# Board Meeting Meeting Minutes
# July 21, 2026
# 79 West Monroe

## Agenda

1. Public Comment – Jim Frank
2. Approval of Minutes – Jim Frank
3. Review of End of Year Academic Data – Greg Jones
4. Postsecondary Committee Update – Ryan Everett
5. Hiring Update – Ellen Andrews
6. Governance Report – Jim Palos
7. FY 26 Budget Update – Justin Manly
8. Future Leaders Report – Melissa Zaikos
9. Open Items – Jim Frank
10. Adjournment – Jim Frank

**Attendance**

Board members in attendance: David Epstein, Jim Frank, Nancy Jimenez, Laura Jozwiak, Justin Manly, Harriet Meyer, Jim Palos, Josh Tolman
Board members on the phone: Greg Jones
Staff in attendance: Ellen Andrews, Ryan Everett, Ami Gandhi, Katie Jacobs, Tim Ligue, Rose Traubert, Michelle Trojan, Lucy Weatherly, Melissa Zaikos

**I. Opening + Public Comment - Led by Jim Frank**

The meeting was called to order by Jim Frank. Began at 7:33 am. No guests or public comments.

**II. Approval of Minutes - Led by Jim Frank**

Jim Frank asked for approval of the May 5th, 2026 meeting minutes. David Epstein moved to approve. Josh Tolman seconded the motion. Board members unanimously approved.

**III. Review of End of Year Academic Data – Greg Jones**

**Key Observations in Intrinsic Data**

- Students with a high GPA (3.5+) show very high success rates in postsecondary education. HS GPA data is a useful predictor for success at specific colleges, particularly Dominican University and the University of Illinois at Chicago (UIC).
- Intrinsic is doing a good job of increasing both AP access and AP pass rates. The board discussed specific courses with highest success and those that can be improved.

- Discussed ACT strengths and areas for growth. Overall, we need improvement in math proficiency and growth. Both principals have a plan for improving math outcomes that will be discussed more at a future meeting.

**IV. Postsecondary Committee Update – Ryan Everett**

- More than half of Intrinsic alumni attend the same 15 colleges. This concentration offers a strong opportunity to develop targeted partnerships and improve student support at these institutions, leveraging the Intrinsic Scholarship.
- Discussed an interest in tracking all students and not just scholarship students. Melissa interjected and suggested that we should remain focused on the largest number of our students but agreed that we could consider having parent ambassadors engage in family discussions for alumni.

**V. Governance Update**

Justin Manly made a motion to approve the renewal terms of David Epstein. Jim Palos seconded the motion. Board members unanimously approved.

**VI. Hiring Update – Ellen Andrews**

Filled 23 positions: 13 Downtown, 9 Belmont, and 1 shared across campuses. 14 positions still open. Recruitment efforts this season focused more on out-of-state candidates and teacher prep programs. The referral bonus was expanded to include Parent Ambassadors. We will maintain active postings for hard-to-fill positions and are hopeful we will be fully hired by September 1st. New hires breakdown: 6 from staff referrals, 2 from university career fairs, 2 from networking calls, 5 sourced on Indeed, 1 TFA, 1 Social Media, 6 Direct Apply.

**VII. FY 26 Budget Update – Justin Manly**

Katie Jacobs presented a balanced budget for the 26-27 school year based on current student enrollment projections and staffing across both campuses. Katie also reviewed the revised CPS financial metrics for charter school renewals and was able to report Intrinsic currently meets all 8 metrics under the new guidelines. The board asked for semi-annual projections regarding this matter as Belmont is currently on a four year renewal. Katie also highlighted that we have invested funds in facilities and technology, continue to see an increase in staffing due to Downtown enrollment growth and that we are currently working on dispersing the Intrinsic Scholarship payments to respective partners.

**VIII. Future Leaders Report – Meliss Zaikos**

Melissa stated that the program is off to a strong start 48/50 seats have been filled and summer orientation is in process.

**IX. Open Items – Jim Frank**

No new items.

**X. Adjournment – Jim Frank**

The meeting was adjourned at 9:33 AM