

Research Triangle High School

RTHS Board of Directors Meeting

Date and Time

Wednesday April 15, 2026 at 5:30 PM EDT

Location

<https://rthighschool.zoom.us/j/93566460638>

Meeting ID: 935 6646 0638

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
A. Record Attendance		Ailette Tobien	2 m
B. Call the Meeting to Order		Steven Hunter	2 m
Board Chair Steven Hunter will convene the meeting of the Board of Directors.			
II. Approve Board Meeting Minutes			5:34 PM
A. Board Meeting Minutes	Approve Minutes	Ailette Tobien	2 m
The Board will review and approve the minutes from the March 18, 2026 Board of Directors meeting.			
Approve minutes for RTHS Board of Directors Meeting on March 18, 2026			

	Purpose	Presenter	Time
III. Public Comments			5:36 PM
A. Open to all community members (students, family members, faculty and staff, community members, and others)	FYI	Steven Hunter	5 m
<p><i>The RTHS Board of Directors welcomes and values input from members of the public during its meetings. In compliance with Open Meetings Law, the public is invited to attend all open meetings of the RTHS Board.</i></p> <p><i>To complete its planned agenda effectively and efficiently, the Board designates a specific time for public comment at each regular monthly meeting. Individuals seeking to address the board must:</i></p> <ol style="list-style-type: none"> <i>1. Sign up at least two (2) hours before the start of the meeting by contacting the Board Chair in writing.</i> <i>2. Each written request to comment must include the speaker's name, their contact information, and the subject of the comment.</i> <i>3. Each speaker will have no more than three (3) minutes to address the Board.</i> <p><i>The following guidelines are observed during the public comment session:</i></p> <ol style="list-style-type: none"> <i>1. Comments must be directed to the Board of Directors.</i> <i>2. Profanity and personal attacks are not permitted.</i> <i>3. Board members do not engage in dialogue or respond to speakers.</i> <i>4. Per state law, any discussion of personnel matters or attorney-client privileged issues must occur in a closed session.</i> <p><i>Thank you for your cooperation and your continued commitment to RTHS.</i></p>			
IV. Chief School Officer Report			5:41 PM
A. Executive Overview	Discuss	Akiba Griffin	10 m
<p>RTHS Chief School Officer (CSO) Akiba Griffin will share information about key school events and activities.</p>			
V. Finance Committee Report			5:51 PM

	Purpose	Presenter	Time
A. RTHS Monthly Financials and Other Business	Vote	Carolyn Coia	10 m
Committee Chair Carolyn Coia and Chief Operations Officer (COO) Alex Drake will present the following items for the Board's review and approval:			
<ul style="list-style-type: none"> • Finance Update / Budget • Vote 			
B. Executive Session	Discuss	Carolyn Coia	10 m
The Board of Directors will be in Executive Session to discuss a personnel matter.			
VI. Governance Committee Report			6:11 PM
A. Governance Committee Business	Discuss	Elizabeth Cunningham	10 m
Committee Chair Elizabeth Cunningham will share the following items:			
<ul style="list-style-type: none"> • Annual Evaluation Survey: April-June • 2026–2027 Policies and Handbooks: May-June • Board members and Board Leadership: Communications with current board members • Board Member Recruitment: Interest forms received 			
VII. Academic Excellence Committee Report			6:21 PM
A. Academic Excellence Business	Discuss	Jeni Corn	15 m
Committee Chair Jeni Corn and CSO Griffin will present the following items for Board review:			
<ul style="list-style-type: none"> • School Engagement Team: Update • Data Review / Presentation: Post Secondary Readiness • NC TWC Update 			
VIII. Development Committee Report			6:36 PM

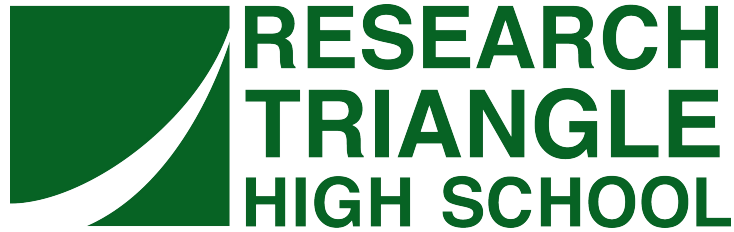
	Purpose	Presenter	Time
A. Development Committee Business	Discuss	Dina Requena	10 m
Committee Chair Dina Requena and CSO Griffin will give an update:			
<ul style="list-style-type: none"> • Update 			
IX.	Other Business Matters		6:46 PM
A.	As needed	Discuss	Steven Hunter
<ul style="list-style-type: none"> • Upcoming/ongoing activities 			
Next Board Meeting: May 20, 2026			
<ul style="list-style-type: none"> • Additional Items for Discussion? 			
X.	Closing Items		6:56 PM
A.	Adjourn Meeting	Vote	Ailette Tobien
			1 m

Coversheet

Board Meeting Minutes

Section: II. Approve Board Meeting Minutes
Item: A. Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for RTHS Board of Directors Meeting on March 18, 2026

APPROVED



Research Triangle High School

Minutes

RTHS Board of Directors Meeting

Date and Time

星期三 三月 18, 2026 at 5:30 下午

Location

Research Triangle High School
3106 East NC Highway 54
Durham, North Carolina 27709

or

<https://rthighschool.zoom.us/j/93566460638>

Meeting ID: 935 6646 0638

Directors Present

A. Tobien (remote), C. Coia (remote), D. Requena (remote), E. Cunningham (remote), J. Berla (remote), J. Corn (remote), S. Hunter (remote)

Directors Absent

A. Saviello, M. Dwomoh, P. Thermitus, S. Khaliq

Guests Present

A. Drake (remote), A. Griffin (remote), D. Thompson (remote), Laura Chapman (remote), Shweta Kautia (remote)

I. Opening Items

A.

Record Attendance

B. Call the Meeting to Order

S. Hunter called a meeting of the board of directors of Research Triangle High School to order on Wednesday Mar 18, 2026 at 5:33 PM.

II. Approve Board Meeting Minutes

A. February Board of Directors meeting

C. Coia made a motion to approve the minutes from RTHS Board of Directors Meeting on 02-18-26.

J. Corn seconded the motion.

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

Roll Call

J. Berla	Aye
A. Tobien	Aye
C. Coia	Aye
S. Khaliq	Absent
P. Thermitus	Absent
A. Saviello	Absent
M. Dwomoh	Absent
E. Cunningham	Aye
D. Requena	Aye
J. Corn	Aye
S. Hunter	Aye

III. Public Comments

A. Open to all community members (students, family members, faculty and staff, community members, and others)

None.

S. Hunter thanked the public comments received regarding Robotics club. Currently, the first priority is to get through the competition season prior to any changes.

IV. Chief School Officer Report

A. Executive Overview

A. Griffin presented an executive overview details on the slides:

- monthly school activities
- 2 students received prestigious scholarship

- SET _ school engagement team updates

V. Finance Committee Report

A. RTHS Monthly Financials and Other Business

C. Coia and A. Drake presented financial report, details attached to agenda:

- next board meeting 1/2 hr earlier for finance information
- debt to service ratio = 1.64 at above required
- surplus allocation proposals details on the slide
- budget planning for 2026-27
- bond funds moved to money market at 3.5% interest
 - currently makes a few dollars a month
 - CDs are not an option for the bond funds

S. Hunter made a motion to approve moving bond funds to a money market account.

J. Berla seconded the motion.

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

Roll Call

M. Dwomoh	Absent
S. Hunter	Aye
C. Coia	Aye
S. Khaliq	Absent
A. Saviello	Absent
D. Requena	Aye
J. Corn	Aye
A. Tobien	Aye
J. Berla	Aye
E. Cunningham	Aye
P. Thermitus	Absent

A. Tobien made a motion to approve unallocated fund proposals as detailed below.

J. Corn seconded the motion.

- Total \$110,340
- Facility enhancements:
 - storage sheds
 - improved school zone with LED flashing signage
- Support Staff and Students:
 - faculty device
 - laptop checkout stations
 - event hosting infrastructure

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

Roll Call

J. Berla	Aye
E. Cunningham	Aye
A. Tobien	Aye
A. Saviello	Absent
S. Khaliq	Absent
C. Coia	Aye
S. Hunter	Aye
J. Corn	Aye
D. Requena	Aye
M. Dwomoh	Absent
P. Thermitus	Absent

VI. Governance Committee Report

A. Governance Committee Business

None

VII. Academic Excellence Committee Report

A. Academic Excellence Business

J. Corn and A. Griffin presented academic excellence update and details on the slides to the agenda:

- Data Set: graduation progress and credit accrual
 - readiness across grades at RTHS

VIII. Development Committee

A. Development Update

None

IX. Other Business Matters

A. As needed

Expansion vs updating current location:

- school report shared with some Board members
- **Action _ A. Griffin:** to send to all board members
- **Action _ All Board Members:** to initial feedback from board members to be sent via email to A.Griffin and cc S.Hunter
- Separate focus meeting to discuss

X. Closing Items

A. Adjourn Meeting

A. Tobien made a motion to adjourn the meeting.

J. Berla seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:31 下午.

Respectfully Submitted,

A. Tobien

Coversheet

Executive Overview

Section: IV. Chief School Officer Report
Item: A. Executive Overview
Purpose: Discuss
Submitted by:
Related Material: CSO Highlights 4.15.26.pptx.pdf

CSO Report- April 15, 2026



CSO Highlights

- Accepted Families Day/Registration Assistance
- Students vs Staff Basketball
- National Assistant Principals Week
- Robotics: States Competition
- College Application Kickoff

Upcoming Events

- RTHS Prom
- Percy Jackson Musical



School Engagement Team Update

- Teacher Appreciation Week
- Update on Annual Goals

Domain 1: Turnaround Leadership:

1. **Annual learning goals:** Set annual learning goals utilizing student learning data and communicate the urgency of improvement.
2. **School Culture:** Cultivate a supportive school culture addressing physical, social, emotional, and behavioral health for all personnel.
 - ★ Launch initiatives to support staff well-being.

Domain 3: Instructional Transformation:

1. **Progress Monitoring:** Use student data to identify instructional needs, implement a tiered system of support, and monitor progress through reliable, system-wide screenings.

- Preparation for '26-'27 School Year



Development- April 10th 2026



Development Meeting Notes

- **Fundraising Campaign raised \$27k**
- **Discussed starting a campaign earlier and have it ongoing**
- **We will work on defining the messaging of '26-'27 campaign**
- **Upcoming social media blast to highlight where funds raised were distributed**



Coversheet

RTHS Monthly Financials and Other Business

Section: V. Finance Committee Report
Item: A. RTHS Monthly Financials and Other Business
Purpose: Vote
Submitted by:
Related Material: Finance Update - 4_15_26 Brief.pdf
RTHS FY 2026-27 Budget Draft (4.7.26).pdf
RTHS FY 2025-26 Budget Update 3.31.26 - V2.pdf
RTHS Staff Bonus 2026 - Proposal.pdf

RESEARCH TRIANGLE RAPTORS

FINANCE UPDATE APRIL 15, 2026

BUDGET UPDATE

- **As of 3/31/26:**

Projected surplus: \$335,945

DSCR: 1.64

- Funding ADM: **572** (2024-25 ADM)
- ADM for current year: **571**

- **Current Vacancies:**

- Physics
- Support position
 - 0.2 FTE; frozen

- **Committee Business:**

- Update on spending approved in March
- Audit proposals - selection and approval
- FY27 budget draft
 - Updates
 - Proposal to approve
- Staff bonus proposal
- Personnel contracts for approval



Research Triangle High School - RTHS Board of Directors Meeting - Agenda - Wednesday April 15, 2026 at 5:30 PM

Research Triangle High School	FY 2025-2026 Board Approved Budget	FY 2025-2026 Working Budget	Variance	Actuals as of 3.31.26	% Received/ Expended to Budget	FY 2026-2027 DRAFT Budget	Comments
ADM	572	572	0%			571	
State Funding per ADM	\$ 6,605.00	\$ 6,663.18	1%			\$ 6,736	Per Planning Allotment
EC ADM	29	42	45%			42	
State EC Funding per ADM	\$ 5,249.28	\$ 4,996.25	-5%			\$ 4,996.25	
Revenue							
State Funds - Revenue	3,778,060	3,821,888	1%	3,386,374	89%	3,846,010	Per Planning Allotment
State Funds - Growth Funding	-	-	-	-	-	-	-
State EC Funds	197,328	213,892	8%	160,421	75%	251,944	Per Planning Allotment
State Funds - LI Adjustment	-	-	-	-	-	-	-
State Funds - LEP Funds	-	63,669	-	-	0%	67,135	Per Planning Allotment
State Funds - School Technology	-	6,742	-	-	0%	6,809	Per Planning Allotment
State Funds - NCVPS	(8,138)	(10,844)	33%	(10,844)	100%	(9,303)	
State Funds - Fines & Forfeitures	-	-	-	-	-	-	-
State Funds - COVID-19	-	-	-	-	-	-	-
State Funds - Other Funds (non-recurring)	-	26,751	-	26,751	-	-	-
State Funds - Paid Parental Leave Reimbursement	-	-	-	-	-	-	-
Total State Funding	3,967,250	4,122,098	4%	3,562,702	86%	4,162,595	
Alamance County Funds	2,160	6,840	217%	6,136	90%	9,120	
Brunswick County Funds	-	-	-	-	-	-	-
Chapel Hill-Carrboro Funds	50,049	56,824	14%	48,453	85%	56,824	
Chatham County Funds	45,000	34,765	-23%	21,408	62%	34,765	
Cumberland County Funds	1,800	-	-100%	-	-	-	-
Durham County Funds	1,534,752	1,719,312	12%	1,159,496	67%	1,770,891	3% increase
Franklin County Funds	-	4,320	-	1,796	42%	2,610	
Granville County Funds	2,313	2,475	7%	1,432	-	2,592	
Guilford County Funds	-	2,821	-	2,018	-	3,600	
Harnett County Funds	1,431	3,690	-	2,061	56%	3,690	
Johnston County Funds	-	-	-	-	-	-	-
Orange County Funds	55,530	34,668	-38%	18,668	54%	34,668	
Wake County Funds	939,900	964,620	3%	646,781	67%	993,559	3% increase
Mecklenburg County Funds	-	-	-	-	-	-	-
Total County Funding	2,632,935	2,830,335	7%	1,908,250	67%	2,912,319	
Federal Funds - PRC 060 (EC)	106,437	145,632	37%	84,439	58%	106,000	
Federal Funds - PRC 050	-	-	-	-	-	-	-
Federal Funds - PRC 103	21,069	20,489	-3%	-	0%	20,000	
Federal Funds - PRC 108	-	-	-	-	-	-	-
Federal Funds - PRC 118	1,100	1,100	0%	-	0%	-	
Federal Funds - COVID-19	-	-	-	-	-	-	-
Grant Funds SRSA	-	-	-	-	-	-	-
Total Federal Funding	128,606	167,221	30%	84,439	50%	126,000	
Sales & Use Tax Refund	25,000	25,000	0%	-	0%	25,000	
Corporate/Board/Private Donations	30,000	30,000	0%	24,328	81%	30,000	
Interest Income	50,000	40,000	-20%	32,628	82%	40,000	
Other	6,500	8,700	-	8,681	100%	9,000	
Total Revenue	6,840,291	7,223,354	6%	5,621,028	78%	7,304,914	
Expenses							
Principal	265,000	265,000	0%	198,750	75%	280,000	
Interest	511,425	511,425	0%	379,467	74%	498,834	
Bond Costs	8,600	8,600	0%	6,594	77%	8,600	
Repair and Replacement Fund Transfer	85,800	85,800	0%	64,350	75%	85,800	
Capitalized Improvements/Purchases	-	21,353	-	21,353	100%	-	
Building Expenses							
Utilities - elec, water and trash	115,000	110,000	-4%	81,995	75%	110,000	
Telephone/Communications	3,000	4,011	34%	1,861	46%	3,000	
Maintenance & Repair	53,000	53,000	0%	37,118	70%	53,000	
Custodial - Supplies/Materials	18,000	18,000	0%	13,022	72%	18,000	
Facility Contracted Services:							
Custodial Services	88,772	88,772	0%	58,803	66%	100,000	
Carpet - Tile Cleaning	12,450	12,450	0%	-	0%	15,000	
HVAC	24,856	24,856	0%	8,233	33%	20,000	
Grounds - Landscaping	16,000	20,238	26%	16,663	82%	20,000	
Total Building Expenses	331,078	331,326	0%	217,695	66%	339,000	
Personnel Costs							
Salaries	3,833,642	3,817,642	0%	2,791,120	73%	4,079,757	Added 2 positions (EC + TBD Student Support)
Substitutes	100,000	116,000	16%	123,830	107%	100,000	
Personal Leave	-	-	-	-	-	-	-
Health Insurance - State Plan	416,510	416,510	0%	309,845	74%	467,374	Based on current enrollment + 5% increase in premium
Retirement - State 457 Plan + Match	80,506	80,170	0%	52,857	66%	85,675	Based on current participation
Payroll Taxes - 7.65%	295,810	295,810	0%	219,110	74%	314,736	
NC Flex Plan Fees	5,000	5,000	0%	3,806	76%	5,340	
SUTA	11,429	11,429	0%	1,723	15%	11,118	
Workers Comp Insurance	14,000	14,000	0%	341	2%	15,000	
Bonus	-	26,751	-	26,751	100%	-	
Total Personnel Costs	4,756,898	4,783,313	1%	3,529,383	74%	5,078,999	
Information Technology							
Technology	45,000	45,000	0%	21,217	47%	50,000	
Digital Resources & SW Licenses	58,394	58,394	0%	44,296	76%	60,000	
Total Information Technology	103,394	103,394	0%	65,512	63%	110,000	
Instructional Services							
Staff Development	25,000	25,000	0%	21,664	87%	25,000	
Counseling - Staff Dev	1,000	1,000	0%	144	14%	1,000	
Travel & Mileage Reimbursement	5,000	10,000	100%	6,282	63%	10,000	
Staff Dev - PD Meals	12,000	12,000	0%	10,335	86%	15,000	
Staff Development - EC	2,000	2,000	0%	1,611	81%	3,000	
Educational Programs	17,000	17,000	0%	13,354	79%	17,000	

Research Triangle High School - RTHS Board of Directors Meeting - Agenda - Wednesday April 15, 2026 at 5:30 PM

Edu Materials - Science Dept	7,000	7,000	0%	3,774	54%	7,000
Edu Materials - English Dept	4,000	4,000		2,130	53%	3,000
Edu Materials - Languages Dept	3,000	3,000	0%	1,602	53%	2,000
Edu Materials - History Dept	4,000	4,000	0%	1,563	39%	3,000
Edu Materials - Arts Dept	5,000	5,000	0%	3,007	60%	5,000
Edu Materials - Math Dept	4,000	4,000	0%	1,024	26%	3,000
Edu Materials - PE Dept	3,000	3,000	0%	2,399	80%	3,000
Education Materials - EC Dept	3,000	3,000	0%	2,347	78%	3,000
Testing (AP/PSAT)	7,566	7,566	0%	(2,881)	-38%	7,566
Textbooks/Assessment	5,000	8,588	72%	7,888	92%	8,000
Social Service Fund	500	500	0%	-	0%	500
Furniture & Fixtures	5,000	5,000	0%	3,019	60%	6,000
Administrative Expenses	9,000	9,000	0%	6,598	73%	9,000
EC Contracted Services: (\$50,000 FY23)	-	-		-		
Visually Impaired & Orientation	13,000	13,000	0%	11,249	87%	13,000
Speech-Language Therapy	20,000	20,000	0%	19,678	98%	25,000
Mental Health Service	-	-		-		
Web-based IEP Service	-	-		-		4,000
Occupational Therapy	5,000	5,000	0%	2,100	42%	5,000
Interpreting and Written Translation Service	-	-		-		
Psychoeducational Assessments	20,000	20,000	0%	6,325	32%	20,000
Total Instructional Services	180,066	188,654	5%	125,213	66%	198,066
Support Services						
Administration Contracted Services:				-		
Legal & Consulting	50,000	50,000	0%	26,707	53%	50,000
Contracted Financial Services	60,480	60,480	0%	45,360	75%	63,504
LINQ Software Support	5,769	6,346	10%	6,346	100%	6,537
Contracted HR Services	20,400	20,400	0%	12,290	60%	20,000
Student Information Management Services	21,000	21,000	0%	15,750	75%	21,000
Contracted Printing Services	35,183	35,183	0%	35,718	102%	40,000
Contracted Audit Services	25,000	25,000	0%	26,150	105%	25,000
Background Checks	2,000	2,000	0%	724	36%	2,000
General Insurance	40,645	40,645	0%	43,185	106%	45,000
Board of Director Materials	12,495	13,195	6%	13,195	100%	13,195
Fundraising/Development	5,000	5,000	0%	392	8%	5,000
Marketing/Advertising	6,000	10,000	67%	12,557	126%	10,000
Transportation Contracted Services:				-		
Daily Bus Services	48,000	48,000	0%	37,293	78%	48,000
Special Event Transportation Services	4,000	4,000	0%	1,840	46%	4,000
Transportation - Fuel	7,000	7,000	0%	2,804	40%	7,000
Transportation Maintenance	4,000	4,000	0%	1,462	37%	4,000
Food Services	22,000	22,000	0%	8,481	39%	15,000
Total Support Services	368,972	374,249	1%	290,254	78%	379,236
Other Expenses						
Athletics	66,650	70,000	5%	67,357	96%	75,000
Feminine Hygiene Grant				-		
Counseling/College Dept	5,000	5,000	0%	1,183	24%	5,000
Graduation	11,000	15,000	36%	7,732	52%	15,000
Senior Class Events	2,000	6,000	200%	843	14%	6,000
Safety - Off Duty Officer	45,000	45,000	0%	37,600	84%	45,000
Staff Snacks (Joy Room)	3,000	3,000	0%	2,950	98%	3,500
Staff Appreciation		2,500		-	0%	5,000
Sales Tax	25,000	25,000	0%	17,023	68%	25,000
Repayment to DPI				-		
Robotics	9,000	9,000	0%	6,241	69%	9,000
Transfer to Raptorium	100	100	0%	100	100%	100
Total Other Expenses	166,750	180,600	8%	141,030	78%	188,600
Total Expenses	6,777,982	6,853,714	0	5,039,601	74%	7,167,135
Surplus	62,309	369,640		581,427		137,779
Interfund Transfer				150,245		
Surplus from Previous Years	2,202,066	2,202,066		2,202,066		2,571,706
Ending Cash Balance	2,264,375	2,571,706		2,933,738		2,709,485

Liquidity Requirement Calculation (FY 26-27):

Total Expenses	7,167,135
Clubs, PTSO, Boosters Expenses (projected)	450,000
Less: Capitalized Purchases	-
Less: Principal Payments	(280,000)
Less: Repair and Replacement Fund Transfer	(85,800)
Total Operating Expenses	7,251,335
Divided by 365 days	365
Operating Expense per Day	19,867
Multiplied by 45 days	45
Minimum balance required for unrestricted cash and cash equivalents	894,000
Ending Cash Balance	2,709,485
Raptorium Cash	1,390
Clubs, PTSO, Boosters Cash	126,226
Total Unrestricted Cash and Cash Equivalents	2,837,101
Divided by Operating Expense per Day	19,867
Projected Days Cash on Hand	143

Liquidity Requirement for Days Cash on Hand 45

Debt Service Coverage Ratio Calculation (FY 26-27):

Surplus (cash basis)	137,779
Net Income - Raptorium	100
Net Income - Clubs, PTSO, Boosters	-
Net Income - US Bank	-
Add: Repair and Replacement Fund Transfer	85,800
Add: Capitalized Items	-
Add: Principal Payments	280,000
Less: Amortization	(11,869)
Less: Depreciation	-
Change in Net Assets	491,810
Add: Interest	498,834
Add: Amortization	11,869
Add: Depreciation	-
Net Income Available for Debt Service	1,002,513
Maximum Annual Debt Service	762,144
Projected Debt Service Coverage Ratio	1.32

Excess of DSCR Requirement 87,941
Required DSCR in Covenants 1.20

Research Triangle High School	FY 2025-2026 Board Approved Budget	FY 2025-2026 Working Budget	Actuals as of 3.31.26	% Received / Expensed to Budget	Comments:
ADM	572	572			
State Funding per ADM	\$ 6,605.00	\$ 6,663.18			
EC ADM	29	42			
State EC Funding per ADM	\$ 5,249.28	\$ 4,996.25			
Revenue					
Total State Funding	3,967,250	4,122,098	3,562,702	86%	
Total County Funding	2,632,935	2,830,335	1,908,250	67%	
Total Federal Funding	128,606	167,221	84,439	50%	
Sales & Use Tax Refund	25,000	25,000	-	0%	
Corporate/Board/Private Donations	30,000	30,000	24,328	81%	
Interest Income	50,000	40,000	32,628	82%	
Other	6,500	8,700	8,681		
Total Revenue	6,840,291	7,223,354	5,621,028	78%	
Expenses					
Principal	265,000	265,000	198,750	75%	
Interest	511,425	511,425	379,467	74%	
Bond Costs	8,600	8,600	6,594	77%	
Repair and Replacement Fund Transfer	85,800	85,800	64,350	75%	
Capitalized Improvements/Purchases	-	125,057	21,353		
Building Expenses	331,078	331,326	217,695	66%	
Personnel Costs	4,756,898	4,783,313	3,529,383	74%	
Information Technology	103,394	103,394	65,512	63%	
Instructional Services	180,066	188,654	125,213	66%	
Support Services	368,972	377,049	290,254	77%	
Other Expenses	166,750	180,600	141,030	78%	
Total Expenses	6,777,982	6,960,218	5,039,601	72%	
Surplus	62,309	263,136	581,427		
Surplus from Previous Years	2,202,066	2,202,066	2,202,066		
Ending Cash Balance	2,264,375	2,465,202	2,783,493		

Liquidity Requirement Calculation:

Total Expenses	6,960,218
Clubs, PTSO, Boosters Expenses (projected)	450,000
Less: Capitalized Purchases	125,057
Less: Principal Payments	(265,000)
Less: Repair and Replacement Fund Transfer	(85,800)
Total Operating Expenses	7,184,475
Divided by 365 days	365
Operating Expense per Day	19,683
Multiplied by 45 days	45
Minimum balance required for unrestricted cash and cash equivalents	885,757
Ending Cash Balance	2,465,202
Raptorium Cash	1,290
Clubs, PTSO, Boosters Cash	126,226
Total Unrestricted Cash and Cash Equivalents	2,592,718
Divided by Operating Expense per Day	19,683
Projected Days Cash on Hand	132

Liquidity Requirement for Days Cash on Hand 45

Debt Service Coverage Ratio Calculation:

Surplus (cash basis)	263,136
Net Income - Raptorium	100
Net Income - Clubs, PTSO, Boosters	-
Net Income - US Bank	-
Add: Repair and Replacement Fund Transfer	85,800
Add: Capitalized Items	125,057
Add: Principal Payments	265,000
Less: Amortization	(11,869)
Less: Depreciation	-
Change in Net Assets	727,224
Add: Interest	511,425
Add: Amortization	11,869
Add: Depreciation	-
Net Income Available for Debt Service	1,250,518
Maximum Annual Debt Service	762,144
Projected Debt Service Coverage Ratio	1.64

Excess of DSCR Requirement 335,945
Required DSCR in Covenants 1.20

Sign-on and Staff Appreciation Bonus Proposal

Spring 2026

Purpose: To encourage and reward staff who commit to Research Triangle High School, and to reward and recognize staff members who have contributed to RTHS’s high levels of success for a number of years.

Proposal: A sign-on bonus paid to staff members who sign their contracts to return to RTHS for the 2026-2027 school year, with the amount determined by the number of years staff members have been employed at RTHS.

Amount of Bonus:

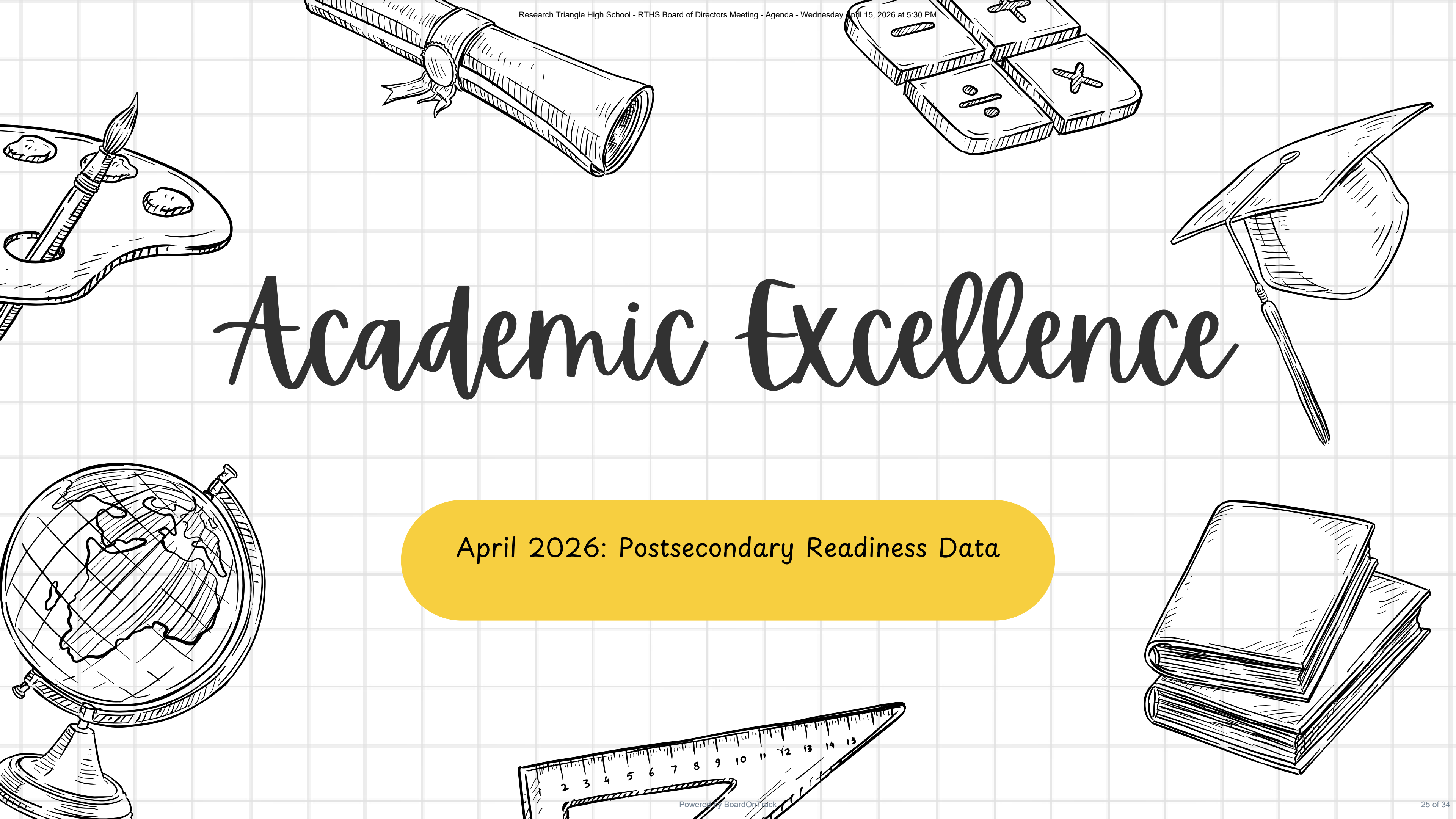
Hire Date Range	Bonus Amt.	# of staff
8/1/2012 - 6/30/2019	\$2,500	10
7/1/2019 - 6/30/2023	\$2,000	18
7/1/2023 - 12/31/2025	\$1,500	23
1/1/2026 - 4/15/2026	\$750	1

Total Cost of Bonus: \$96,250 plus FICA/tax

Coversheet

Academic Excellence Business

Section: VII. Academic Excellence Committee Report
Item: A. Academic Excellence Business
Purpose: Discuss
Submitted by:
Related Material: Academic Excellence-April 2026.pdf



Academic Excellence

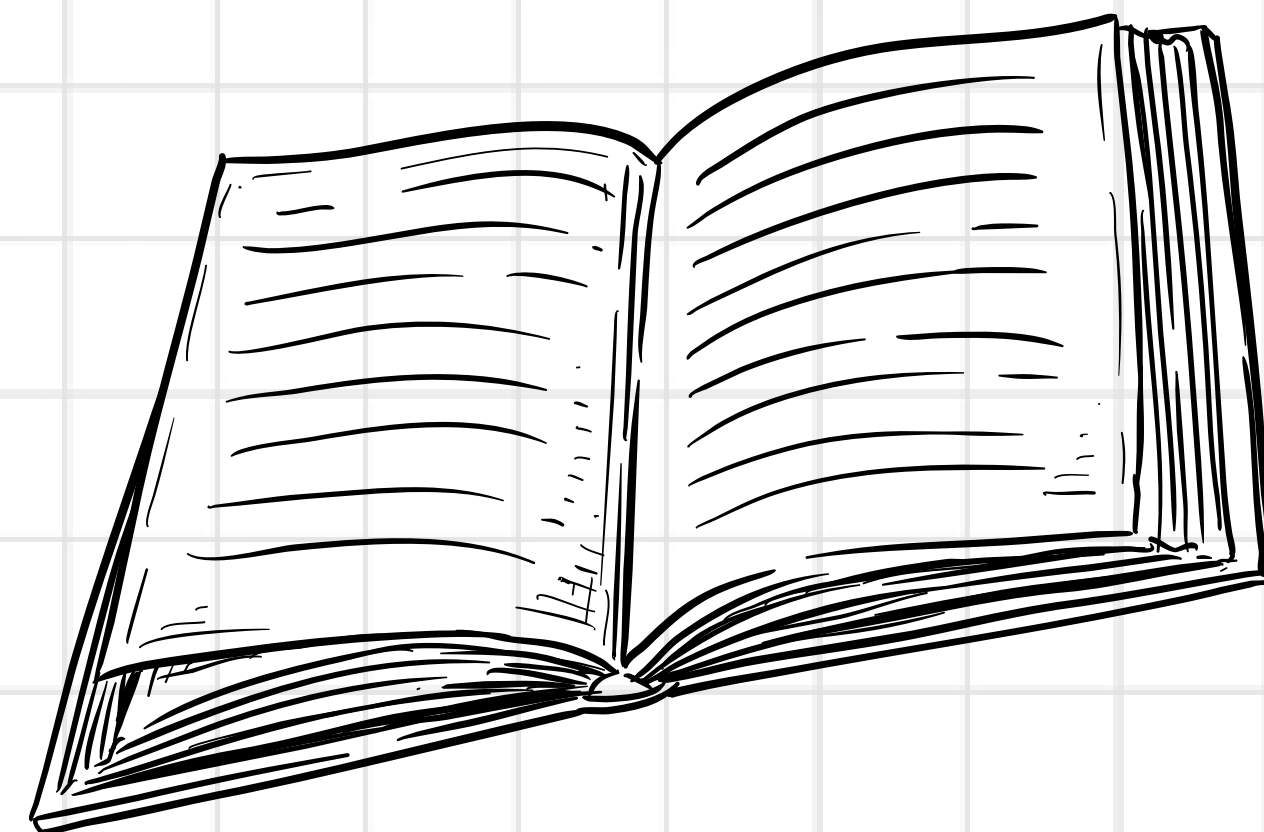
April 2026: Postsecondary Readiness Data



Guiding Question:

How well are students prepared for life after graduation?

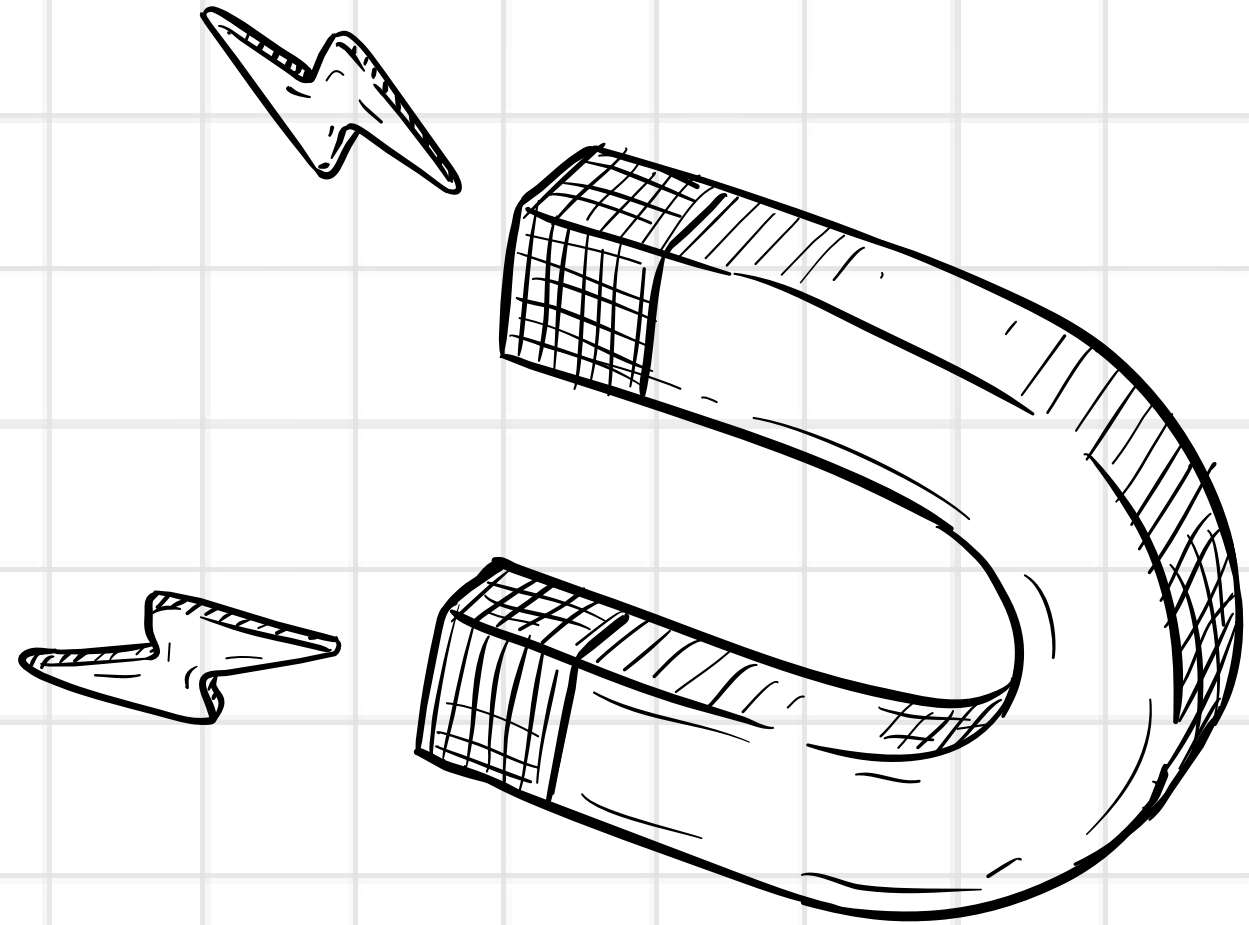
Data and Resources used



We examined college enrollment data, SAT/ACT data, other plans after H.S.



College and Career Center



Students begin meeting with our Director of College and Career as early as their freshman year to begin mapping out their HS experience, as well as discussing potential plans for life after graduation.

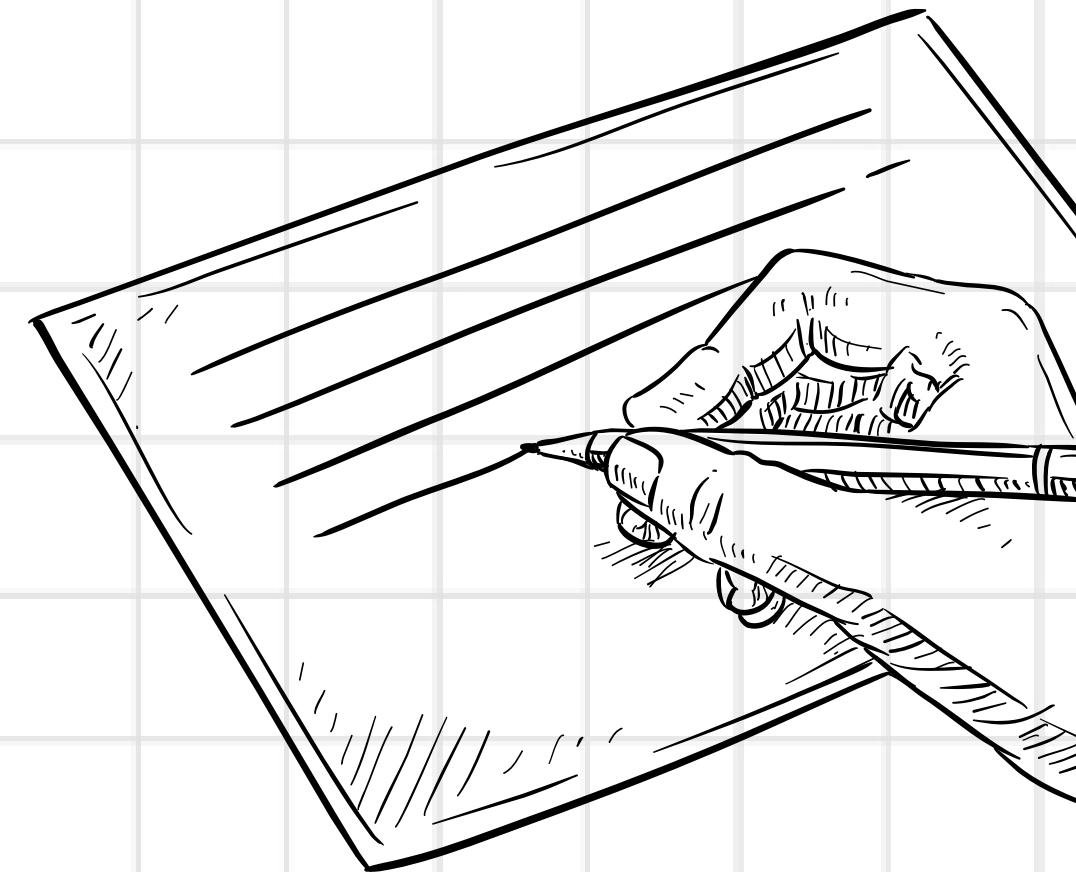
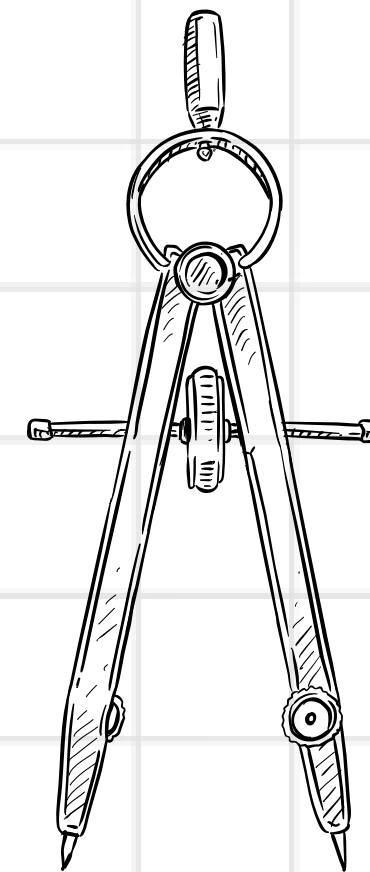
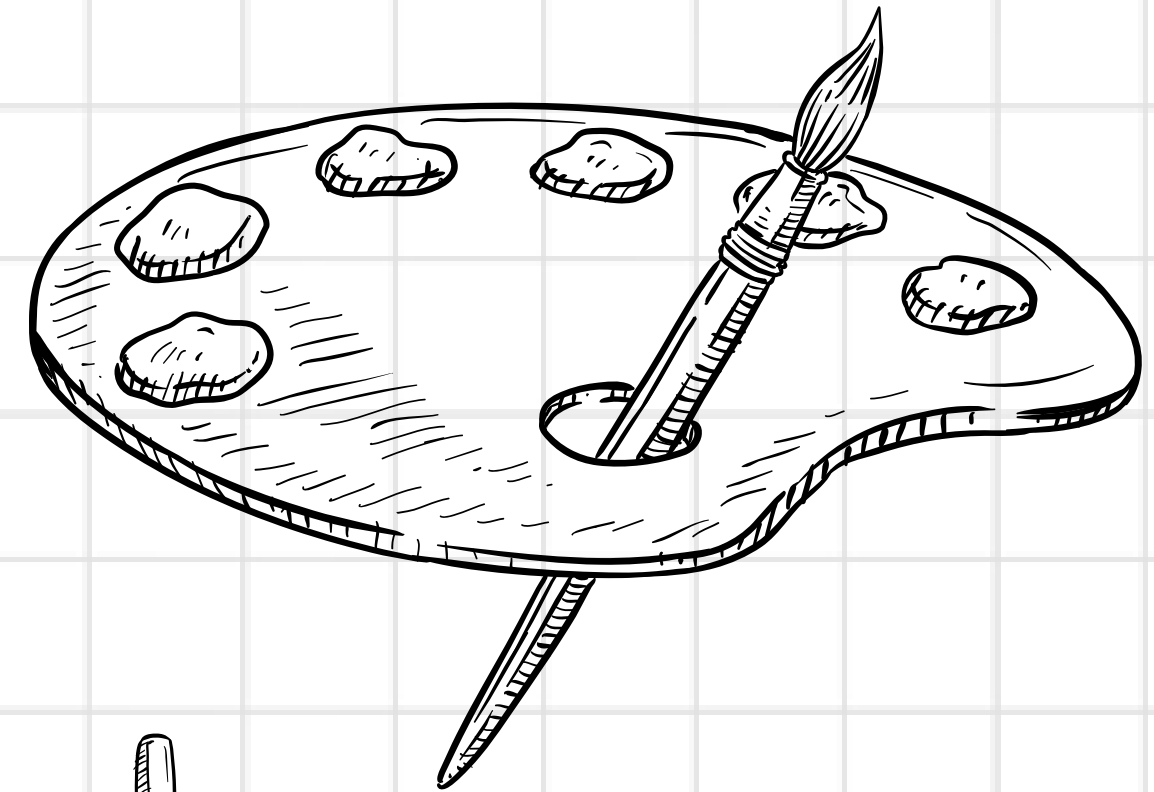


RTHS Historical Data for College Readiness

Class of 2023	Class of 2024	Class of 2025
Enrollment in 4 year college: 77%	Enrollment in 4 year college: 80%	Enrollment in 4 year college: 72%
Enrollment in 2 year college: 18%	Enrollment in 2 year college: 17%	Enrollment in 2 year college: 25%
Other plans including work, military, travel: 5%	Other plans including work, military, travel: 3%	Other plans including work, military, travel: 3%
Average SAT:1287 Average ACT: 25	Average SAT:1255 Average ACT: 24	Average SAT:1240 Average ACT: 24

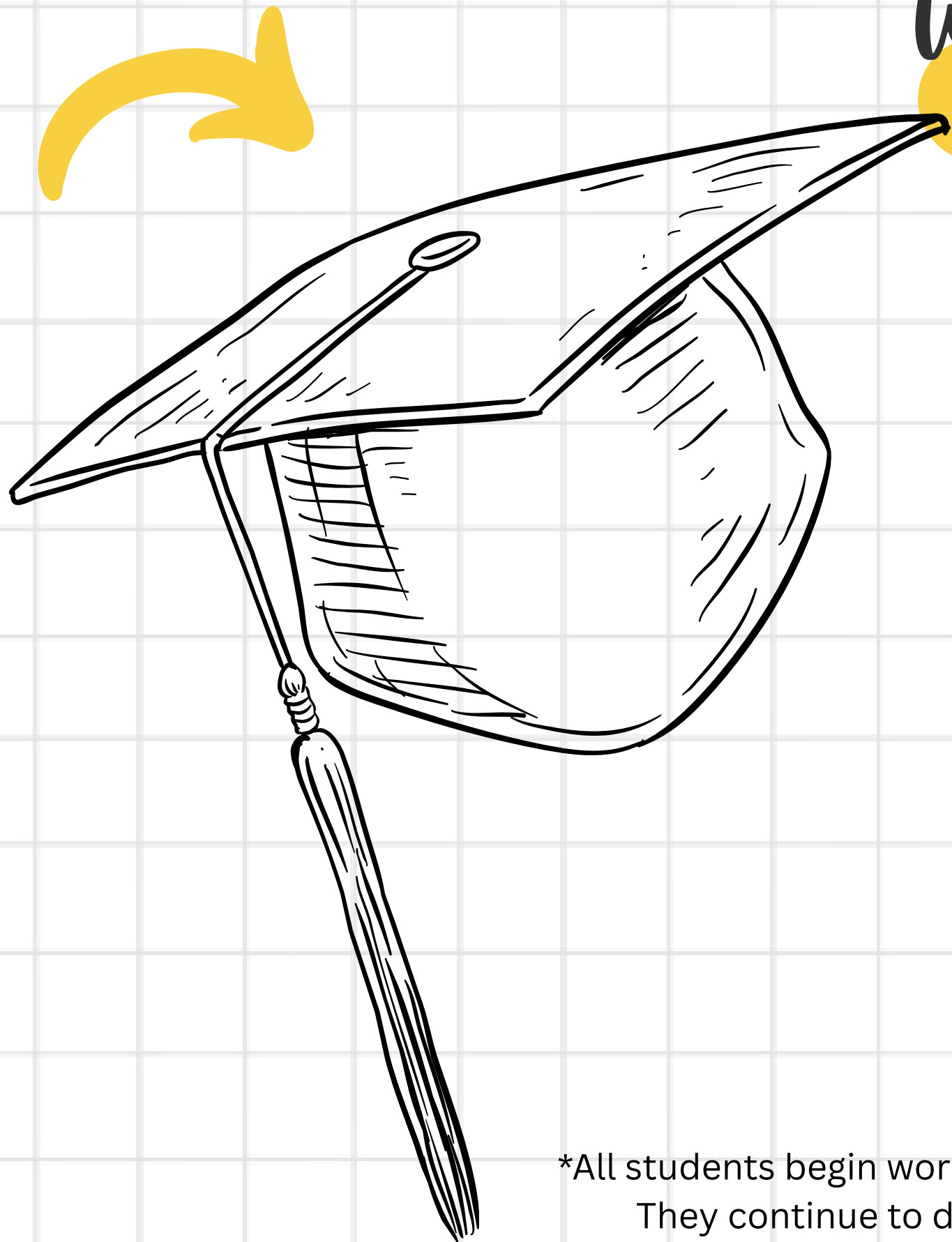


In State: 81%
Out of State/Int'l: 19%



***In recent years, many families have opted to attend two year universities because of the rising costs of a four-year degree. There are programs in NC that guarantee you a spot in a NC 4 year institution if you complete the two year degree first(UNC system/NC State)**

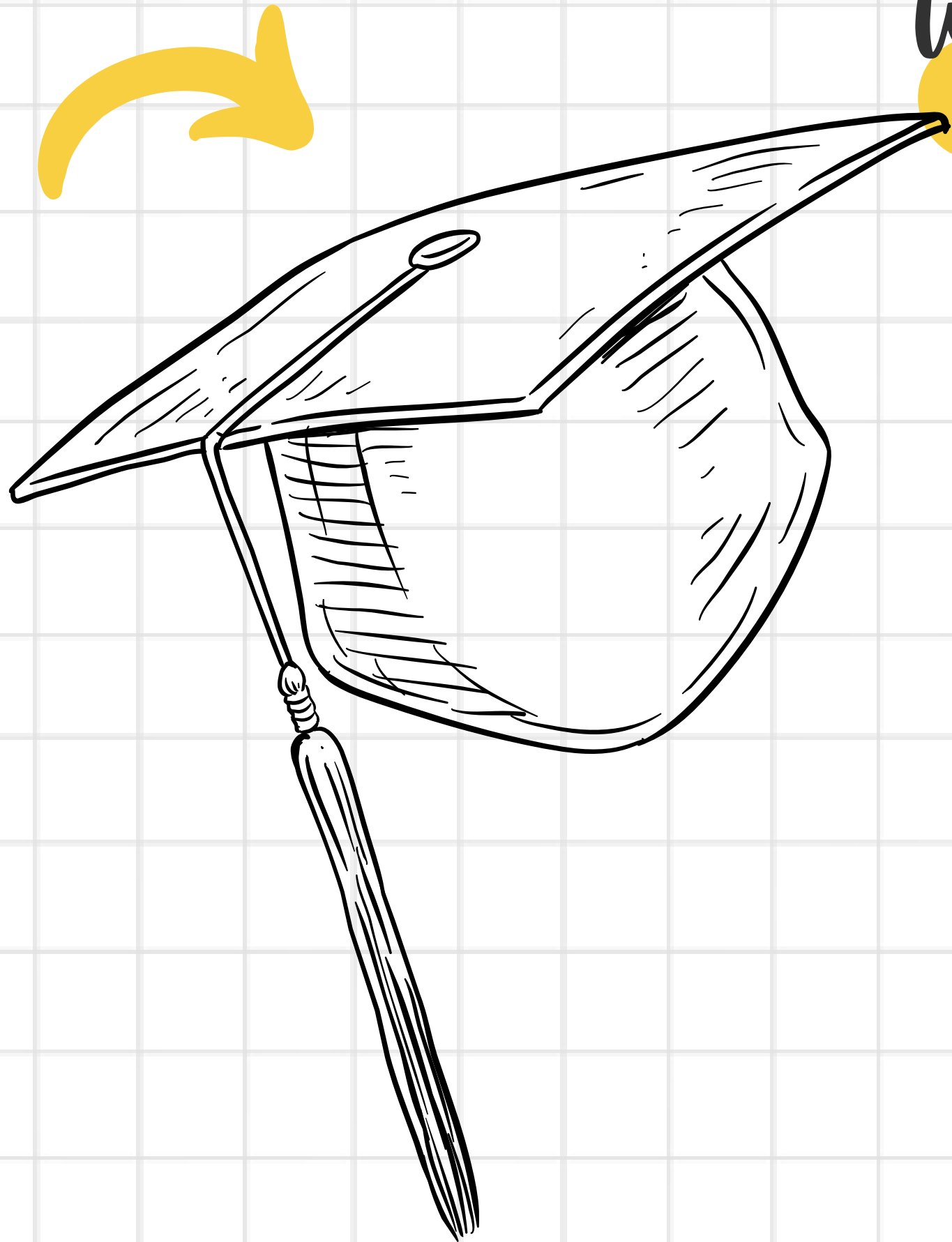
What we've been doing to support students



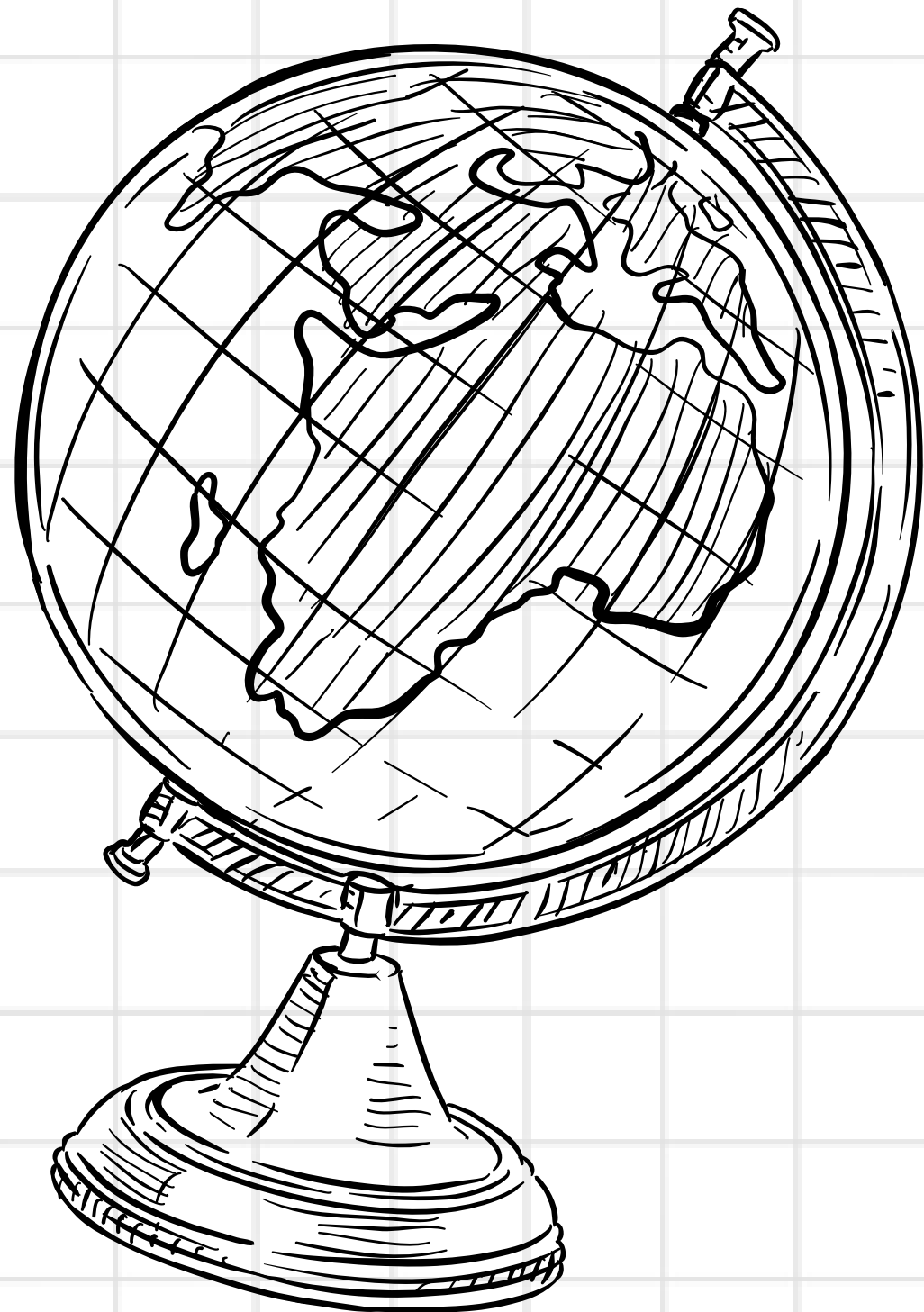
- Freshman: encouraged to get involved with school community and begin tracking their involvement. Discuss GPA's and their role in college admissions
- Sophomore: encouraged to visit at least one college of interest and prepare for upcoming tests
- Junior: individual meetings with College advisor to begin application process and develop individualized plans
- Seniors: meet with college advisors and college admissions reps. Complete application process

*All students begin working with a college advisors on an individual basis starting their Junior year. They continue to do so through their senior year, regardless of their postsecondary plans.

What we've been doing to support students



- Several presentations/webinars are held throughout the year to assist students with Financial Aid, FAFSA, ACT/SAT prep.
- College Application Kickoff for Juniors
- Senior Application Day
- School Counselors push into seminars to support students with scheduling and pathways
- School Counselors send out internship opportunities for students in various fields to help them gain exposure and experience

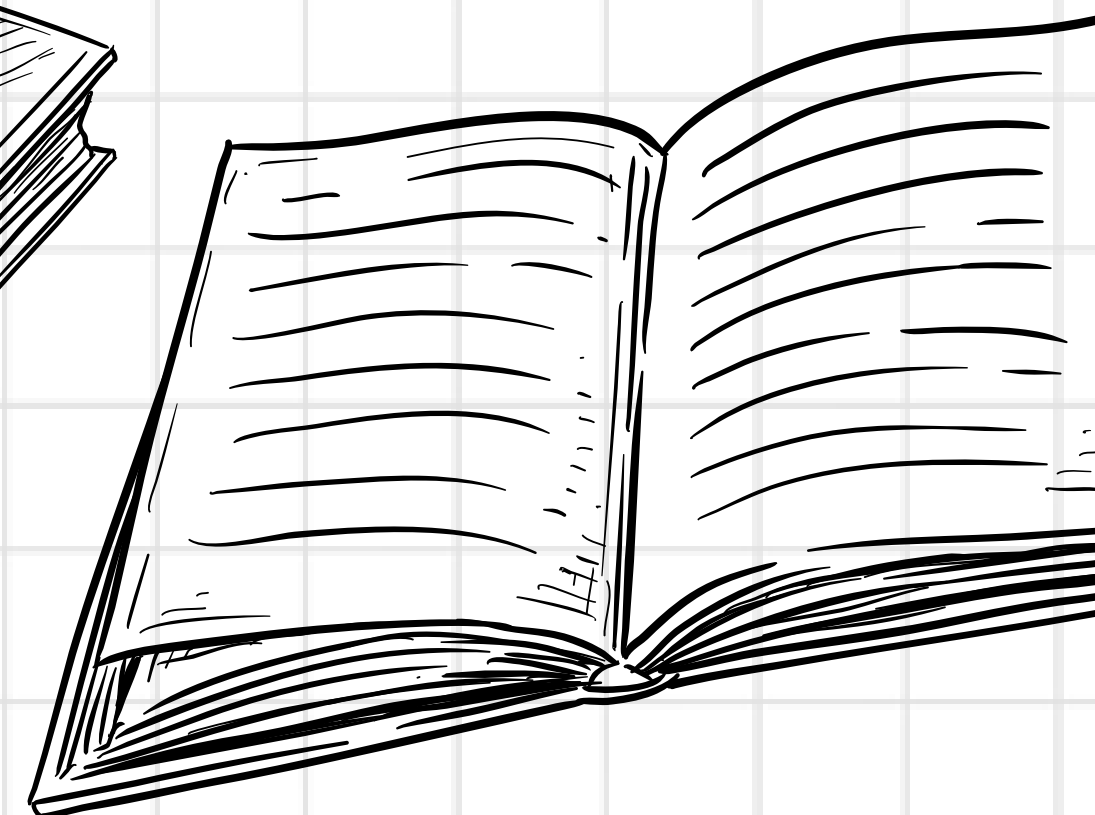


Class of 2026 Stats

- 84% (113) seniors have submitted 798 applications to 178 colleges (includes both four-year and two-year colleges)
- 76% (101) seniors have been accepted to at least one college (includes both four-year and two-year colleges)
- 26% (34) seniors have enrolled in a college (includes both four-year and two-year colleges)
- We have students who have received offers to Stanford, Princeton, Cornell, and UPenn.

Conclusion

Overall, RTHS students are well-prepared for life after graduation.



Just a note

Teacher Working Conditions results will be available around the first week of May. RTHS response rate was 75%

