

REGULAR MEETING MINUTES

BRAINATION, Inc. d/b/a Inspire Academies Board of Trustees Regular Meeting Minutes September 24, 2025

Otis Scott, Jr. President, called the Board meeting held at 10325 Bandera Road, San Antonio, Texas 78250, to order at 4:46 p.m. Agenda was posted at the required locations. Quorum confirmed.

The following Board members were in attendance: Otis Scott, Jr., President, and Josephine Hurtado, Secretary. Steph West, Vice President, and Shelley McCulloch, Treasurer (Shelley joined the meeting at 5:17 p.m.) joined live via two-way video and audio feed.

The following guests were in attendance: Alethea Phillips, Chief Compliance Officer Jennifer Swisher, Chief Operation Officer; and Lisa Aelvoet, Executive Assistant. Justin Johnston, Superintendent;; Jennifer Rower, CEO; April Maas, Director of Curriculum; Phil Castillo, Executive Director District Development; and Patricia Hicks, Dynamic Support Solutions; joined live via two-way video and audio feed.

Public Comment

No public comment

Consent Agenda

The President asked if any board members wanted to remove any agenda items for further discussion or if there were any objections. No objections were made; the President passed the consent agenda items as listed.

- A. Board Meeting Minutes for August 21, 2025
- B. Sign and Ratify Contracts
- C. Approval of Employee Handbook
- D. Approval of Board Policy PG-3.203: Student Attendance Accounting and PG -3.306 Administration of Medication

Information/Discussion/Action Items

Board Resolution for Compliance with Texas Education Code Section 11.005 and Section 28.0022 was presented. There was no public comment. Josephine Hurtado made a motion to approve as presented and Steph West seconded. No Discussion. Ayes 3 Noes 0 Absent SM

Otis Scott, Jr., President confirmed the nomination of Steph West for Board Vice President. Steph West made a motion to elect, and Josephine Hurtado seconded. No Discussion. Ayes 3 Noes 0 Absent SM

ESL Program Review was presented by Alethea Phillips, Chief Compliance Officer.

Steph West left the Meeting.

Recess from 4:58 p.m. to 5:17 p.m. No quorum

Meeting reconvened at 5:17 p.m.

Mission Moment shared.

Impact Schools Update discussed.

Charter Renewal Update discussed.

TPCSA Conference and Governance Training was discussed.

Monthly Financial reports were presented by Patricia Hicks from DSS.

Board Member recruitment was discussed.

The Review of the 2022-2025 CAR Tool was presented by Jennifer Swisher, Chief Operation Officer

An update was presented on the Anne Frank Inspire Academy Expansion.

A status update was presented on the District and Campus Improvement Plans.

District Accountability status was presented.

Executive Session

The Board entered Executive session at 6:12 p.m.

Deliberations regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of an Inspire Academies officer or employee or to hear a complaint against an Inspire Academies officer or employee, in accordance with Gov't Code §551.074.

Open Session

Reconvene into open session at 6:40 p.m.

Josephine Hurtado made a motion to approve contract addendums for CEO and Superintendent. Shelley McCulloch supported with a second. Ayes 3 Noes 0 Absent SW

Adjournment

With no further business a motion was made by Josephine Hurtado to adjourn the meeting and was supported by a second from Steph West. Board adjourned at 6:44 p.m.

BOARD ACCEPTANCE

Secretary