



**Explore Charter Schools Board Meeting Minutes–January 14, 2025**

Explore Charter Schools Board Attendees: Angie Brice Thomas, Kevin Bryant, Karen Annette Francois, Sha-Keema Griffin, Avni Gupta-Kagan, Shawn Jenkins, Anna Johnson, Lisa Lurie, and Orissa Pereira-Hamler.

Virtual: Lindsay Danon and Hank Mannix

ESI Board Attendees: Morty Ballen, Shawn Jenkins, Reshma Patel, and Jana Reed

Virtual: Brian Coad and Lindsay Matovich

Other Attendees: Efrat Kussell, Tracy Rebe, Ebony Staley, and Jeremy Thomas.

Meeting called to order at 6:02.

**Welcome**

Angie Brice and Reshma Patel started the meeting with a preview of the proposed changes to committees with a plan to vote on new committee assignments in February. Karen Annette Francois, CEO, shared reflections from the network's January teacher training on Monday, January 6, which included a performance from Explore's dance team and the launch of the network's term 2 work preparing students for the state assessments.

**CEO Deep Dive**

Tracy Rebe, Chief Schools and Operations Officer, shared an update on year-to-date staff attrition and a look at current vacancies. She also reviewed the 24-25 talent review strategy and the next steps for next year. In discussing year-to-date staff attrition, the board asked questions around hard to fill positions and how the schools are addressing the openings until they're filled. When reviewing the talent review data, the board discussed the process for norming the performance evaluation, where midyear departures fall in the performance distribution, the benefits versus time commitments of the process, and the pros and cons for sharing performance reviews with staff. Tracy closed the deep dive with the key priorities coming out of the performance review cycle. The board shared feedback on the priorities.

**Votes**

The Board conducted the following votes following the CEO Deep Dive.

Angie Brice motioned to approve the minutes from the ECSB board of trustees meeting held on December 10, 2024. Shawn Jenkins seconded the motion. The motion was unanimously approved.

ESI board approved the minutes from the ESI board of trustees meeting held on November 12, 2024.

Angie Brice motioned to approve the addendum to Explore Schools Fiscal Policies and Procedures. Shawn Jenkins seconded the motion. The motion was unanimously approved.

No public comment at 6:40 pm.

**Executive Session**

**ECSB Executive Session to discuss the medical, financial, credit, or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal, or removal of a particular person or corporation.**

Angie Brice motioned to go into executive session at 6:41 pm and invited ESI board members and members of ESI's cabinet to join.

Shawn Jenkins seconded the motion.  
The motion was unanimously approved.

Angie Brice motioned for the ECSB Board to come out of executive session at 7:07 pm.  
Shawn Jenkins seconded the motion.  
The motion was unanimously approved.

Meeting adjourned at 7:07 pm.