DRAFT

F.W. Parker Charter Essential School

Minutes

Board of Trustees Meeting

Date and Time
Thursday October 15, 2026 at 6:45 PM

Location
Parker School

http://parker.school/boardoftrusteesmeeting

Trustees Present
B. Harrigan, C. Beasley, E. Sturgis, F. Fernau (remote), J. Fredericksen, K. Williams (remote), L. Hayner (remote), M. Beam, P. Gordon, S. Reinhorn, T. Testa

Trustees Absent
E. Moura, J. St. Laurent, K. Kintzing, N. Odekirk Hatlevig, R. Egan

Guests Present
M. Beganski, M. Cole, M. McKenna, Sean Alexander (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

P. Gordon called a meeting of the board of trustees of F.W. Parker Charter Essential School to order on Thursday Oct 15, 2026 at 6:51 PM.
Meeting slides:
BOT Meeting 10.15.26.pdf

C. Approve Minutes

M. Beam made a motion to approve the minutes from Board of Trustees Meeting on 09-18-26.
E. Sturgis seconded the motion.

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

Roll Call

F. Fernau	Aye
M. Beam	Aye
P. Gordon	Aye
K. Kintzing	Absent
B. Harrigan	Aye
E. Sturgis	Aye
T. Testa	Abstain
K. Williams	Aye
C. Beasley	Aye
S. Reinhorn	Aye
E. Moura	Absent
J. St. Laurent	Absent
J. Fredericksen	Aye
R. Egan	Absent
N. Odekirk Hatlevig	Absent
L. Hayner	Aye

II. Finance Update

A. Present the results of the FY26 Audit

- Michelle introduced Sean from Daniel Dennis. Audit reviewed by Finance Committee.
- Sean presented on audit. Summary of results. Issued draft financial statement. Unmodified=clean opinion. Best result we could get. No deficiencies or matters on non-compliance. Michelle was great to work with. Responses to requests were timely and accurate.
- Sean reviewed the financial ratios that DESE looks at from year-to-year which show risk. Unrestricted days cash was only area of potentially high risk but doesn't include investments or June tuition payment. Percentage of program paid by tuition is only moderate risk. All other ratios show low risk. Overall, school is in a good financial position. Combined ratios (school and foundation) also show low risk.
- Discussion items = future considerations are bond maturity, new accounting standard update. Due dates: audit due 10/30 and taxes due 11/15. Ellen commented how well it all went and complimented Michelle and auditor. Sean left the meeting at 7:07pm.
- Michelle the year-to-date financials. We ended the year favorable by $167K and did not tap reserves as expected. Revenue higher than expected (tuition, annual fund, misc) and expenses lower than expected. We will save the money in the revenue stabilization fund to be used to close the salary gap in the FY28 budget. We have been working towards closing gap for last 5 years. Board needs to agree to where the funds will go.

- FY27 preview. Running favorable by $62K currently. Significant need for Adjustment Counselor and would like to approve partial FTE. Could provide gridded counseling support services. This position has been on wishlist for past 3 years. Likely .5 or .6 FTE, not here every day. No benefits. This is not designed to be a one-year position as the need persists. We need to alleviate stress on current school counselor. May be hard to fill but worth trying. Will add to votes at end of meeting. Question about sustainability of paying full 1.0 FTE for position in future. Supported by tuition increases from the state. Push to be less conservative financially and have a tighter budget. Historically, have had surpluses year over year. Can reevaluate over a few years because we have reserves if it ends up being too aggressive.
- Bond on the building expires in March, so we will need to refinance or pay off the $1.4 million loan in full. Need to make decision about what course of action to take. Have a few options and fin comm will review and come back with more information.
- Do we have to have a first read and second read? Audit is due so need to vote this month. Can vote to suspend first read on adjustment counselor vote.

III. Executive Director's Report

A. Executive Director's Report

- Brian presents ED report. Mentions visit to CLEE last week with three teachers and three students. Parker teachers shared student work and led breakout sessions. The Sizer Teachers Center is hosting event on 12/8 about portfolios and capstone projects for fee of $50.
- Enrollment at 396. Have had a couple of withdrawals. Possibility of midyear 9th grade lottery for second semester. Would like to bump up the 62 students in 9th graders.
- DESE Accountability visit scheduled for February 2027. One-hour virtual meeting with board members. Looking for trustees who are willing to participate. Will have prep meeting beforehand.
- We also have a NEASC year-one report to write. The deadline is May 2027.

IV. DEI and Diverse Teacher Pipeline Taskforce

A. DEI and Diverse Teacher Pipeline Taskforce

- Leading for Equity presented by Tiff. Modified tuning_equity plan (1).docx. Module 2 of 3. Talking Across Difference. Rooted in Parker's charter and will focus on democracy and equity. Tiff explained that we will use the protocol, "what, so what, now what" for the discussion.
- We will reflect on committee work and ask who is served well by this work and who is not? We will look at disaggregated data. As we practice it more, it will become more routine.

- What = Modified Equity Tuning protocol. Idea of getting closer to desired goal. Tuning protocol has two moves 1) warm and cool feedback, 2) implications for equity “What’s not in the room? In tuning protocol, every voice gets heard in a round. Why it matters? Tries to counter human bias by asking who is missing=who is affected but absent from conversation.
- Discussion protocols matter to ensure all voices are heard, surfaces blind spots, allows different perspectives to be heard, builds trust, supports better decision making. Key terms used: engagement across cultures, trust, warm & cool feedback, dissent.
- Marena and Pam presented the early findings and recommendations of the Diverse Teacher Pipeline Taskforce. The Taskforce consisted mostly of board and staff. They considered the following questions... What is landscape of teacher preparation, how do we find more diverse candidates, how can we prepare teachers without NTC program? Goals of work to develop sustainable strategy to recruit, develop, and retain high-quality and diverse faculty at Parker. Student population is more diverse than teacher population. The Taskforce looked for systemic hurdles and considered two potential Pathways: personalized/induction approach (recruitment and marketing) and fellowship program and induction (commitment to cultivating educators). Maren and Pam reviewed the benefits and drawbacks of each pathway. There are a number of questions to consider as we evaluate the two proposals, including budget and licensing implications.
- Tiff moved group into clarifying questions. For time purposes moved to looking over the two models on pages 7 and 8 of draft report and coming up with warm and cool feedback. Teacher Pipeline Report.docx. Feedback shared with every voice heard starting with warm feedback then cool feedback. Final round looks at implications for equity. Concerns expressed about supporting current BIPOC staff and additional burden placed on them and how to support new BIPOC staff.

V. Other Business

A. Comments from the Public

B. Vote – FY26 Audit

E. Sturgis made a motion to suspend a second read of the audit.
M. Beam seconded the motion.
The board **VOTED** unanimously to approve the motion.
E. Sturgis made a motion to approve the audit as presented.
S. Reinhorn seconded the motion.
The board **VOTED** unanimously to approve the motion.
E. Sturgis made a motion to suspend a second read on approval of funding for adjustment counselor.
M. Beam seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Sturgis made a motion to approve $40-50K for a partial FTE up to .6 for an adjustment counselor to support rising needs of student population for FY27 with hiring planned for ASAP.
M. Beam seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. 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 8:45 PM.

Respectfully Submitted,
M. Beganski

Documents used during the meeting

- Parker FY26 Draft Financial Statements 10.5.pdf
- 2026 October Executive Director Report.pdf