

Neighborhood Charter Schools  
**Minutes of the Meeting of the Board Trustees**  
March 26, 2026

A regularly scheduled meeting of the Board of Trustees (the “Board”) of Neighborhood Charter Schools (the “Education Corporation” or “NCS”) was held on March 26, 2026, at 411 Wales Avenue, Bronx, New York 10454, and via video. The meeting was called to order at 6:01 PM.

**Trustees Present:**

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

**Trustees Absent:**

None

**Others in Attendance:**

Daniel McCormick  
Michelle Santos  
Alicia Etienne  
Julia Redavid  
Jasmine Keitt  
Tia Webb

Three (3) out of six (6) seated Trustees were in attendance in person and three (3) 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. Six (6) out of six (6) seated Trustees were present throughout the meeting, which constituted a quorum for the transaction of business at the meeting.

**1. Welcome and Public Comment**

Mr. Schneider invited public comments. Ms. Webb, a parent of Scholars at the Harlem campus, made the following comments:

- Multiple parents would like to attend the Board of Trustee meetings via video and requested that the Zoom link be made more available to families along with the dates and times for the meetings;
- There is a lot of activity with regards to High School planning and correcting the Charters but she would like for the Board to make sure that K-8 is not forgotten in the process;
- Parents would like to provide their points of view and there should be an opportunity for them to share their thoughts with the Board; and
- Ms. Webb found out this week that the Bronx does not have Grade 8.

Mr. McCormick stated that updates on High School planning are coming in “fast and furious” and that work is taking place to make sure that there is a seamless transition from K-8 into Grades 9-12. Ms. Santos further expanded that NCS will continue to engage families in the planning process.

Mr. Schneider thanked Ms. Webb for her comments.

## **2. Approval of Minutes**

A motion was made by Ms. Baker and seconded by Dr. Jenkins to approve the minutes from the February 26, 2026 Board meeting and was unanimously approved.

## **3. President’s Report**

Mr. Schneider stated that there are no specific news to report this month.

## **4. High School Placement Presentation**

Mr. McCormick introduced Ms. Etienne and Ms. Redavid to inform the Board about the high school placements obtained by the NCSH Class of 2026. Aside from the presenters, the team that helped the 8<sup>th</sup> Grade Scholars with their applications this year included Kara Singleton, Director of Middle School Academics and Strategic Initiatives and teachers Joy Edem (Math) and Warner Williams (ELA). Mr. Millberger helped with a Scholar’s music audition for LaGuardia High School.

The Class of 2026 achieved impressive results after applying to various Specialized, Private/ Boarding, top Public, and Catholic high schools. Six (6) Scholars were offered seats at several of NYC’s Specialized high schools, six (6) were offered seats to Catholic high schools, and two (2) were offered seats to either a private or boarding school with scholarships. 74% of the class received their first choice NYC DOE school, which is an increase of 7% from 2025; 92% received one of their top three NYC DOE school choice; 88% of Scholars with an IEP received their first choice NYC DOE school; and 86% of autistic students received their first choice of NYC DOE school.

## **5. NCS Discipline Policy Updates Presentation**

Mr. McCormick introduced Ms. Keitt, Assistant Principal of Culture in Harlem, to provide information on the work that is taking place with Mr. Edouard, Assistant Principal of Culture in the Bronx, and one of the outside consultants from Sage Pathways to align Culture and Discipline across both campuses and in preparation for opening the NCS High School. It has been determined that the updated LIGHT values will be the North Star for the work. Three priorities have been identified: (1) Anchor all culture systems to the LIGHT values; (2) Find space and time to teach and reinforce LIGHT aligned behaviors and (3) Clarity and consistency on setting Positive Behaviors Intervention Systems. Separate rubrics will be developed with these priorities in mind and with input from Scholars, staff and families per grade band: K-2, 3-5 and 6-8.

During today’s Professional Development session for leaders the adult rubric was discussed through workshop scenarios. The next steps in this process will involve aligning the leadership teams (other Assistant Principals and Deans) at both campuses on the K-8 culture vision and systems, finalizing the PBIS framework and LIGHT aligned curriculum structures and metrics, and prepare training and implementation for staff rollout this coming Summer.

According to Brandy Marshall, the NYSED liaison for NCS, the Board will need to vote on the rubric once it has been finalized and is expected to be implemented beginning in SY 2026-2027.

## 6. Executive Director's Report

Mr. McCormick asked Ms. Santos to provide an update from Operations. Ms. Santos informed the Board that the NCS calendar for SY 2026-2027 has been shared with families and staff. In terms of High School planning, Brandy Marshall expressed to NCS that the Charter Expansion applications will hopefully be on the agenda for a vote when the Board of Regents meets in April. In the meantime, visits are taking place to potential incubation locations, with a former KIPP building on Gerard Avenue in the Bronx being the most promising site thus far. NCS is searching for a site that does not require any structural changes so that branding can be the focus for the High School.

Ms. Santos and Mr. McCormick attended a webinar on governance through the Charter Center in partnership with the Lawyers Alliance, which focused on bylaws and conflict of interest policies. Enrollment for SY 2025-2026 has decreased slightly in Harlem however the Bronx remains over budget. The lottery for SY 2026-2027 will take place on April 2, 2026. Events celebrating the contributions of women and girls took place across NCS including the second annual Women's Banquet that included performances by Scholars from both campuses. Middle school female Scholars received a "Bloom & Shine" bag as a small affirmation gift meant to help them feel special, seen and valued. The Staff Book Club continues with the reading and discussion of *Parable of the Sower* by Octavia E. Butler. In addition, the Harlem campus hosted an information session for the New York City Landmarks Preservation Commission that provided property owners in the surrounding historic districts with information and resources.

Mr. McCormick discussed the visit last Tuesday by representatives from the Charter Center Growth Fund as part of the SEED grant semi-final consideration. They visited Harlem in the morning and the Bronx in the afternoon, and overall they provided good feedback. They will now take the glows they observed to their funders for further deliberation. The Bronx midterm charter visit took place this afternoon with Brandy Marshall. As part of the visit Mr. McCormick and Jermaine Ottey, Director of Human Resources, reviewed the plan to increase the number of certified teachers with her.

Today at 4:30 pm Mr. McCormick learned that NCS has been awarded a Literacy Grant by the Charter Literacy Consortium for SY 2026-2027. The \$250,000 grant includes a partnership with an external vendor for Professional Development to help raise Scholar achievement in reading and writing in the Upper Schools. Assuming that NCS is able to attain their metrics for growth there is a possibility that they will grant \$250,000 for the following two school years.

The process to hire for the positions of Chief Academic & Schools Officer (CASO) and Founding High School Principal is underway with Edgility. The CASO position is in the semifinal round, with five interviews taking place next week with Mr. McCormick, Jenn Lindsay and Edgility. On April 27 it is expected that the three finalists for the position will be invited to meet with Board members. As to the High School Principal it is expected that the position will be filled closer to Memorial Day. Hiring has begun for the Special Education positions, with Elizabeth Schroeder as the Managing Director of Special Education and Chastidy Perez, a current Coordinator at the Bronx taking over the position of Bronx Director of Special Education.

The NCS Leadership Pipeline Program has been launched, with the next meeting for the 13 participants taking place on Monday. During their last session the aspiring leaders took part in the Insights Discovery program to learn who they are and how they interact with colleagues in a work

setting. The partnership with attorney Dwayne Andrews from Murmuration has begun. He has scheduled several meetings in April with NYC DOE officials about the ASD allocation and will provide an update to Mr. McCormick after Spring Break.

Finally, Mr. McCormick highlighted the Principal Reports as to instruction and events taking place at both schools.

**7. Finance Update**

Reference was made to the finance materials that were distributed to Board members in preparation for today's meeting. The first draft of the NCS budget for FY 27 is being drafted. The materials show that NCS has 143 days/ 4.7 months of cash on hand, representing a strong and stable financial position.

**8. Executive Session**

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

**9. Adjournment**

There being no further business, Dr. Jenkins made a motion which was seconded by Ms. Baker to adjourn the meeting and the motion was unanimously approved. The meeting was adjourned at 7:56 pm.

Respectfully submitted,

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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 March 26, 2026.

Dated: March 26, 2026