

APPROVED



# The Anchor School

## Minutes

### Day 2: Board Retreat

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#### **Date and Time**

Sunday January 26, 2025 at 8:30 AM

#### **Location**

The Anchor School  
2460 Wesley Chapel Road  
Decatur, GA 30035

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#### **Directors Present**

C. Humphrey, E. Desprez Isbell, J. Burton, J. Whittington, N. LeBlanc, S. Birch, V. Thompson

#### **Directors Absent**

A. Pressey, S. Kollu

#### **Ex Officio Members Present**

J. Pinto Taylor

#### **Non Voting Members Present**

J. Pinto Taylor

#### **Guests Present**

G. Stevens, K. Cadman, L. McDonald, M. Felts

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### **I. Opening Items**

**A.**

## Record Attendance

### B. Call the Meeting to Order

N. LeBlanc called a meeting of the board of directors of The Anchor School to order on Sunday Jan 26, 2025 at 9:15 AM.

N. LeBlanc called a meeting of the board of directors of The Anchor School to order on Sunday Jan 26, 2025 at 9:21 AM.

### C. Approve Minutes

V. Thompson made a motion to approve the minutes from Board of Directors Meeting on 01-22-25.

S. Birch seconded the motion.

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

### D. Welcome

## II. Budget Workshop

### A. FTE/CPI review of FY24

- Reviewed the Weights for FTE Funding Formula report
- Reviewed the State Salary Schedule and Allotment Sheet
- Key takeaway: Coding is important

### B. Financial review of FY24 | State of FY25 | Suggested goals for FY26

- Studied TAS's Allotment sheet from FY 2025
- Never earn enough from QBE to cover all roles and positions we need in the school — we'll always have to supplement
- Review and discussion of salary and operations details related to T&E and health insurance for staff
- It is really hard to find dollars that cover people in schools
- **Budget progression: Resources** (financial resources- enrollment based, guaranteed grants?) > **School requirements** (basic needs/legal requirements - core staff, facility) > **TAS Secret Recipe** (our VP) > **The Rest** (what's left - 1Y incentives, leaving things on the table)

**Key Takeaways from Hive180:** Based budget planning on programs to maximize QBE (FTE and T&E) and the value of mapping earned vs. actual positions both in current FY and future FYs for strategic planning; determine if/how FY26 budget should reflect the superintendent/accountant allotments from QBE if at all

### C. Framework options for Board on key decision (budget/personnel)

- Reviewed and discussed a continuum of personnel/hiring possibilities for the Board and ED moving forward. The goal will be to determine/select a framework to begin in SY25-26
- Discuss the renewal and hiring timeline relative to budget planning
- March Governance meetings to discuss board succession planning and determine next steps for hiring framing with a goal of adopting a personell hiring framework by the end of this fiscal/school year.

**Key Takeaways: In the Feb 2025 board meeting, vote to give hiring authority to JPT.**

- **Action Item:** Shelby will help own this task

**D. Board discussion**

See above

**III. Lunch Break**

**A. Lunch**

N/A

**IV. Introduction to the DECIDE Framework & High School Discussion**

**A. Overview**

- Leveraged a Decision-Making Framework to help with clarity, objective evaluation, consistency, improved outcomes, accountability/transparency, and facilities learning/improvement regarding TAS HS Expansion

**B. "Define"**

See Above

**C. "Establish Criteria"**

See Above

**D. "Consider Alternatives"**

See Above

**E. Designate Committee Due Diligence Questions/Assignments**

**Key Actions:** Committees will work on expansion diligence with a focus on finance, academic, and community engagement/PTO between now and July

## 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 4:12 PM.

Respectfully Submitted,  
N. LeBlanc

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**The Anchor School** is a village of educators, families, and community members that partners with 6th through 12th-grade students\* who are developing the knowledge, skills, and confidence they need to thrive in school and beyond. Through our commitment to excellent instruction, community partnerships, and holistic student development, we cultivate anchors that build a more just and equitable future.

*\*In August 2022, the SCSC authorized TAS as a GA Charter School with approval to enroll students who will be in the 6th grade in the fall of 2023.*