



Minutes  
Tiger Academy Board of Directors Annual Retreat  
Tuesday, September 2, 2025- Tiger Academy and TEAMS  
11:00 a.m. – 1:30 p.m.

The annual retreat for the members of the Tiger Academy Board of Directors was held Tuesday, September 2, 2025, at Tiger Academy and using Teams.

Ted Baker, Chairperson of the Board, called the meeting to order at 11:04 a.m.

Board members in attendance were Ted Baker, John Baker, Lawrence Dennis, Susan Golden, Eric Mann, Coretta Hill and Rudy Jamison. Peggy Bryan attended the meeting virtually. Board members not in attendance were Jannet Walker-Ford, John Lock, Nicole Thomas, Kristen Surface, Eric Green, and Ken Tinning.

Community members in attendance were Charles McWhite as well as Tiger Academy alumni and families of former Tiger Academy scholars. These alumni and their families were presented with Tiger Alumni scholarship awards.

Staff members in attendance were Lauren Gibbs, Stephanie Jackson, Easter Brown, Tonia Fuller, Olivia Smith, Carly Moresco, Penny Zuber and Jessie Didier.

Mr. McWhite, former Tiger principal, and Jessie Ferrara, Student Support Services Coordinator, presented the 2025 Tiger Alumni Scholarship awards including the Edward Moore Scholarship award.

The minutes from June 3, 2025, and August 7, 2025, board meetings were presented for approval. John Baker made the motion, Eric Mann seconded the motion, and the minutes were approved unanimously.

Ted Baker, Chairperson of the Finance Committee, asked Easter Brown, Principal, to present end-of-the-year financials for 2024-2025 school year. Carly Moresco, Vice President of Finance for YMCA of Florida's First Coast, presented the consolidated balance sheet as well as the updated 2025-2026 school budget. Board members asked questions about the reports after they were presented. There was discussion about the increase in cost for teacher salaries. This is due to fewer vacancies as well as the new incentive programs that will be rolled out this year. The Board approved the performance bonuses for all returning teachers who received a "Highly Effective" rating during the 2024-2025 school year. Chairperson Baker requested approval of the end-of-the year financials and proposed for 2024-2025, as well as the updated 2025-2026 budget.

Susan Golden motioned to approve the documents, and Coretta Hill seconded the motion. The end-of-the year financials and proposed 2025-2026 budget were approved unanimously as submitted.

The Board discussed a date for the 2024-2025 financial audit presentation. The meeting date and time was set for Monday, September 29, 2025, at 11:00 a.m. using TEAMS. Lauren Gibbs, Executive Director of Tiger Academy, will send the calendar invite, and Carly Moresco will forward it to the audit firm.

John Baker, Chairperson of the Fundraising Committee, and Olivia Smith, Director of Development for the YMCA, provided the results of the 2024-2025 fundraising campaign, including total amount raised, scholarships, gifts, and pledge payments. The fundraising goal for the 2025-2026 school year is \$1.5 million. As of August 31<sup>st</sup>, 2025, 7% of the goal had been reached. The scholarship fund currently has a balance of \$28,018.00. This fund supports tuition at Bolles and Episcopal, as well as alumni scholarships. Board giving for the 2025 fiscal year was at 72%. The goal is to have 100% of Board members contribute.

Olivia Smith discussed various fundraising strategies for the 2025–2026 school year, including targeted appeals and board relationship mapping to encourage new donors. She also discussed intentional thank-you strategies for current donors. The Board considered hosting a fall donor event at the school, using an “Open House” format. Ms. Smith also shared upcoming events, including Drivers of Change scheduled for November 3, 2025, at Timuquana Country Club, and Feeding Northeast Florida Community Pantry on November 25, 2025, at Tiger Academy. Each board member was asked to submit three names of potential new donors. Olivia will coordinate school visits with individual board members, guests, and Lauren.

After a break for lunch, Susan Golden, Chairwoman of the Governance Committee, provided updates. The first item discussed was the commencement of terms for board members. Eric Green and John Lock are up for renewal of their three-year terms. Next, the committee reviewed nominations: John Lock was nominated as Vice Chair of the Curriculum Committee, and Rudy Jamison volunteered to be Vice Chair of the Governance Committee. All other committees will remain unchanged. Ms. Golden then discussed the 2025–2026 Board meeting dates, the Board contact list, and the Board of Director’s notebook.

Susan Golden shared the Tiger Academy Board Member Commitments document and the 2025-2026 Conflict of Interest Statements. Both documents were reviewed, and board members were asked to complete and send or give them to Lauren Gibbs. An Out of Field Letter for Jemaris Newman, fifth grade teacher, was presented to the Board. The approval of the Florida Consortium of Public Charter School 2025-2026 evaluation tool was brought to the Board for approval.

Susan Golden called for a consent agenda for the items requiring board approval: board member terms; committees and members; FCPCS teacher evaluation tool; and out of field teacher Jemaris Newman. John Baker made a motion to approve the consent agenda. Rudy Jamison seconded the motion. The consent agenda was approved unanimously.

Jessie Ferrara, Tiger Academy Support Services Director, presented alumni data. This data included sixth grade, middle school and high school placements. Ms. Ferrara stated that most Tiger alumnus go on to a DCPS dedicated magnet schools. Ms. Ferrara shared graduation data for the 2025 Tiger alumni class.

Easter Brown gave the Principal's Update. She began with staff updates. There is currently a 2<sup>nd</sup> grade teaching position available. Dr. Brown shared student enrollment data. There are currently 239 Pre K- 5 students enrolled at Tiger with the most openings in the fourth and fifth grades. Next, school accountability data including 2025 F.A.S.T. proficiency data and the 2026 school improvement goals were shared.

Dr. Brown discussed the 2025-2026 School Improvement Plan goals, highlighting the areas of focus and specific strategies (small group instruction in ELA, Math, and Science; Instructional practices related to Benchmark-aligned instruction; ESSA subgroups relating to students with disabilities). Each of the School Improvement Plan areas of focus were discussed and strategies/interventions described.

Lauren Gibbs provided an update on three new teacher incentives and retention initiatives. She also discussed the new administrative structure and provided descriptions of roles and responsibilities for each member of the administrative team (Executive Director, Principal, Assistant Principal, Director of Curriculum and Instruction). Dr. Gibbs concluded by providing an update on the new student dismissal policy recently adopted by the Tiger Board.

There being no additional business or public comments, the meeting concluded at 1:18 p.m.

Respectfully submitted,

Lauren Gibbs, Executive Director

Approved:

A handwritten signature in black ink, appearing to read "Ted Baker", written over a horizontal line.

Ted Baker, Board Chair  
Tiger Academy