

APPROVED



RePublic Schools

Minutes

February Board Meeting

Date and Time

Wednesday February 23, 2022 at 1:00 PM

Location

Join Zoom Meeting

<https://republiccharterschools-org.zoom.us/j/7997036299>

Meeting ID: 799 703 6299

One tap mobile

+19292056099,,7997036299# US (New York)

+13017158592,,7997036299# US (Washington DC)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 799 703 6299

Find your local number: <https://republiccharterschools-org.zoom.us/j/7997036299>

Directors Present

A. Green (remote), D. Jarman (remote), E. Berry (remote), J. Hanks (remote), M. Christy (remote), S. Hood (remote), W. Caldwell (remote), W. Morrow (remote)

Directors Absent

A. Mangana, D. George

Guests Present

A. Gallimore, Glenn Turtel, J. Rybka

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

W. Caldwell called a meeting of the board of directors of RePublic Schools to order on Wednesday Feb 23, 2022 at 1:03 PM.

C. Approve Minutes

W. Caldwell made a motion to approve the minutes from December Board Meeting on 12-15-21.

E. Berry seconded the motion.

The board **VOTED** to approve the motion.

II. CEO Updates

A. CEO Update

Discussed key leadership transitions, financial plan for SY21-22 and SY22-23, and continued regionalization of staff and board.

III. Financial Update

A. Financial Update

W. Caldwell made a motion to Approve to add Britney Edwards and temporarily add Glenn Turtel to all bank accounts and remove Leroy Harris and Laurie Brown from all bank accounts.

E. Berry seconded the motion.

The board **VOTED** to approve the motion.

Glenn Turtel presented an update on the financials included in the Board materials including quarterly financials and the refinancing of RePublic High School. The Board discussed the process to vet financial firms to provide financial services to RePublic over the next couple of years. Finance Committee will give final approval for the financial firm over the next month.

IV. Talent Update

A. Talent Update

Ashley Davis Gallimore, Chief People Officer, presented on the state of the talent market. Staff morale and retention have stabilized over the past four years. Seeing significant progress on early indicators from the winter organizational survey. Noting the increased competition for great teachers and leaders across the country. RePublic's core strategy will be anchored in retaining and developing current staff members with enhanced benefits and equitable compensation.

Discussion over retirement and what is available for our staff members in both regions.

Discussion over the demand for greater flexibility in lifestyle in working in schools.

Discussion about teacher prep programs and forming a partnership to recruit new teachers.

Discussion on how to be more transparent on the supports that exist for our staff members.

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 2:17 PM.

Respectfully Submitted,
S. Hood