



# Urban Pathways

## K-5 College Charter School

### BOARD OF TRUSTEES MEETING

Wednesday, January 15, 2025 - 6:00 PM

<https://www.zoom.us/join> | Meeting ID: 876 1802 9749 |

#### Call to Order

The meeting was called to order at 6:10pm by Starr Green, Board Chair.

#### Roll Call

##### Present:

- Marita Bradley
- Brandon D. Coney
- Cesquinn Curtis
- Starr Green
- Corey Sage

##### Absent:

- Arnie Chisom
- Dennis Henderson

#### Public Comment

No public comments were made.

#### Approval of Agenda

**Motion:** - **Motion:** Starr Green motioned to approve the agenda.

**Seconded by:** - **Seconded by:** Marita Bradley

- **Discussion:** None
  - **All in Favor:** Unanimous approval
- Motion Approved**

#### Approval of November Meeting Minutes

**Motion:** Cesquinn Curtis

**Seconded by:** - **Seconded by:** Corey Sage

**All in Favor:** Unanimous approval

**Motion Approved**

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### CEO Report

#### I. Overview and Key Highlights

- **Enrollment:**
  - Current enrollment is 299 students, a decrease from last year.
  - Transportation issues have been identified, and process improvements are underway.
  - Increased interest in grades 1 and 4; decreased interest in K, 2, and 3.
- **Staffing Updates:**
  - Two new hires: Ms. Dainna Gray (Counselor) and Ms. Jaime Alexander (Paraprofessional).
  - Staff retention remains strong at 92%.
  - January 3rd professional development covered the new Vision & Mission Statement, organizational structure changes, and a new Behavior Matrix.
- **Financial Health:**
  - Net Income for December: \$51,161; YTD Net Loss: (\$60,421), aligned with budget expectations.
  - Revenue was \$702,884, which was below budget by \$29K due to decreased enrollment.
  - Expenses were below budget by \$53K.
- **Facilities & Operations:**
  - Winter maintenance cycle completed, including HVAC inspections and painting.
  - Ongoing safety drills with improvements identified.
  - Awaiting city approval for a 5th & 6th floor variance for expansion; alternative renovations being considered.
- **Community Engagement & Partnerships:**
  - Parent participation is at its highest in four years.
  - Monthly CEO video messages and Robocall system will enhance communication.
  - New partnerships in discussion for coding workshops and LEGO STEAM programs.
  - PAC relaunch planned with two fundraisers before year-end.

#### II. Key Challenges & Areas for Attention

- **Student Behavioral Health:** Increased emotional distress among students; external consultant hired to assess expanded counseling services and mindfulness programs.
- **Teacher Workload:** Adjustments made to schedules to accommodate more structured planning and collaboration time.
- **Statewide Testing Preparation:** Exploring tutoring options to support students in high-stakes testing.

#### III. Strategic Initiatives & Upcoming Goals

- **Curriculum Development:** Full implementation of the Innovamat Math Curriculum, with additional support for grades 3-5.
- **Teacher Recruitment:** Expanding hiring efforts beyond local markets with new recruitment platforms.
- **Technology Integration:**
  - Rollout of new Chromebooks for a 1:1 student-device ratio starting January 20.
  - Exploring UKG for workforce and HR management solutions, with a proposal to be presented to the board.

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### Personnel Report

#### Personnel Report Approval

Motion to Approve: Marita Bradley

2<sup>nd</sup> Motion: Cesquinn Curtis

### Financial Report

#### November Financial Report – Presented by Corey

- The school is adjusting financially due to the loss of ESSER funding.
- While cash on hand has decreased, this is part of planned budget adjustments.
- The school remains financially stable and is proactively managing this transition.
- No significant concerns were raised regarding the November financials.

#### December Financial Report – Presented by Treasurer Corey Sage

- The school is transitioning its financial strategy, including staffing, consulting, and internal auditing.
- Investments are being reviewed to ensure liquidity for upcoming projects.
- There is a temporary increase in accounts receivable due to delayed payments from other school districts, but this is not considered a major concern.
- Legal and accounting teams are actively addressing collection efforts.

#### Budget Revisions – Discussion Led by Vice President Cesquinn Curtis

- The Finance Committee recommended a mid-year budget revision to better align financial reports with current spending.
- The revision will prevent the appearance of overspending across categories due to reallocation of funds (e.g., hiring a nursing consultant instead of a full-time nurse).
- Omnibus, the financial consultant, is expected to take the lead on necessary budget adjustments.

#### Motion to Approve Financial Reports

Motion: - Motion: Cesquinn Curtis

Seconded by: - Seconded by: Marita Bradley

Motion Approved

### Principal's Report

Presented by: Ashlee Anthony

- **2024-2025 Goals:**
  - 80% of students will attend 90% of the time.
  - 80% of students will show growth in Reading/Math according to the MAP benchmark.
  - 35% of 5th grade students will score Proficient or Advanced on the Science PSSA.

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- **Panther Pride:**
  - 114 students earned perfect attendance in November, and 144 students in December.
  - Secured enough donations to send a gift home with every child on December 20th.
  - Successful professional development day for staff on January 3rd.
- **Panther Progress:**
  - First round of formal teacher observations to be completed by the end of the week.
  - Middle of the Year benchmarks begin next week and continue until early February.
  - Updated attendance data: November ADA - 79% (impacted by low attendance post-Thanksgiving and district delays); December ADA - 78%.
- **Panther Priorities:**
  - Implemented new Behavior Matrix; introduced to staff (Jan 3), students (Jan 13), and parents (Jan 15).
  - Currently 5 academic vacancies.
- **Discipline Incident Data:**
  - 44 out-of-school suspensions, mostly for disorderly conduct or physical altercations.
  - 3 major infractions:
    - One 10-day suspension for a weapon incident (student withdrew).
    - Vape-related offenses resulted in 3-day suspensions for first offenses.

### Board Committees Formation & Strengthening

#### Approval of Committee Structure

**Motion:** Corey Sage

**Seconded by:** Marita Bradley

**All in Favor:** Unanimous approval

#### Committees Established:

1. **Executive Committee** – Oversees governance, strategic planning, and accountability.
2. **Student Success Committee** – Focuses on academic and social growth.
3. **Finance & Administration Committee** – Ensures financial sustainability and compliance.
4. **Capital & Facilities Committee** – Manages infrastructure and long-term planning.
5. **Governance, Audit & Compliance Committee** – Ensures legal compliance and audits.

### Policy Review & Approval

#### Policies Approved:

- Cell phone policy
- Classroom parties policy
- Early dismissal policy
- Parent meeting requests policy

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### Motion to Approve All Four Policies

- **Motioned by:** Marita Bradley
- **Seconded by:** Cesquinn Curtis
- **Vote:** Unanimously approved

### Student Success Committee Report

- Established a vision for student success with defined yearly outcomes.
- Identified priorities and set 30-60-90 day goals.
- Developed student achievement metrics focusing on growth and academic performance.
- Discussed engagement strategies, including community and family involvement.
- Introduced the attendance specialist role to improve student retention.

### Executive Session

#### Motion to Enter Executive session:

- **Motioned by:** Cesquinn Curtis
- **Seconded by:** Marita Bradley
- **Vote:** Unanimously approved
- **Motion Approved**

### New Business & Important Dates

ADJOURNMENT

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