

**MINUTES OF THE RETREAT OF THE BOARD OF DIRECTORS
OF KIPP COLORADO PUBLIC SCHOOLS
September 4, 2025**

**DATE, PLACE AND
PERSONS PRESENT**

A retreat of the Board of Directors of KIPP Colorado Schools was held on September 4th and 5th, 2025 in person at 1390 Lawrence Street, Suite 400, Denver, CO 80204 and virtually using Zoom with advance public notice duly provided.

Present Board members were Melissa Browne, Patrick Donovan, Beth Toth, Terrence Cummings, Cheryl Precious, Khadija Haynes, Russell Ramsey, Steven Talley, John Partridge, Katy Anthes, Jackie Hawkey.

Tomi Amos, Chief Executive Officer; Taamiti Bankole, Chief External Affairs Officer; Erik Johnson, Chief Financial Officer; Justin Vigil, Chief Operations and Strategy Officer; Erica Garcia, Chief People Officer; Chase Sander; Chiefs Schools & Program Officer, Christina Lambacher, Director of Special Projects, Cristal Torres Lopez Director of Executive & Board Operations were also present.

Kiara Chavez joined as a member of the public on September 4th, 2025.

Board Chair Melissa Browne presided at the meeting and called it to order at 8:35am.

QUORUM

Twelve of the fourteen directors were present. A quorum existed for the purpose of conducting business.

PUBLIC COMMENT

There were no comments from the public presented during the meeting.

CONSENT AGENDA

Melissa Browne called for a motion to approve consent agenda items. Patrick Donovan motioned, Terrence Cummings seconded the motion. The motion was approved unanimously.

- May Meeting Minutes
- Revision to Bylaws
- Prospective Director: Kiara Chavez
- Board Officers and Leaders

BUILDING TOGETHER

The Board of Directors and Executive Team participated in an icebreaker, reflecting on formative school experiences and the strengths they bring to the board.

**COMMITMENTS /
EXPECTATIONS / WAYS OF
WORKING**

Melissa Browne, Board Chair, and Katy Anthes, Chair of the Governing and Nominating Committee, co-facilitated a discussion to reground the board in the governance model, emphasizing sustainability, risk mitigation, and shared commitments.

**WHERE WE'VE BEEN +
HOW WE'RE DOING**

Tomi Amos, CEO, shared updates on the data & performance for KIPP campuses. She then shared some exciting accomplishments from the 2024-2025 school year which included attendance, proficiency, and exceeding the fundraising goal for the year. Chase Sander, CSPO, shared an update on the current state of academics.

Justin Vigil, COSO, provided an update on student attendance and chronic absenteeism.

Erica Garcia, CPO, updated the board on the current state of talent as compared to previous years.

**WHERE WE'RE GOING:
SUSTAINABILITY**

Erik Johnson, CFO, facilitated a discussion about the current regional enrollment trends.

ADJOURN

Melissa Browne called for a motion to adjourn the meeting, Patrick Donovan motioned, Russell Ramsey seconded the motion. The motion was approved unanimously.

The meeting adjourned at 3:12 PM.

Submitted by Director of Executive & Board Operations, Cristal Torres Lopez, on behalf of Chief Executive Officer, Tomi Amos.



Tomi Amos

**MINUTES OF THE RETREAT OF THE BOARD OF DIRECTORS
OF KIPP COLORADO PUBLIC SCHOOLS
September 5, 2025**

**DATE, PLACE AND
PERSONS PRESENT**

A retreat of the Board of Directors of KIPP Colorado Schools was held on September 5th, 2025 in person at 1390 Lawrence Street, Suite 400, Denver, CO 80204 and virtually using Zoom with advance public notice duly provided.

Present Board members were Melissa Browne, Beth Toth, Terrence Cummings, Cheryl Precious, Kiara Chavez, Russell Ramsey, Steven Talley, John Partridge, Khadija Hayne, Rebeccas Zofnass, and Katy Anthes.

Tomi Amos, Chief Executive Officer; Taamiti Bankole, Chief External Affairs Officer; Erik Johnson, Chief Financial Officer; Justin Vigil, Chief Operations and Strategy Officer; Erica Garcia, Chief People Officer; Chase Sander; Chiefs Schools & Program Officer, Christina Lambacher, Director of Special Projects, Cristal Torres Lopez Director of Executive & Board Operations were also present.

Dan Spatafora, Frances Spencer - KIPP Foundation, and John Kalafatas - KIPP Foundation joined as a members of the public on September 4th, 2025.

Board Chair, Melissa Browne, presided at the meeting and called it to order at 8:33 AM.

QUORUM

Eleven of the fifteen directors were present. A quorum existed for the purpose of conducting business.

EXECUTIVE SESSION:
C.R.S. 24-6-402(4)(A) &
(E)(I)

Board Chair, Melissa Browne, called for a motion to move all board members, KIPP CO Executive Team, Christina Lambacher, Director of Special Projects, Cristal Torres Lopez, Director of Executive & Board Operations, Frances Spencer - KIPP Foundation, and John Kalafatas - KIPP Foundation, into Executive Session at 8:34 AM.

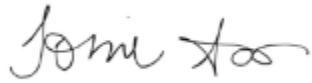
Russell Ramsey motioned, Cheryl Precious seconded, and the motion was approved unanimously.

Melissa called for a motion for all board members, KIPP Colorado Executive Team staff, Christina Lambacher, Director of Special Projects, Cristal Torres Lopez, Director of Executive & Board Operations, Frances Spencer - KIPP Foundation, and John Kalafatas - KIPP Foundation to exit

the Executive Session at 12:09 PM.

Beth Toth motioned, Terrence Cummings seconded, and the motion was approved unanimously.

Submitted by Director of Executive & Board Operations, Cristal Torres Lopez, on behalf of Chief Executive Officer, Tomi Amos.

A handwritten signature in cursive script, appearing to read "Tomi Amos", written in dark ink.

Tomi Amos