

# Academy of Health Sciences Charter School

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## Board Meeting Minutes – February 23, 2026

**Present:** Erika Dooley, Kevin Overton, Kevin Railey, Robert Hoggard, Mario Urso, Michele Lawrence, Wendy Ferrer

### Call to Order

The meeting was called to order by Michele Lawrence.

A motion was made by Kevin Overton and seconded by Kevin Railey to approve the January board minutes and finance report. The motion passed unanimously.

### Principal's Report

Wanda Perez-Brundage presented the results from the Fall Teacher Insight Survey administered by TNTP. The survey achieved an 88% response rate (23 of 26 teachers). Overall results were among the highest in school history.

#### Key Highlights:

- Strong performance in hiring process, teacher compensation, learning environment, workload, school operations, family engagement, and instructional planning.
- Areas below average included instructional planning for student growth, academic expectations, belonging, and career progression but still demonstrated higher ratings over previous surveys/
- Belonging indicators showed slight declines in “feeling like I fit in” and “being my authentic self,” though other related indicators improved.
- The Instructional Culture Index reached its highest level to date.
- Teacher Retention responses included 87% plan to return for at least one year, 83% plan to return for two or more years, 66% plan to return for four or more years.
- Workload: Teachers reported an average of 45 hours per week, considered reasonable relative to expectations but of course, the board did acknowledge the emotionally taxing nature of the work and therefore, breaks and vacation days are necessary and supportive to staff.
- Retention Strategies: 74% of teachers reported experiencing two or more retention strategies, above the national average of 60%.

### Finance Report (Presented by Mario Urso)

The school maintains a strong financial position with an improving balance sheet.

Equity increased by approximately \$112,000 in December.

Enrollment remains below budget projections (approximately 385 vs. 420 students), impacting revenue.

Expenses are well managed and remain under budget.

The net financial position is currently aligned with budget projections.

- Special Education Funding:
- Projected revenue could increase significantly (from approximately \$474,000 to \$982,000).
- Final approval expected May 2026; conservative estimate of ~\$600,000 used for planning.
- The school will remain conservative in spending until funding is confirmed.

Cash on Hand & Debt Covenant: Requirements are being met under all financial forecast scenarios.

### **Executive Session & Adjournment**

A motion was made by Michele Lawrence and seconded by Kevin Overton to enter executive session under personnel rationale.

Michele Lawrence moved to adjourn the meeting at 6:31 PM.