

Neighborhood Charter Schools
Minutes of the Meeting of the Board Trustees
November 20, 2025

A regularly scheduled meeting of the Board of Trustees (the “Board”) of Neighborhood Charter Schools (the “Education Corporation” or “NCS”) was held on November 20, 2025, at 411 Wales Avenue, Bronx, New York 10454, and via video. The meeting was called to order at 6:05 PM.

Trustees Present:

Heidi Baker
Morgan Jenkins
Wylie Fennell (via video)
Walter Rendon (via video)
Cliff Schneider

Trustees Absent:

Stephanie Hubbell

Others in Attendance:

Daniel McCormick
Michelle Santos
Michelle Rumph

Three (3) out of six (6) seated Trustees were in attendance in person and two (2) out of six (6) seated Trustees were in attendance via videoconference. All in attendance by video fulfilled the requirement of publishing their physical addresses of the location from which they were attending in advance of the meeting. Five (5) out of six (6) seated Trustees were present throughout the meeting, which constituted a quorum for the transaction of business at the meeting.

1. President’s Report

Mr. Schneider began the meeting by informing the Board that NCS has received the refund from the NYC Department of Finance for the property tax exemption retroactive to April 30, 2024 that was granted earlier this year for the building located at 691 St. Nicholas Avenue. He suggested that the funds could be used in part to invest in the growth of NCS and additional programming for students while keeping in mind future financial obligations related to the purchase of the building located at 411 Wales Avenue.

2. Welcome and Public Comment

Mr. Schneider invited public comments. No comments were received.

3. Approval of Minutes

A motion was made by Ms. Baker and seconded by Mr. Schneider to approve the minutes from the October, 2025 Board meeting and was unanimously approved.

4. Resolution Approving High School Expansion

Mr. Schneider recalled that the Board voted unanimously at the April 30, 2025 meeting to seek expansions of the Harlem and Bronx charters and open a Neighborhood Charter Schools High School. He stated that as part of the applications for expansions of the charters NCS is required to submit to NYSED a Board Resolution approving the requests.

A proposed Resolution Authorizing Expansion of Grade Levels to Include High School (Grades 9-12) was circulated to Board members to review in preparation for today's meeting and was read by Ms. Baker. A discussion ensued.

A motion was made by Mr. Schneider and seconded by Dr. Jenkins to adopt the Resolution No. 2025-002 Authorizing Expansion of Grade Levels to Include High School (Grades 9-12) in the form of Exhibit A and in accordance with the vote on April 30, 2025 and was unanimously approved.

5. Updated Key Design Elements and Resolution

Mr. McCormick and Ms. Santos informed the Board that as part of the applications for the expansions of the Harlem and Bronx charters and opening the Neighborhood Charter Schools High School there was a need to update the Key Design Elements for the schools to be inclusive of Grades 9-12. Revisions were made to all elements (Inclusive Classrooms, Co-Teaching Model, Rigorous Academics, Enrichment and Exploration, Social-Emotional Learning (SEL), Specialized Supports for Autistic Students, Extended Learning and Postsecondary Readiness, Family and Community Engagement, Data-Driven Instruction and Assessment and Professional Development) to reflect current practices in Grades K-8, address future practices in Grades 9-12 and presently used terminology. It was also noted that a Board Resolution approving the updated Key Design Elements is required for submission to NYSED.

A proposed Resolution for the Amendment of Key Design Elements to Reflect Expansion from Grades K-8 to Grades K-12 was circulated to Board members to review in preparation for today's meeting and was read by Ms. Baker.

A motion was made by Ms. Baker and seconded by Mr. Schneider to approve the Amendment of Key Design Elements to Reflect Expansion from Grades K-8 to Grades K-12 and was unanimously approved.

A motion was made by Mr. Schneider and seconded by Dr. Jenkins to adopt the Resolution No. 2025-003 Amendment of Key Design Elements to Reflect Expansion from Grades K-8 to Grades K-12 in the form of Exhibit B and in accordance with the vote on November 20, 2025 and was unanimously approved.

6. Executive Director's Report

Mr. McCormick asked Ms. Santos to provide an update from Operations. Ms. Santos reminded the Board that as previously discussed, the Board of Trustees meetings will shift from Wednesdays to Thursdays starting in January 2026 to accommodate Mr. McCormick's upcoming class schedule at NYU. She also mentioned that Regent Aramina Vega Ferrer and Dr. Lisa Long, the Executive Director of the NYSED Charter School Office will be visiting the Bronx campus on December 11, 2025 and invited Board members to attend.

The NCS Holiday Celebration will take place on Thursday, December 18th, starting at 6:00 pm. All Board members are invited to attend.

Ms. Santos stated that NCS is in the final stages to submit the applications for the High School expansion, which will be submitted next week through the state portal. Last week she and Jenn Lindsay met with the NYSED liaison, Brandy Marshall, to review the prepared materials prior to submission. Ms. Marshall was very impressed with the thorough information that was provided. As part of the application process, meetings were held on November 15 in the Bronx and November 18 in Harlem with parents of Grade 7 students, who are expected to be members of the founding class. The event provided families with more information regarding the vision for the High School and obtained their feedback in person and through surveys. These meetings also confirmed that there is a true need and desire for this type of program in the NCS community. Separate presentations are planned for Grade 7 students.

In terms of enrollment, for SY 25-26 Harlem is down one student and the Bronx is over by 6 students, with 100% enrollment in the ASD program. The applications for SY 25-26 are open and outreach to new families is taking place through new marketing efforts, community partnerships and school fairs. The first opportunity for engagement took place at the Marlene Meyerson JCC Special Education School Fair on November 13th, which was attended by Rachelly Crime, Senior Director of Network Operations and Enrollment and Elizabeth Schroeder, Director of Special Education. Efforts to support the NCS community have been led by Nadia Brown, Program Manager of Community Engagement and Belonging. These include launching the NCS Markets, which provided bags of groceries to families in response to the recent government shutdown and the increased strain on resources, professional development for staff on the topic of *The Power of Perspective* and a Leadership Summit including professional development for leaders on the topic *Starting with Us: Leading Through Accountability & Intentional Action*.

Mr. McCormick advised the Board that on November 19th NCS gave away 325 turkeys to families at both campuses immediately after dismissal in celebration of the upcoming Thanksgiving holiday.

Mr. McCormick stated that leaders from LeveragED visited the Harlem campus on November 10th, however they have not yet provided formal feedback under their School Health Assessment rubric. They met with Principal Jones, Assistant Principal Keitt and Director of Operations Newman, observed nine classrooms and provided informal feedback on academics, culture and operations. They will return in March 2026 for another visit. While LeveragED will not be visiting the Bronx, a similar School Health Assessment took place internally and the results were discussed at the Leadership Summit this week. The final ratings and next steps will be developed once the formal feedback for Harlem is received from LeveragED and examined.

Applications for the Seed Grant to the Charter School Growth Fund are due on December 4th. NCS is submitting an application for this program in relation to the High School expansion and LeveragED will put in a good word for NCS. If granted, the funding would come in June 2026. A proposal has been submitted for consultants Jenn Lindsay and Sung-Ae to continue working on the High School expansion through June 2026.

Aside from the upcoming visit by Regent Ferrer and Dr. Long, Mr. McCormick also engaged with Regent Shino Tanikawa from Manhattan on October 31st via Zoom and has invited her to visit the Harlem campus.

Mr. McCormick briefly reviewed the results from the recent ELA Interim Assessment taken by students in Grade 3-8. They showed that students performed similarly to the interim assessment they took last year, however it was noted that this year it was administered in October as opposed

to December. Finally, he reviewed attendance for the month of October, showing the current rate at 92.63%.

7. Finance Update

Mr. Rendon informed the Board that definitive budget numbers will be provided in December and that currently the budget is higher than projected despite accounting for a ceiling of 19.7% increase in potential expenditures due to the switch from fully insured to self-insured status in health benefits. He indicated that with cash flow in the positive maximizing it

Mr. McCormick confirmed that NCS is officially transitioning to self-insured health plan with the announcement having been made to staff on November 5th or 6th. Open enrollment will begin on Monday, November 24 on Paylocity, and all staff will be required to log on and make their selections. Any benefits accrued in My Rewards under the old plan will expire at the end of December. Dental and vision benefits will remain with Anthem for now. In addition, NCS provided an increased retention bonus to all qualifying employees on November 14th that is comparable to that provided by the NYC DOE to its employees, as well as continuing with the longevity bonus program for staff who have been with NCS for 5+ years.

Mr. Schneider stated that due diligence is now taking place for the purchase of the 411 Wales Avenue building, including an appraisal of the building to determine the economic life of the ground lease for the tax-exempt bond.

Ms. Rumph reported that the Board of Trustees of Friends of NCS (FONCS) will have its meeting in January, at which time Dr. Jenkins and Ms. Baker will be presented for election to their Board.

8. Executive Session

A motion was made by Ms. Baker and seconded by Dr. Jenkins to enter into executive session to discuss confidential student and personnel matters and was unanimously approved. No votes were taken during the session. A motion was made by Dr. Jenkins and seconded by Mr. Rendon to exit executive session and was unanimously approved.

9. Adjournment

There being no further business, Ms. Baker made a motion which was seconded by Dr. Jenkins to adjourn the meeting and the motion was unanimously approved. The meeting was adjourned at 7:26 pm.

Respectfully submitted,

Heidi Baker

I, Heidi Baker, the duly qualified Secretary of Neighborhood Charter Schools, a New York education corporation, do hereby certify that I reviewed these Minutes, and that the above is a true and complete copy of the Minutes of the meeting of the Board of Trustees of the said corporation held on November 20, 2025.

Dated: November 20, 2025