



Essence Preparatory Public School
Board of Directors Meeting
August 21, 2024
Minutes

The following board members were in attendance:		
Brian Dillard	Lucind Vigil*	Henrietta Munoz*
Kanwai Sumnani Lopez*	Jackie Gorman	
Cynthia Warrick*		
Board members not in attendance:		
	Mike Frisbie	Marques Mitchell
Staff:	Akeem Brown	Jae Ricks*
Angel Ladd	Ikeida Manning*	Kizzie Thomas
Tamika Burton		
Guests:	Kaitlin Svarek*	

The meeting was called to order at 5:03 PM by **Chairman Brian Dillard**. The meeting was attended by scholars and staff

1. Mission Minute covered the “Back to School Bash”
2. Superintendent’s Report: **Brown**
 - a. A hard copy of the report will be provided
 - b. **Brown** introduced the new Leadership Team highlighting the promotion of Ms. Rick’s to Deputy Superintendent/CLO and Dr. Murphy to Director of External Affairs. Angel Ladd is now Assistant Principal of Operations

Consent Agenda Moved – Jackie Gorman, Seconded – Lucinda Vigil: Consent Agenda Approved

Fiscal Management/Finance Report

1. Finance report for July is not completed because they are focusing on information needed for the audit.
2. There is no discussion or action on the budget amendment. That will be discussed at the September meeting. It is being delayed to capture better enrollment numbers and possible recommendations from the auditor
3. Audit - an item memo provides written information. Superintendent Brown gave a brief verbal update on the audit process and a draft timeline for the audit. **Moved to approve the engagement letter for the auditor. Moved – Gorman, Seconded – Vigil. Motion Passed. The audit letter will be signed by Chair Dillard and Superintendent Brown.**

24/25 Staffing Update (Angel Ladd) –

1. Currently 54 staff members to date
2. An organization chart was presented to highlight the new structure

3. 94% staff retention
4. Growth is 50%
5. 17% of staff either promoted or changed roles
6. Adding a new teacher for Kinder

Charter First Rating

1. Written Memo Provided, revised memo will include points breakdown
2. We received a grade of C
 - a. Looking to see if there is any opportunity to gain additional points through the appeal process
 - b. There were some indicators that TEA didn't count this year which helped our score
 - c. Efforts are being made to improve the score for next year
 - d. Our debt coverage ratio and administrative cost ratio are the indicators that are costing us the most points

Academic Excellence Report (Jae Ricks)

1. Written Memo on Teacher Incentive Allotment – funded by TEA after a rigorous process that will allow us to designate Master Teachers who will then receive a financial incentive.
 - a. It will take 2 years to go through the process.
 - b. Rick's is working with Region 20 on the application
 - c. We have sent the letter of intent to TEA informing them on our intention to apply
 - d. This will help with recruitment and retention
 - e. Teachers do not have to be certified but there is additional weight given to certified teachers as well as National Board-Certified teachers
2. Academic Strategies – Update on School Empowerment Network (SEN)
 - a. This work is fully funded by City Education Partners (CEP)
 - b. SEN Staff made a site visit and provided feedback
 - c. 9/26 is the next interaction with SEN and CEP.
 - d. The CEP board will meet here on 9/26. All EPPS Board Members are invited to attend
3. Board Committees: Agendas and Assignments

Marketing and Family Engagement

1. Engagement Increased by 50% goal is 40%
2. Social Media Presence increased by 30% goal is 30%
3. Enrollment Numbers
 - a. Currently at 387 last year we were at 181 at snapshot
 - b. 9 on Kinder waiting list
 - c. Budget approved at 360
 - d. Estimated 390 to TEA

A-F Ratings Update –

1. placed on hold by a Travis County Judge so we have not received our rating
2. Brown will provide the numbers so we can look at where we are

The board went into closed session at 6:28 pm

The board returned from closed session 6:45 pm

Moved to direct Legal Counsel to proceed as discussed in closed session. Moved Gorman, Seconded Dr. Cynthia Warwick. Motion passed Counsel is directed to proceed as discussed in closed session.

Moved to adjourn. Moved Gorman, Seconded by Vigil. Motion Carried

Meeting adjourned at 6:47



**Jackie Gorman
Board Secretary**