



REGENERATION SCHOOLS

MINUTES

MEETING OF THE DIRECTORS OF REGENERATION SCHOOLS Thursday, October 23, 2025

Location: Virtual via Zoom

Time: 10:00 am CT/11:00 am ET

Board Members Attending:

- Josh Anderson, Board Chair
- Fr. Rick Tolliver, Board Member
- Andy Redman, Board Member
- Stacey Harvey, Board Member

Others Present:

- Lori Flood, ReGeneration Schools Chief Operating Officer
- Barry Chambers, ReGeneration Schools Chief Financial Officer
- Jen Bares, ReGeneration Schools Special Projects Manager & Board Secretary

Minutes:

1. Call to order by Josh Anderson at 10:03 AM CT

2. Motion to Approve Previous Minutes

- a. Motion to approve minutes from Q4 May 29, 2025 meeting -
Josh Anderson
- b. Second – Andy Redman
- c. 4 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

3. CEO Opening

- a. Wins:
 - i. Met enrollment target at WPK; Chicago campuses 99%



REGENERATION SCHOOLS

- enrolled
 - ii. Ohio hiring - 3 Principal Fellows & 1 Director of Ops
 - iii. Soccer teams with Quality Sports Training
 - iv. ReGen transportation
 - v. Avalon campus listed as one of the top 50 schools in Chicago by Chicago Magazine. Tied #1 for math growth
- b. Challenges:
- i. Culture
 - ii. Bond Hill & Basil enrollment
- c. Priorities:
- i. ELA & math growth
 - ii. Staff retention and recruiting
 - iii. Student retention and enrollment
 - iv. Student joy

4. Academic Report

ReGen's CEO, S. Harvey, presented the academic report from across the OH & Chicago regions on the following topics:

- a. Ohio State Report Card data
- b. Illinois Assessment of Readiness (IAR) data
- c. Q1 academic priorities and updates

5. Operations Updates

ReGen's COO presented updates and data for enrollment, attendance and talent across the network.

- a. Talent Data:
- i. Review of current OH open positions = 96% hired (2 open positions at RMS: PE & Sped teacher)
 - ii. Review of OH fall retention data = 55.7% retained (+3.6% YOY)
 - iii. Review of current IL open positions = 97% hired (2 open positions at AVA& 2 at WPK)
 - iv. Review of IL fall retention data = 80.5% retained (+14.6% YOY)
 - v. Review of current Home Office open positions = 95% hired (1



REGENERATION SCHOOLS

- open position: Chief of Staff)
- b. Enrollment Data:
 - i. Chicago network current enrollment: 1,550 (-23 from budgeted target)
 - ii. Ohio network current enrollment: 599 (-113 from budgeted target)
 - iii. Combined networks: + 124 from SY24
- c. Attendance Data
 - i. Current ADA = Increase at 4 of 6 campuses from SY25 (Largest YOY increase at WPK +3.27% & RMS +3.07%)

6. Finance Update

ReGen's CFO, B. Chambers, presented a financial overview and financial updates on the following items:

- a. Financial overview
- b. Balance sheet
- c. YTD vs budget
- d. Ohio current & 3-year forecasts
- e. Financial sustainability

7. Board Business

- a. Motion to approve the annual conflict of interest policy - Josh Anderson
- b. Second – Andy Redman
- c. 4 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

8. Meeting adjourned at 11:50 am CST by Josh Anderson

- a. Motion to adjourn - Josh Anderson
- b. Second - Father Tolliver
- c. 4 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

Jen Bares, Board Secretary - October 23, 2025