



REGENERATION  
SCHOOLS

## PUBLIC NOTICE

ReGeneration Bond Hill,  
ReGeneration Avondale,  
ReGeneration Middle School  
Board of Directors Quarter 1 Meeting

A meeting of the Board of Directors of ReGeneration Bond Hill, ReGeneration Avondale, and ReGeneration Middle School will be held on:

- **Date:** Tuesday, October 14, 2025
- **Time:** 4:30 pm EST
- **Place:** Zoom

Agenda, to the extent known:

1. Call to Order
2. Open Comment Period
3. CEO Opening
4. Academic Report
5. Operations Update
6. Treasurer's Report
7. Approval of Consent Agenda
8. Single School Resolutions
9. Board Business
10. Meeting Adjourns



# REGENERATION SCHOOLS

**ReGeneration Schools Ohio, dba  
ReGeneration Schools Bond Hill Campus, ReGeneration Schools Avondale  
Campus, and ReGeneration Schools Middle School Campus**

**Minutes for combined meetings of the Boards of Directors**

**Date & Time:** October 14, 2025 at 4:30 pm ET

**Location:** Zoom

Meeting of the Boards of ReGeneration Schools Ohio: ReGeneration Schools Bond Hill Campus, ReGeneration Schools Avondale Campus, and ReGeneration Schools Middle School Campus

**Directors Present:**

- Dr. Jamila Hackworth
- Megan Wallace
- Laura Moses
- Rosa Blackwell

**Guests Present:**

- Stacey Harvey, ReGeneration Schools Chief Executive Officer
- Barry Chambers, ReGeneration Schools Chief Financial Officer
- Lori Flood, ReGeneration Schools Chief Operating Officer
- Miles Caunin, Thomas B. Fordham Representative
- Dave Massa, Massa Financial Solutions
- David Lamoda-Genet, Massa Financial Solutions
- Jen Bares, Board Secretary

## Meeting Minutes:

### 1. Call the Meeting to Order

Dr. J. Hackworth called a meeting of the Board of Directors of ReGeneration Schools to order on Tuesday, October 14th, 2025 at 4:39 pm ET.

### 2. Public Comment

There was no public comment

### 3. CEO Opening

ReGen's CEO, S. Harvey, gave an update and reported on the state of ReGeneration Schools Ohio highlighting the following:

- Wins: Hired 3 Principal Fellows and a Director of Operations; formed soccer teams with Quality Sports Training; OST data; ReGen transportation; and ReGen Chicago campus, CICS Avalon, was recognized by *Chicago Magazine* as a top 50 public elementary school in Chicago. They were tied for the highest math growth in the city!
- Challenges: Culture and RBH enrollment
- Priorities: ELA and math growth; staff retention and recruiting; student retention and enrollment; student joy

### 4. Academic Report

ReGeneration CEO, S. Harvey, reported on the Ohio State Report Card and provided academic updates and priorities.

### 5. Operations Update

ReGen's COO, L. Flood, provided operational updates highlighting the following:

Talent Status of SY26 Hiring:

- RBH - 0 open positions; 100% hired
- AES - 0 open position; 100% hired
- RMS - 2 open position; 88% hired (PE & Sped)

Enrollment:

- RBH current - 252; +38 from Oct. 2024; -58 under budgeted target
- AES current - 164; +21 from Oct. 2024; -48 under budgeted target
- RMS current - 183; +32 from Oct. 2024; -7 under budgeted target
- Total = 84% / 599 currently enrolled; +91 from Oct. 2024; -113 under budgeted targeted

Attendance

- RBH ADA = 87.34%; -0.06% from SY25
- AES ADA = 84.19%; +0.89% from SY25
- RMS ADA = 84.97%; +3.07% from SY25

## 6. Treasurer's Report

Massa Financial Solutions Team (David & Dave) along with ReGeneration Chief Financial Officer, B. Chambers, reported on the following and a full report was shared with the board for review:

- Massa Financial Solutions Introduction
- YTD financial overview
- September YTD monthly financial report
  - This item was approved and adopted during the single school resolutions portion of the meeting. 4 votes in favor, 0 opposed, 0 abstained = The board VOTED to approve the September YTD monthly financial reports.
- FY26 ODE Budget
  - This item was approved and adopted during the single school resolutions portion of the meeting. 4 votes in favor, 0 opposed, 0 abstained = The board VOTED to approve the FY26 ODE budgets.
- October current and three year forecast
  - This item was approved and adopted during the single school resolutions portion of the meeting. 4 votes in favor, 0 opposed, 0 abstained = The board VOTED to approve the October current and three year forecasts.

## 7. Approve Consent Agenda

The consent agenda items presented below were provided to the members of the board in advance of the meeting and adopted by one single motion. The items included: agenda, previous minutes, monthly reports, HR updates (staffing changes & stipends), school policies and resolutions.

### Agenda

- Approve the Q1 agenda of October 14, 2025 - Combined ReGeneration Bond Hill, ReGeneration Avondale, ReGeneration Middle School board meetings (all three schools)

### Minutes

- Approve the special meeting minutes from July 29, 2025 - ReGeneration Bond Hill, ReGeneration Avondale, ReGeneration Middle School board meetings (all three schools)

### Monthly Reports

- Accept and approve the Treasurer's reports (all three schools)

### HR Updates

- Staffing Updates for ReGen Bond Hill: Salary Total = \$530,994.62

<b>Position</b>	<b>Name</b>	<b>Hire Date</b>
Elementary Teacher	J. Dickinson	8.1.2025

Elementary Teacher	J. Gregg	8.1.2025
Elementary Teacher	C. Morgan	8.1.2025
Elementary Teacher	T. Richardson	8.1.2025
Elementary Teacher	S. Seta	8.1.2025
Elementary Teacher	M. Spears	8.1.2025
Elementary Teacher	K. Ward	8.1.2025
Music Teacher	E. Kavanaugh	8.1.2025
Music Teacher	E. VanWormer	8.1.2025

- Staffing Updates for ReGeneration Avondale: Salary Total = \$431,918.50

<b>Position</b>	<b>Name</b>	<b>Hire Date</b>
Director of Operations	R. Hannon	8.18.2025
Principal Fellow	G. Jackson	7.21.2025
Elementary Teacher	K. Jordan	8.1.2025
Elementary Teacher	N. Kendricks	8.1.2025
Elementary Teacher	I. Larkins	8.1.2025
Elementary Teacher	J. Stewart	8.1.2025

- Staffing Updates for ReGeneration Middle School: Salary Total = \$558,372.36

<b>Position</b>	<b>Name</b>	<b>Hire Date</b>
Director of Operations	R. Hannon	8.18.2025
Principal Fellow	C. Caldwell	7.28.2025
Principal Fellow	P. Harris	7.21.2025
Art Teacher	P. Blanchard	8.15.2025
Substitute Teacher	M. Gould	9.16.2025
Math Teacher	J. Davis	8.1.2025
Math Teacher	D. Jackson	8.1.2025
Math Teacher	C. Morgan	8.1.2025
Math Teacher	J. Whapham	8.1.2025

- Approve the following staff stipends:

Stipend Title	Campus	Stipend Amount	Payment Schedule	9/26/25 Payment
Principal Coverage	Bond Hill	\$34,000	4 installments	\$8,500
Principal Coverage	Bond Hill	\$31,000	4 installments	\$7,750
Relocation	Avondale	\$25,000	4 installments	\$6,250
Relocation	Middle School	\$25,000	4 installments	\$6,250
Building Sub	Middle School	\$10,000	2 installments	\$5,000

- School Policies & Resolutions
  - Annual Conflict of Interest Policy 2025-26
  - 2025-26 Student & Family Handbook
  - Governing Authority Bylaws

L. Moses made a motion to approve and adopt the Consent Agenda items as proposed for ReGeneration Bond Hill, ReGeneration Avondale, and ReGeneration Middle School. R. Blackwell seconded the motion.

4 votes in favor, 0 opposed, 0 abstained = **The board VOTED to approve the motion.**

## 8. Single School Resolutions

- October 3-Year Forecast Resolution

R. Blackwell made a motion to approve and adopt the October three year forecasts for ReGeneration Bond Hill, ReGeneration Avondale, and ReGeneration Middle School. M. Wallace seconded the motion.

4 votes in favor, 0 opposed, 0 abstained = **The board VOTED to approve the motion.**

RESOLVED, that the Board of Directors approves the October 3-year forecasts for the ReGeneration Bond Hill, ReGeneration Avondale and ReGeneration Middle School campuses.

- FY26 ODE Budget Resolution

M. Wallace made a motion to approve and adopt the FY26 ODE budgets for ReGeneration Bond Hill, ReGeneration Avondale, and ReGeneration Middle School. R. Blackwell seconded the motion.

4 votes in favor, 0 opposed, 0 abstained = **The board VOTED to approve the motion.**

RESOLVED, that the Board of Directors approves the FY26 ODE budgets for the ReGeneration Bond Hill, ReGeneration Avondale and ReGeneration Middle School campuses.

- September Monthly Financial Reports Resolution

R. Blackwell made a motion to approve and adopt the September monthly financial reports for ReGeneration Bond Hill, ReGeneration Avondale, and ReGeneration Middle School. L. Moses seconded the motion.

4 votes in favor, 0 opposed, 0 abstained = **The board VOTED to approve the motion.**

RESOLVED, that the Board of Directors approves the September monthly financial reports for the ReGeneration Bond Hill, ReGeneration Avondale and ReGeneration Middle School campuses.

- Ratification of the PEX Card Policy

L. Moses made a motion to ratify the PEX card policy for the new ReGeneration Avondale/ReGeneration Middle School Director of Operations, R. Hannon. R. Blackwell seconded the motion.

4 votes in favor, 0 opposed, 0 abstained = **The board VOTED to approve the motion.**

RESOLVED, that the Board of Directors approves the PEX card policy ratification for the ReGeneration Avondale and ReGeneration Middle School campuses.

## **9. Board Business**

Dr. J. Hackworth shared the following board business item for review:

- Fordham roles & responsibilities training

## **10. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, this meeting was adjourned at 5:40 pm ET.

Respectfully submitted,  
J. Bares

