APPROVED

TEACH Public Schools

Minutes

TEACH, Inc. Regular Board Meeting

Date and Time
Tuesday December 9, 2025 at 5:00 PM

Location
Location
Board Meeting Access Locations CA:
Alternate Public Access Locations:

TEACH Elementary
8505 S Western Ave
Los Angeles, CA 90047

TEACH Academy of Technologies
1000 S Western Ave
Los Angeles, CA 90047

TEACH Tech Charter High School
10616 S Western Ave
Los Angeles, CA 90047

3680 Wilshire Blvd.
Los Angeles CA 90010

3740 S Crenshaw Blvd.
Los Angeles, CA 90016

1340 W 106th St.
Los Angeles, CA 90044

and via zoom at:Topic: TEACH, Inc. Regular Board Meeting
Time: Dec 9, 2025 03:00 PM Hawaii
Join Zoom Meeting
https://teachpublicschools-org.zoom.us/j/83005933268
Meeting ID: 830 0593 3268

One tap mobile
+16699006833,,83005933268# US (San Jose)
+17193594580,,83005933268# US
Join instructions
https://teachpublicschools-org.zoom.us/meetings/83005933268/invitations?signature=x4vuM1OfWlOxBUY6ufQex9IgHtWLQT050W-Fb1NIYsk

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THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE
Notice is hereby given that the order of consideration of matters on this agenda may be change without prior notice.
REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY
The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.
REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY
Pursuant to the Rehabilitation Act of 1973 and the American with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting TEACH Public Schools during normal business hours at as far in advance as possible, but no later than 24 hours before the meeting.
FOR MORE INFORMATION
For more information concerning this agenda or for materials relating to this meeting, please contact TEACH Public Schools, 1846 W. Imperial Highway. Los Angeles, CA 90047; phone: 323-872-0808; fax 323-389-4898.
www.teachpublicschools.org

Directors Present

A. Dragon (remote), C. Guardado (remote), C. Sandoval (remote), J. Lobdell (remote), M. Maye (remote)

Directors Absent
None

Guests Present
B. Bulgeron (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Sandoval called a meeting of the board of directors of TEACH Public Schools to order on Tuesday Dec 9, 2025 at 6:01 PM.

C. Public Comment

There was no public comment.

II. Consent Items

A. Approve the Current Agenda and Approve the Minutes from the October 21st, 2025 Regular Board Meeting

J. Lobdell made a motion to approve the minutes from the October 21, 2025 Special Meeting TEACH, Inc. Special Board Meeting on 10-21-25.
M. Maye seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

C. Sandoval	Aye
J. Lobdell	Aye
M. Maye	Aye
A. Dragon	Aye
C. Guardado	Aye

III. Items for Potential Action

A. Executive Director Report / Framing The Meeting

Matt Brown framed the meeting by letting the board know they would be covering annual compliance items and pertinent updates.

B.

TEACH Inc. Annual Independent Audit Report FYE June 30, 2025

J. Lobdell made a motion to Approve the TEACH Inc Annual Independent Audit Report FYE June 30, 2025.
A. Dragon seconded the motion.
Matt Brown presented the results from the independent audit. He explained it was a draft, but they were not expecting any material revisions. If material revisions are needed, it would be placed on the agenda again for board approval. He noted there were no findings, and overall the organization is in a very strong financial position.
The board **VOTED** to approve the motion.

Roll Call	
J. Lobdell	Aye
A. Dragon	Aye
C. Sandoval	Aye
M. Maye	Aye
C. Guardado	Aye

C. 1st Interim Financial Report

M. Maye made a motion to Approve the First Interim Financial Report.
J. Lobdell seconded the motion.
Rich McNeel presented the first interim financial report. He stated that all coverage ratios were met and the current asset to liabiilities school. Board Member Lobdell asked about the lower ADA and Rich provided clarification. Matt Brown emphasized that the organization overall was still forecasting a surplus even though the middle school was in deficit.
The board **VOTED** to approve the motion.

Roll Call	
J. Lobdell	Aye
M. Maye	Aye
C. Sandoval	Aye
A. Dragon	Aye
C. Guardado	Aye

D. CEO Report on Progress Towards Annual Goals

Matt Brown walked the board through the progress landing key indicators for his Objective and Key Results for his position and the organization. He started by discussing the renewal application and explained how the elementary school was recommended for a two year renewal and how this was positive news and positioned us well for future renewals based on the school's academic gains last school year. He briefly explained the need for a material revision needed to add more instructional space and noted it was a separate agenda item that would be discussed next. Matt continued to his second OKR and explained that the CMO was streamlined operational efficiency and we are building out core functions on new platforms for Human Resources, Student Information Services and procurement.

E. Board Resolution for a Material Revision for Additional Space for TEACH Prep Elementary

J. Lobdell made a motion to Approve the Board Resolution for a Material Revision for Additional Space for TEACH Prep Elementary.
M. Maye seconded the motion.
Matt Brown presented this agenda item and explained the need for additional instructional space at a site that TEACH currently owns and underutilizes. He explained that it would allow the elementary to serve 5th grade, which has great demand from parents. Board Member Maye asked about the TK/K and Matt explained how they would be separate from the big kids.
The board **VOTED** to approve the motion.

Roll Call

M. Maye	Aye
C. Guardado	Aye
J. Lobdell	Aye
A. Dragon	Aye
C. Sandoval	Aye

F. Get Strategic Bonus Resolution

J. Lobdell made a motion to Approve the Get Strategic Bonus Resolution.
A. Dragon seconded the motion.
Matt Brown presented the Get Strategic Bonus Resolution and reminded the board of their previous action of approving the bonus structure. He explained that this bonus was for work completed last semester, and represented the client's second payment. Board Member Lobdell asked a clarifying question and Matt explained that 25% of consulting fees earned went TEACH and the remainder was split among the staff completing the work.
The board **VOTED** to approve the motion.

Roll Call

J. Lobdell	Aye
C. Guardado	Aye
A. Dragon	Aye
C. Sandoval	Aye
M. Maye	Aye

G. CSI Report and Middle School Updates

Sione Thompson gave the CSI report explained to the board what the status meant and why the middle school was in CSI status. He explained that the school has made progress on the academic indicators that placed it in status, except in the area of chronic absenteeism. He also reported to the board that we lost Principal De Weerd and Christian Gomez, who has been with TEACH for many years in the capacity of a teacher and an administrator, is stepping into the role of Interim Principal. He then allowed Christian

Gomez to introduce himself and he described his past experience and goals for the middle school.

H. Consideration and Approval of Benefits Contract for 25/26 school year

M. Maye made a motion to Approve the Benefits Contract for the 2025-2026 School Year.
A. Dragon seconded the motion.
Maria Pimienta presented the benefits package and explained how it was a generous package for employees and was a benefit that attracted people to the job. It is the same package as last year. Board Member Lobdell asked which staff qualified for benefits and Maria explained it was full time or part time working at least 30 hours per week.
The board **VOTED** to approve the motion.

Roll Call

C. Guardado	Aye
J. Lobdell	Aye
A. Dragon	Aye
M. Maye	Aye
C. Sandoval	Aye

I. Immigration Enforcement Policy

J. Lobdell made a motion to Approve the Immigration Enforcement Policy.
M. Maye seconded the motion.
Beth presented the Immigration Enforcement Policy and explained how it was a required policy that was compliant with the law. She explained that Principals have been trained on how to handle immigration enforcement issues and FERPA requirements related to student information and records.
The board **VOTED** to approve the motion.

Roll Call

A. Dragon	Aye
J. Lobdell	Aye
C. Sandoval	Aye
M. Maye	Aye
C. Guardado	Aye

J. Consider and Certify the Compliance Monitoring Review for TEACH Prep Elementary, TEACH Academy of Technologies, and TEACH Tech Charter High School.

J. Lobdell made a motion to Certify the Compliance Monitoring Review for TEACH Prep Elementary, TEACH Academy of Technologies, and TEACH Tech Charter High School.
M. Maye seconded the motion.
Beth presented this annual compliance task and explained that the Principals completed the first certification.
The board **VOTED** to approve the motion.

Roll Call

J. Lobdell	Aye
M. Maye	Aye
C. Sandoval	Aye
C. Guardado	Aye
A. Dragon	Aye

IV. Closing Items

A. Board or Public Comment

Board Member Lobdell expressed appreciation for the board meeting schedule for November and December.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:45 PM.

Respectfully Submitted,
C. Sandoval

Documents used during the meeting

- October 21, 2025 board meeting minutes.pdf
- Executive Director Report 12.09.25.pdf
- Teach Inc FS draft v12-09.pdf
- TEACH-FY25-26 Financials as of 10.31.25- 1st Interim.pdf
- OKR Report Executive Director12.09.25.pdf
- Board Approved_Executive_Director_Okrs_July_2025.pdf
- TPE Board Resolution Material Revision TEACH Prep.pdf
- TEACH_Inc_GetStrategic_Bonus_Resolution_Dec9_2025.pdf
- 2025-2026 TEACH Brochure (draft).pdf
- Immigration enforcement policy 9730.docx
- TTCHS Compliance Monitoring 2025-26-1.pdf
- Elem Compliance T1.pdf
- Cert of Compliance.pdf