APPROVED

KIPP Capital Region Public Charter Schools

Minutes

KIPP Capital Region Board Meeting

Date and Time
Wednesday June 10, 2026 at 7:30 AM

Location
KIPP Capital High School
296 Northern Blvd
Albany, NY 12210

Directors Present
A. Duncan, C. Young, D. Applyrs (remote), G. Feliciano, J. Gray, J. Reilly, K. Johnson, K. Kimbrough (remote), M. Little

Directors Absent
A. Killings

Guests Present
A. Dodd (remote), Connor LeClair, Gerald Boyd (remote), Ja'Nai Harris, Johanna Martin, M. Wright, Megan Pavageau (remote), Najjemba Dennis, S. Valle, T. Cropper

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I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

J. Reilly called a meeting of the board of directors of KIPP Capital Region Public Charter Schools to order on Wednesday Jun 10, 2026 at 7:31 AM.

C. Approve Minutes

M. Little made a motion to approve the minutes from KIPP Capital Region Board Meeting on 04-14-26.
C. Young seconded the motion.
The board **VOTED** to approve the motion.

II. Management & Committee Reports

A. Management Reports

- Development Fundraising Tracker
    - Goal: $100,000
    - Funds Received: $51,969.30
    - Outstanding & Received: $96,369.30
    - Outstanding, Received, & In-Kind: $129,624.30

B. Committees

III. Welcome Principals

A. Principal Welcomes

- Ja'Nai Harris - New Principal
    - Nearly a decade in education
    - Born and raised in Spanish Harlem
    - Master's Degree from Columbia University; self-published book
- Megan Pavageau - New Principal
    - Nearly a decade of experince in school leadership
    - Proven track record
    - Comes from a family of educators, focused on sustaining KACCSM's culture of high expectations

IV. Data Dive

A. Data Dive

- IReady Goals:
    - Goal: 75% of Students make annual typical growth on math or reading
        - Status: 54% of students met growth targets in math; 55% of students met their growth targets in reading
    - Goal: 50% of students are level 3 or 4 on NYSE reading
        - Status 37% of students

    - Goal: 49% of students are level 3 or 4 in Math
        - Status: 34% of students

Data on individual schools broken down in further slides

B. High School Update

- Headlines:
    - 31/42 students on track for 4+1 pathway & credits
    - Direct management of campus leadership team to drive Regents performance among priority seniors
    - Daily systems established for intervention and monitoring
    - 4 focus seniors with college plans (NRTG List)
- Current Action Plan
    - Daily regents intervention by content area
    - Daily graduation tracker monitoring
    - Daily intervention and attendance monitoring in progress
    - Student-specific graduation plan management

C. Progress to Goals

- K-12 Academic:
    - Close to on-track for 6 goals; not on-track for 2 goals
- Regional Goals:
    - Regional Sustainability: Close to on track for both goals
    - Student Engagement and Experience: On track for 2 goals, not on track for 2 goals
    - Talent: On track for both goals
    - Postsecondary Success: On track for 1 goal, close to on track for 1 goal
- Principal Retention: Setting the Bar for 26-27
    - Execution Team Reflection and Theory of Action
    - Build a clear and aligned understanding of KCAP Principal Bar of Excellence
        - Apply that bar to a case study
        - Honest self-reflection on your current bar
    - Regional Infrastructure and Operating Mechanisms for 26-27
        - Escalation protocol
    - Begin school infrastructure build

V. Discussion Topics

A. KIPP Foundation 2030

- Goal to develop an action plan for 2030; push for ambitious results
    - 2030 Vision- get 75% of KIPP students ready for college
- State Test Goals

    - Phase 1: Outpace the 90th percentile for socioeconomically disadvantaged schools in your state
    - Phase 2: Beat your state's overall average
    - Phase 3: Reach 75th percentile performance statewide

B. KIPP Foundation Rebrand

- Board to skip this section of the meeting in the interest of time

C. 26-27 High School Policy Updates

Discussion of Updated High School Policy

- Policies regarding Math and Science updated

D. 26-27 Safety Plan

Board Discussed 26-27 Safety Plan

VI. Votes

A. 26-27 KIPP Capital Region Budget

- KIPP capital Region budget includes 9 separate budgets
- DOOs and RT budget managers collaborate with the Financial Management Team to create school and Region Team budgets
- Total organization-wide enrollment budgeted at 2,600 students across seven schools
- General Core Aid tuition rates increased on average 5% from FY26 to FY27; Albany and Troy both increased 6%
- FY27 budgets include Federal funding sources; however a majority consists of Title grants
- Most regional team revenue comes from a 10% "management fee" from the schools

- FY26-27 Enrollment & Staffing Overview Discussed
    - Enrollment, total staff FTE, and student/staff ratio tracked
    - FY26-27 data compared to FY25-26
- Net Income:
    - $57.9M Total Revenue; $58.3M Total Expenses; -($375,718) Net Income
- FY27 Debt Covenant Projections
    - DSCR Budgeted 1.6x; 132.0 days
- Revenue Sources:
    - General Core Aid: 90%; School Lunch: 6%; Federal: 3%; Miscellaneous: 1%
    - Federal Revenue Sources Breakdown

        - School Lunch: 65.2%
        - Student Entitlements: 22.9%
        - CSP Funding: 9.7%
        - E-Rate Income: 2.2%
- Expense Overview:
    - Total Expenses: $58,316,608
    - Personnel: 67%; Programmatic: 14.6%; Non-Operating: 9.6%; Facility & Operations: 4.8%; Administrative: 4.0%

M. Little made a motion to Approve 26-27 Budget.
A. Duncan seconded the motion.
The board **VOTED** to approve the motion.

B. 26-27 Academic Calendar

C. Young made a motion to Approve the 26-27 Academic Calendar.
J. Gray seconded the motion.
The board **VOTED** to approve the motion.

C. 26-27 Board Meeting Schedule

Board Meeting Topics and Schedule Planned and Discussed
C. Young made a motion to Approve the 26-27 Board Meeting Schedule.
J. Gray seconded the motion.
The board **VOTED** to approve the motion.

D. 26-27 Board Member Terms & Officer Elections

J. Gray made a motion to Re-elect Carl Young for a 1-year term (current term expires June 2026).
M. Little seconded the motion.
The board **VOTED** to approve the motion.
J. Gray made a motion to Elect a new slate of officers.
K. Johnson seconded the motion.
Amari Duncan as Chair, Mark Little as Treasurer, Gina Feliciano as Secretary, and leaving the Vice Chair seat empty until further notice.
The board **VOTED** to approve the motion.
K. Johnson made a motion to Appoint Executive Committee.
G. Feliciano seconded the motion.
Executive Committee to consist of John P. Reilly, Jessica Gray, Mark Little, and Amari Duncan.
The board **VOTED** to approve the motion.

VII. Executive Session

A. Executive Session

Board Moved into Executive Session at 9:33am

Boarded Ended Executive Session at 9:43am

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 9:44 AM.

Respectfully Submitted,
A. Dodd