These will include:

- A vote on the FY26 budget
- Final vote on board member term renewals
- Overview of the ASPIRE accountability framework
- Deeper dive into the strategic plan
- Discussion of anticipated board transitions and summer recruitment