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BOSTON PREP

# Boston Preparatory Charter Public School

# Minutes

## SY26 Governance Committee Meeting #2

**Date and Time**
Wednesday December 3, 2025 at 3:30 PM

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**Committee Members Present**
B. Jones (remote), C. Newton (remote), J. Johnson (remote), K. Borchert (remote), M. Gametchu (remote)

**Committee Members Absent**
S. James

**Guests Present**
L. Curry (remote), L. Jewell (remote), M. Sanon (remote)

**I. Opening Items**

### A. Record Attendance

### B. Call the Meeting to Order

K. Borchert called a meeting of the Governance Committee of Boston Preparatory Charter Public School to order on Wednesday Dec 3, 2025 at 3:34 PM.

### C. Approve Minutes

J. Johnson made a motion to approve the minutes from SY26 Governance Committee Meeting #1 on 09-22-25.
C. Newton seconded the motion.
The committee **VOTED** unanimously to approve the motion.

| **Roll Call** | |
|---|---|
| J. Johnson | Aye |
| K. Borchert | Aye |
| C. Newton | Aye |
| M. Gametchu | Aye |
| S. James | Absent |
| B. Jones | Absent |

## II. Board Planning

### A. Dec 12 Board of Trustee Meeting Agenda Overview

We have a board meeting next week on Friday December 12th, we want to preview the agenda to make sure what we are talking about makes the most sense. Updates for this agenda is that we added a lot of things to consent agenda. Key questions: is there anything in consent agenda that you think should not be in consent agenda? Currently we have policy approval for Title IX and Competency Determination & Graduation requirements, committee memos, board minutes, an ED memo about progress and strategic board metrics. Question was asked about what is consent agenda vs. pre-reads. And to attach the pre-reads separately to the email.

We discussed executive session being added to the end. The timing of the agenda needs to be adjusted. We discussed shortening the finance portion, and adding a finance meeting before the next meeting to ensure enrollment concerns are relayed to the board. But info will be updated

Discussed adjusting time:
- cut 5 minutes from governance
-cut finance time
Adjust order: school update first, human capital, get rid of dev section, governance, and go into executive session

### B. New Trustee Recruitment

Discussed where new trustee recruitment currently stands. We are trying to be more proactive about new trustees to join the board. Governance chair and Meekerley have met with all prospective trustees. As governance, we need to discuss how many people we want to join the board now or at the end of the year.
K. Borchert made a motion to Recommend new trustees to the board.
C. Newton seconded the motion.
The committee **VOTED** to approve the motion.

### C. Human Capital Update

Meekerley introduced Lovette Curry to the governance committee. Lovette now oversees the human capital branch of Boston Prep. She gave a high level overview of the current state. Bottomline, FY25 critical turning point with retention increasing 10 percentage points to 59% signaling early stabilization after years of organizational transformation. 59% retention rate represents first meaningful improvement in four years, up from 49% in SY24. The majority of exits were desired attrition. Desired attrition is defined as if they received an offer letter we hoped they would return. Teacher tenure reached 3.1 years which is the highest it has been in 5 years. The retention rate is aligned with charter schools that are in transition. The goal is to get to 65-70%.

Question was posed about how retention rates differ based on role at the school. There was analysis breakdown down of each category. The focus is on student facing roles and manager roles. But the organizational stability. Question was asked about why the teacher tenure dropped to 2.4 this fiscal year. Question was asked about how many teachers we have.

Board is interested in how the teacher talent corresponds with the student outcomes.

Exit survey data was presented-- 44 exits, 10 responses were submitted. 70% of exits responded there were culture concerns that led them to lead. There were strengths such as student centered, mission drive, and unique college persistence model. Opportunities for growth that were presented were leadership structure, systems & stability, academic systems, and culture & trust. Using this data some strategic recommendations that are being implemented are streamlining leadership structure, establish system predictably, strengthen onboarding development, build Multi tiered support systems and academic systems, and rebuilding trust and culture.

Questions were posed about what the pillar we are going to focus on. And how the team was going to rebuild trust from school leaders. There have been a lot of effort to make sure all teams know about success looks like. They have cleaned up job descriptions and job goals, and make sure they are in writing. As well as staff have received 2x2.

In terms of getting a pulse on getting team feelings, how are we getting a pulse on that throughout the year? Do we have a sense on how that is going this year in terms of trust? The board would like to see the quarter 1 results.

The board requested to see slides with human capital data and best way to pull the data.

## III. Governance

### A. Policy Updates

K. Borchert made a motion to Recommend the Competency Determination Policy to the Board.
C. Newton seconded the motion.
The committee **VOTED** to approve the motion.

### B. Grade Span Update

## IV. 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 4:30 PM.

Respectfully Submitted,
S. James