APPROVED

The Anchor School

Minutes

Board of Directors Meeting & Budget Hearing #1

Date and Time
Wednesday April 22, 2026 at 7:00 PM

Location
Virtual

Directors Present
A. Pressey (remote), E. Desprez Isbell (remote), J. Burton (remote), J. Jordan (remote), K. James (remote), K. Sargeant (remote), N. LeBlanc (remote), S. Kollu (remote), V. Thompson (remote)

Directors Absent
C. Humphrey, J. Whittington, S. Stewart, T. Winston

Directors who arrived after the meeting opened
K. James

Ex Officio Members Present
J. Pinto Taylor (remote)

Non Voting Members Present
J. Pinto Taylor (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

E. Desprez Isbell called a meeting of the board of directors of The Anchor School to order on Wednesday Apr 22, 2026 at 7:06 PM.

C. Approve Minutes

E. Desprez Isbell made a motion to approve the minutes from Board of Directors Meeting on 03-25-26.
K. Sargeant seconded the motion.
The board **VOTED** to approve the motion.

D. Vote to Approve Amended Agenda

E. Desprez Isbell made a motion to approve the amended agenda.
N. LeBlanc seconded the motion.
The board **VOTED** to approve the motion.
K. James arrived at 7:07 PM.

II. Budget Hearing #1

A. Budget Presentation

https://docs.google.com/presentation/d/1dqS5WUjKOuR9BUriFWUhuE3oB9HePJnm4-K-L0iFYic/edit?usp=sharing

B. Budget Public Comment

III. Executive Director Report

A. Executive Director Report

- Operational Updates: This month, we are prioritizing hiring for next school year, planning for end of year events, and preparing for facility renovations which will begin in the near future. We are excited to share that we have extended job offers to over 25 people for next year, placing us on track to be fully hired at 35 employees by the end of the summer. At this time, our entire leadership team and support staff team have signed contracts for next school year.
- Academic Updates This month, we are prioritizing our preparations for end of year assessments and showcases of student learning. MAP testing is underway, with early signs of promising growth in Reading. MAP Math testing is currently in progress. MAP ELA testing will be completed after GMAS exams in May.

- Finance Update This month, we are balancing short-term financial health with long-term financial planning through monthly financial reviews, multi-year projection scenario planning, and budget discussions. Earlier this month, I did request your support in reaching our annual fundraising goal of $22,000. I trust that we will get there together.
- Overall, our priority remains the same – to deliver on our mission with excellence. One day this month, I travelled as a TAS scholar. It emphasized for me that we remain on track as an organization. I had five clear takeaways as a learner: The expectations for me are clear. I have everything I need to do my work. My work is important here. My teachers care about me. I need to work with my peers to succeed. As we head into Teacher Appreciation Week, I hope we all find time to thank a teacher in our life for the truly transformational work they do every day.

IV. Academic Achievement

A. Academic Dashboard and Assessment Review

Georgia Milestones Assessment System
Comprehensive Summative Assessment
April 27 - May 15
Math - May 5th
ELA - May 6th-7th
8th Grade Sci - May 12th
8th Grade SS - May 13th
EOC Algebra - May 14th

B. Item for Information: Family Handbook Review

- Reviewed the updates proposed for the Family Handbook

ADDITIONS FOR SY26-27

1. Add language outlining the process to update the handbook annually.
2. Allow patterned sweaters (no graphic, no logo) if the pattern is TAS colors (blue, gold, white, gray, black).
3. Allow headbands (no scarves, bandanas, or sweat bands).
4. Create a separate, but aligned, HS Family Handbook with Dr. Wingfield.
5. Add promotion procedure to the family handbook.
6. Clarify procedure for requesting an incident report.
7. TAS review its procedures for handling theft and disputed property
8. Clarify when and how law enforcement should be involved
9. Evaluate whether staff conduct in this matter aligned with TAS values and policies
10. No phones before or after school. Bell to bell , door to door, phones are out of sight and powered down.
11. Jackets permitted in the winter.

12. Define duration of removal prior to becoming ISS.
13. Define operating hours as from the beginning of before care until the end of after care (7:00 a.m. – 6:00 p.m.)
14. Authorize the use of administrative searches, as part of behavior contracts.
15. Authorize the creation and expectation of use of cell phone collection and redistribution systems.
16. Authorize the use of no-contact directors, as part of behavior contracts.
17. Discuss vapes and consequences for use.
18. Outline clear consequence for leaving campus or class without permission.
19. Eliminate sweatshirts with hoods or front pockets.
20. Clarify definitions in code of conduct.

Action Item: Dr. PT- Review handbook changes with PTO/small group of parent leaders
Action Item: Add to the Academic Committee meeting agenda for May

C. Item for Information: High School Transcript Grade Reporting

- **Reviewed the Conversion Scale Based on Standards Based Grading**
- **Rationale:** This is the **most common operational model**, where scores from assessed standards are averaged and then converted to a transcript grade.

D. Item for Information: High School Course Plan

- Reviewed the high school course plan for 9th-12th grade course offerings

V. Community Engagement & Advancement (Ad-hoc)

A. Community Updates

April 22 2026

- **Community Engagement Taskforce Communication updates with the Donovan Group:**
  - Here is the TAS Communications Roadmap which incorporates our feedback from last month!
  - If there are any questions/comments you can drop them in the doc by EOW
- **PTO (Anchor School Village Council)**
  - **TBD on the latest update**
- **Other:**
  - Board Recruitment Mixer on May 3rd with new Board Prospects!
    - Invite interested candidates and shoutout to Shanice for all your work in bringing this event to life!
    - https://luma.com/iwk6qcdk

- Teacher appreciation week board sponsored lunch on May 6th - Update/opportunity from Emily!
  - **Request for the Board:** Venmo & CashApp Emily by April 29th (we're targeting $400-$450 since we're sponsoring food for 35 people)
- End of semester student showcases
  - May 26 - 6th Grade
  - May 27th - 7th Grade
  - May 28th - 8th Grade
- June 5 - Bridging Ceremony and 8th grade dance (at Privy)

B. Finishing Strong as a Giving Board

- TAS has historically had a 100% giving board.
- Board members to consider what a meaningful contribution might be for TAS before the end of the fiscal year (June 30, 2026).
- Close to goal (<$1000 away).
- Classroom sponsor level $2500. Classrooms are still available. Plaque outside the classroom.

VI. Finance

A. March 2026 Financial Summary

- Reviewed the March Financial Summary slide deck

B. Item for Information: Fiscal Policy Handbook

ADDITIONS TO CONSIDER FOR SY26-27:

1. Parameters around line of credit spend and budgeting.
2. Guidelines for monitoring budget line items across the directors team.

C. Item for Action: Vote on adjustments to facility costs

- Item Summary SY26-27: To ensure we stay on track with our high school facility renovation, the staff of The Anchor School are prepared to make a recommendation for an increased overall guaranteed maximum price (GMP). The recommendation is to increase the renovation budget from $100,000 to $185,000 – which includes all of the remaining budgeted renovation expenses for FY26 and all of the planned renovation expenses for FY27.
- Recommendation: To approve a new facility renovation budget of $185,000 to ensure readiness for Day 1 of High School.
- Rationale This approval is necessary to remain on track with the timeline of our high school facility renovation. Bathroom renovation expenses drove up the cost of the project materially. The amount indicated in the recommendation equals the

remaining budgeted renovation expenses for this fiscal year and all of the planned renovation expenses for next fiscal year. With substantial completion expected in July, this project will span two fiscal years.

E. Desprez Isbell made a motion to To approve a new facility renovation budget of $185,000 to ensure readiness for Day 1 of High School.
N. LeBlanc seconded the motion.
The board **VOTED** to approve the motion.

D. Item for Action: Approve Revised GMP for Facilities Work

- Duplicated item on the agenda.

E. Item for Action: Approve Teacher Bonus

The State of Georgia will provide a one-time educator supplement in the March 2026 QBE payment. The Anchor School will receive $41,135. Align on a preferred allocation approach for use of the funds.

Option 2 – Unchanged Bonus for All Teachers • Provide $2K bonus to professionally certified teachers • Provide $1500 bonus to remaining teachers Total bonus payout: $40,500 $635 remaining funds to be allocated towards Teacher Appreciation Week
V. Thompson made a motion to Approve Option 2 – Unchanged Bonus for All Teachers • Provide $2K bonus to professionally certified teachers • Provide $1500 bonus to remaining teachers, Total bonus payout: $40,500, $635 remaining funds to be allocated towards Teacher Appreciation Week.
E. Desprez Isbell seconded the motion.
The board **VOTED** to approve the motion.

VII. Governance

A. Item for Information: Staff Handbook

ADDITIONS FOR Y26-27:

1. Add a process for annual updates to the staff handbook.
2. Update critical day PTO policy to define medical emergencies as applicable to members of immediate family (in alignment with FMLA).
3. Donor leave policy (need to align to HB from 2025)
4. Add a restraint policy
5. Update critical day PTO policy to include Friday afternoons for training and meeting purposes.
6. Video recording policy (include language prohibiting teacher cameras in classrooms)
7. Clarifying the standard amount paid for hourly work of all types ($25/hour).

8. Review again the standard operating procedures for requesting and approving time off.
9. Grading policies – including for the HS a limit to the number of core value standards that can be used for grading in a class (up to 3).
10. Threat assessment team and protocol.
11. Clarify standard operating procedure for termination vs. non-renewal.

Action Item: Nicole to add this handbook review to the Governance committee agenda for May

B. Item for Action - Centegix Software

- SY26-27: To ensure compliance with new legislation, and to improve our responsivity to internal and external safety-related incidents, we are recommending investment in Centegix software and hardware solutions for the entire campus – including Middle School and High School facilities.
- To ensure compliance with new legislation, and to improve our responsivity to internal and external safety-related incidents.

E. Desprez Isbell made a motion to To approve the investment in Centegix software and hardware solutions for the entire campus – including Middle School and High School facilities.
V. Thompson seconded the motion.
The board **VOTED** to approve the motion.

C. Item for Action: Furniture Preferred Vendor Selection

- Item Summary SY26-27: To ensure we stay on track with our high school facility renovation, the staff of The Anchor School are prepared to make a recommendation for a preferred vendor for furniture in the high school. All finalist packets are included in this recommendation.
- Recommendation: To approve, with the condition that the furnishings remain on budget according to the SY26-27 school year, the recommendation of the staff for their preferred vendor.
- Rationale: This approval is necessary to remain on track with the timeline of our high school facility renovation. Furniture is a critical expenditure in the preparation of our high school spaces. We are confident that the preferred vendor can deliver products and services that meet our high standard.

N. LeBlanc made a motion to To approve, with the condition that the furnishings remain on budget according to the SY26-27 school year, the recommendation of the staff for their preferred vendor.
E. Desprez Isbell seconded the motion.
The board **VOTED** to approve the motion.

VIII. 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 8:48 PM.

Respectfully Submitted,
E. Desprez Isbell

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.*