



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 15, 2024 at 4:30 pm ET

Location:

ReGeneration Schools Avondale Campus
3595 Washington Avenue
Cincinnati, OH 45229

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
- Louise Stallworth

Directors Absent:

- Rosa Blackwell

Guests Present:

- Stacey Harvey, ReGeneration Schools CEO
- Barry Chambers, ReGeneration Schools CFO
- Jen Bares, Board Secretary

- Angela Kinney, Thomas B. Fordham Institute Representative
- Angela Montagna, ReGeneration Schools Chief of Staff (remote)

Meeting Minutes:

1. Call the Meeting to Order

J. Hackworth called a meeting of the board of directors of ReGeneration Schools to order on Tuesday, October 15, 2024 at 4:28 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 highlighting the following:

- Wins: Exceeded enrollment target at ReGen Middle School; New ReGen Bond Hill school leadership; Ohio State Test data; ReGen Avondale capital investments
- Challenges: Culture, RBH enrollment; transportation
- Priorities: ELA and math growth; staff retention and recruiting; student retention and enrollment; student joy

4. Spring Site Visit Report Overview

Angela Kinney, Fordham Institute representative, provided an overview of each campus' sponsor site visit report from spring 2024.

5. Academic Report

ReGen's CEO, S. Harvey, shared academic priority updates highlighting the following:

- Ohio State Test (OST) data
 - ELA - RMS 6th & 7th graders outperformed CPS Black students
 - Math - RMS 6th & 7th graders outperformed Black students in CPS and the state
 - Math - RBH 4th graders outperformed Black students in CPS and the state
- Ohio School Report Card
 - ReGen Bond Hill rating = 2.5 stars
 - ReGen Avondale rating = 1.5 stars
 - ReGen Middle School rating = 3.0 stars
- Academic updates
 - Prioritizing literacy interventions with a focus on guided reading and phonics

- Moved to iReady as our universal screener to provide data on present levels of performance in math and reading
- Weekly power practice quizzes for grades 3-8 began in Sept
- First round of interim assessments, which mirror the rigor and demands of the Ohio State Test, began the week of Oct. 13th.

6. Operations Update

ReGen's CEO, S. Harvey, provided operational updates highlighting the following:

- Talent/staffing updates
 - RBH = 89% hired (2 open roles - K & 1st co-teacher)
 - AES = 94% hired (1 open role - K co-teacher)
 - RMS = 86% hired (2 open roles - Math teacher & behavior specialist)
- Enrollment & enrollment verification
 - RBH = 237
 - AES = 144
 - RMS = 156
 - Total = 92% enrolled
- Attendance updates
 - RBH = 89%
 - AES = 86%
 - RMS = 85%
- Facilities & Transportation
 - Capital investments include: new soccer field, basketball court and outdoor classroom at Avondale campus

7. Treasurer's Report

ReGen CFO, B. Chambers, reported on the following and a full report was shared in the board packet

- YTD financial overview
- August YTD report
- October five year forecast

8. Finance Update

ReGen CFO, B. Chambers, provided additional financial updates that included the following:

- Financial sustainability
 - Enrollment and retention of students; staff retention; academic and operation changes; high quality funding eligibility
- ReGen Bond Hill lease

- With the refinance, the new monthly lease amount is \$5K less per month
- ReGen Bond Hill - Network loan agreement

9. 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, staffing changes and stipends.

Agenda

- Approve the agenda of October 15, 2024 - Combined ReGeneration Bond Hill, ReGeneration Avondale, ReGeneration Middle School board meetings (all three schools)

Minutes

- Approve minutes of May 21, 2024 - ReGeneration Bond Hill, ReGeneration Avondale, ReGeneration Middle School board meetings (all three schools)

Monthly Reports

- Accept and approve the August 2024 Treasurer's reports (all three schools)
- Approve the enrollment verification (all three schools)

HR - Staffing Changes

- Approve the hiring of the following staff members at each campus:



HR Staffing Updates: Approve ReGeneration Bond Hill New Hires

Position	Name	Hire Date	Position	Name	Hire Date
Director of Operations	J. Johnson	8/26/24	Elementary Teacher	A. McCullough	8/1/24
Dean of Students	M. Mingo	8/1/24	Elementary Teacher	J. Peters	9/17/24
PE Teacher	L. DeZee	8/1/24	Elementary Teacher	S. Robinson	8/1/24
Elementary Teacher	S. Deaton	8/1/24	Elementary Teacher	K. Simmons	8/1/24
Elementary Teacher	L. Duff	9/16/24	Elementary Teacher	K. Snyder	8/26/24
Elementary Teacher	J. Haynes	8/1/24	Elementary Teacher	L. Sullivan	8/1/24
Elementary Teacher	C. Held	8/28/24	Elementary Co-Teacher	D. Thomas	8/1/24
Elementary Teacher	G. Karle	8/28/24			

Salary Total = \$846,935.62

HR Staffing Updates: ReGeneration Avondale New Hires

Position	Name	Hire Date
Elementary Teacher	A. Ballinger	8/12/24
Elementary Teacher	S. Banks	8/14/24
Elementary Teacher	L. Bell	8/1/24
Elementary Teacher	N. Crawford	8/8/24
Elementary Teacher	S. Weaver	8/5/24
Elementary Teacher	M. Mallory	8/1/24
Elementary Teacher	J. Pennell	8/13/24
Elementary Co-Teacher	N. Lakes	8/1/24
School Social Worker	R. Wade	8/1/24
Case Manager	H. Endres	8/1/24
Behavioral Specialist	M. Whiting	8/14/24



Salary Total = \$615,198.12



HR Staffing Updates: Approve ReGeneration Middle School New Hires

Position	Name	Hire Date
Math Teacher	W. Mahone	8/1/24
ELA Teacher	S. Roland	9/3/24
Science Teacher	C. Gillett	8/1/24
Diverse Learner Teacher	K. Brown	8/1/24

Salary Total = \$215,051.98

HR - Stipends

- Approve the following stipends:



Approve ReGen Bond Hill Stipends

Stipend Title	Stipend Amount	Payment Schedule	9/20/24 & 12/13/24 Payment
Principal Work	\$30,000	3 installments	\$10,000
Principal Work	\$30,000	3 installments	\$10,000
Student Joy	\$3,500	2 installments	\$1,750

Approve ReGen Avondale Stipends

Stipend Title	Stipend Amount	Payment Schedule	12/13/24 Payment
Building Substitute	\$10,000	2 installments	\$5,000

Vendor Contracts

- Approve the following vendors at all three campuses for the 2024-25 school year:
 - JanPro- Janitorial services
 - Netdemics - Tech Support
 - Bright Star - School Nurse
 - J&J Education Consultants - PD & educational consulting

School Policies

- Approve the annual ReGeneration Schools Conflict of Interest Policy - ReGeneration Bond Hill, ReGeneration Avondale, ReGeneration Middle School board meetings (all three schools)

Dr. J. Hackworth made a motion to approve and adopt the Consent Agenda items as proposed for ReGeneration Bond Hill, ReGeneration Avondale and ReGeneration Middle School's monthly enrollment verification as of 10.15.2024.

L. Stallworth seconded the motion

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

10. Single School Resolutions

Dr. J. Hackworth presented the single school resolutions below:

Resolution - Approve the October five year forecasts for ReGeneration Bond Hill, ReGeneration Avondale, and ReGeneration Middle School

L. Moses made a motion to approve and adopt the October five 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**

Resolution - Ratify the approval of ReGeneration Bond Hill's PEX card policy for Director of Operations, J. Johnson

L. Moses made a motion to ratify the approval of the PEX card policy for ReGeneration Bond Hill Director of Operations, J. Johnson.

M. Wallace seconded the motion

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

Resolution - Approve the ReGeneration Bond Hill lease with a new monthly lease amount of \$19,342/month versus the prior lease amount of \$24,343/month.

L. Moses made a motion to ratify the approval of the PEX card policy for ReGeneration Bond Hill Director of Operations, J. Johnson.

L. Stallworth seconded the motion

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

Resolution - Approve the loan agreement between ReGeneration Bond Hill and the ReGeneration Schools network with the repayment plan outlined below:

RBH - CMO Fees to be Paid

- o FY25 - 1% - \$13,282
- o FY26 - 4% - \$53,126
- o FY27 - 15% - \$199,223
- o FY28 - 20% - \$265,630
- o FY29 - 25% - \$332,038
- o FY30 - 25% - \$332,038
- o FY31 - 10% - \$132,814

L. Stallworth made a motion to ratify the approval of the PEX card policy for ReGeneration Bond Hill Director of Operations, J. Johnson.

M. Wallace seconded the motion

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

11. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:15 pm ET.

Respectfully submitted,
J. Bares

Jennifer Bares