



**MINUTES
TIGER ACADEMY BOARD OF DIRECTORS MEETING**

**Thursday, December 11, 2025
11:00 A.M.- 1:00 P.M.**

Tiger Academy
Media Center
6079 Bagley Road
Jacksonville, FL 32209
Or

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Meeting ID: 241 118 792 604 63
Passcode: ix2tp3vj

The December 11, 2025, meeting of the Board of Directors of Tiger Academy was called to order at 11:01 a.m. by Ted Baker, Chair. Lauren Gibbs, executive director, gave the inspiration.

Board members in attendance were Ted Baker, John Baker, Lawrence Dennis, Kristen Surface, Susan Golden, Peggy Bryan, John Lock, Rudy Jamison, and Ken Tinning. Board Members absent were Coretta Hill, Jannet Walker-Ford, Eric Mann, Eric Green, and Nicole Thomas. Staff members in attendance were Lauren Gibbs, Carly Moresco, Easter Brown, Tonia Fuller, Olivia Smith, Penny Zuber and Jessie Didier. Parent representative Khoices Stringfield was present. DCPS Charter office staff Meghan Lee was present.

Ted Baker called for the approval of the minutes from September 2, 2025, Board Retreat. John Baker moved to approve the minutes, and Susan Golden seconded the approval. The minutes were approved by the board unanimously as submitted.

Easter Brown, school principal, gave an update on staffing and student enrollment numbers. She also gave an update on 2025-2026 school performance goals and Progress Monitoring 2 student data. There was a lengthy discussion about the PM2 data and concern was expressed by the Board about the low number of students in grades 3-5 who are proficient in reading and math. The 4th grade scores particularly concerned the Board. There were discussions about increasing incentives for students and parents to attend tutoring and Saturday school. There was discussion about the student behaviors particularly of the male students in 4th grade. Dr. Brown shared about the boys mentoring group she has started, and various male Board members expressed interest in participating. The Board emphasized the importance of using the dismissal policy that was put into place for students with chronic misbehaviors. Rudy Jamison suggested connecting with the tutors at Read USA as an extra level of support. There was also discussion about teachers who are not performing their jobs. Mr. Dennis recommended there be a visual of student/class performance to encourage student growth and higher performance.

Following the principal update, Jessie Ferrara provided an update on current 5th grade middle school meetings and Tiger alumni.

Lauren Gibbs, executive director, gave updates on the teacher incentive programs including hourly employee stipends, growth plans, and professional development stipends. At this time, 9 teachers have taken advantage of the professional development stipend. Lauren also provided updates on: United Way grant; school events such as the Thanksgiving food pantry, Christmas store, and family Christmas gifts; Charter School Conference; school visits by DCPS school board members, Tiger volunteers, Administrator professional growth plans, Leadership Jax Education Day panel, and 3rd grade teacher Lydia Lee winning the UNF Gladys Rodenberry Award. Following the executive director's update, Lauren Gibbs excused herself to take part in the Leadership Jax Education Day panel.

John Baker, Chair of the Fundraising Committee, provided a 2025-2026 fundraising update. The campaign goal is \$1,500,000. As of 10/31/25 \$267,000 has been raised. We are 18% on the way to the annual goal. 35% of Tiger Board members have given during FY 26. The end of Year Appeal has been sent out. John and Ted signed and sent approximately 130 letters to donors. Olivia Smith, YMCA of Florida's First Coast Development senior director, shared that we had our first prospect tour in October. The Board discussed the follow-up to the tours and that the next tour will be held February 20th. A calendar invite and a digital invitation will be sent out to the Board following the Board meeting so that Board members can begin inviting guests. Olivia went on to discuss stewardship updates and the Board and Staff social during the week of May 4th.

Committee reports were called for next. The Governance Committee update was given by Susan Golden, Chair. Mrs. Golden presented the 4-week teacher's letters for Amy Blake, Diamond Benton-Webb, and Jasmine Silas and the out-of-field letter for Ashley Fields. The Board approved these teachers unanimously. Mrs. Golden then presented the proposed projection numbers for the 2026-2027 school year. The projection is 215 students K-5 and 40 students Pre-K. The Board unanimously approved the projected enrollment numbers for the 2026-2027 school year.

Ted Baker, chairman of the Finance Committee, asked Easter Brown and Carly Moresco to review the financials as of October 31, 202d. A motion was made by John Baker and seconded by Lawrence Dennis for approval of the financial statements as reported. The motion was unanimously approved.

There being no further discussion or public comments, and the meeting was adjourned at 1:06 PM.

Respectfully Submitted,

Lauren Gibbs, Executive Director

Approved:

A handwritten signature in black ink, appearing to read "Edward J. Baker". The signature is written in a cursive style with a horizontal line at the end.

Ted Baker, Board Chair

