

**Minutes of the Regular Meeting of
The Equity Project (TEP) Charter School Board of Trustees
November 24th, 2025**

The **197th** regular meeting of the Board of Trustees of The Equity Project Charter School was held on **November 24th** at The Equity Project Charter School's Middle School location **at 153 Sherman Avenue, New York, NY 10034** pursuant to due notice to Trustees via electronic mail sent on 11/19/25. Public notice was posted on TEP's website at www.tepcharter.org.

The following Trustees were present:

Andrew Buher, Sean Juan, Brooks Clark, Jennifer Mulhern, Shelly Gupta
joined via video conference from the following public locations posted in advance on TEP's
website:

630 Park Avenue
Brielle, NJ 08730

55 Hudson Yards
New York, NY

600 Third Avenue New York, NY 10016

253 N Mountain Avenue
NJ 07043

3602 Thornton Ave
Fremont, CA 94536

The following staff members were present:

Casey Ash, Aaron Villela, and Sophia Senhaji

The following guests were present:

Gus Saliba & John Bianca – PKF O'Connor Davies

Meeting called to order at 5:35 pm.

Meeting Agenda and Notes:

1. FY25 Audit Review (Gus Saliba)

Mr. Ash welcomed guests Mr. Saliba and Mr. Bianca to the Board of Trustees meeting. Mr. Saliba & Mr. Bianca are accountants at PKF O'Connor Davies Accounting & Advisors and are responsible for TEP's audit and accounting reports. Mr. Saliba presented the FY25 Audit Review to the Board of Trustees, stating that the Audit of TEP's financials was successful. The audit reported a clean and unmodified opinion based on government standards. Mr. Saliba explained this allows authorizers to look at TEP financial reports favorably.

After a comprehensive overview of the FY25 Audit Report and the opportunity for questions from the Trustees, Mr. Ash proceeded with a motion for a vote to approve the FY25 Audit Report. Board members voted unanimously to approve the FY25 Audit Report.

2. Leadership Retreat

Mr. Ash shared highlights of the annual Senior Leadership retreat – an opportunity for TEP Senior Leadership to practice professional leadership exercises and workshops and participate in fun team building activities. Mr. Ash extended gratitude to Trustee Jennifer Mulhern. In her position at the College Board, Jennifer was able to provide a conference space to the TEP Senior Leadership team for the retreat. Ms. Mulhern stated she hoped to see more of the TEP leadership team at the College Board headquarters for future retreats.

3. Staffing Update

Mr. Villela shared news of a new hire for the CFO position at TEP. The new hire will be starting in January. Mr. Villela extended gratitude to Mr. Sean Juan, the Board of Trustees' Vice Chair, for participating in the CFO interview process. Mr. Villela stated the team is hopeful she will contribute positively to TEP with her financial and non-profit leadership background.

4. Gupta Professional Development Scholarship

Mr. Ash shared with the Board that this year, the Shelly Gupta Professional Development Scholarship was awarded to one of TEP's social workers, Idalia Catalan, who has been with TEP for 7 years. The scholarship will be put towards training related to additional therapeutic approaches for children and adults that have experienced trauma. Ms. Catalan looks forward to applying these skills in the field to further support TEP students and families.

5. Spotlight on Reading Motivation

Mr. Ash shared a summary with the Board of a training facilitated by Mr. Zeke Vanderhoek, TEP's founder. Mr. Vanderhoek now leads Principal Powered Reading, an organization designed to facilitate

professional development for school leaders. He sampled a workshop on the Science of Reading Motivation with the TEP leadership and literacy team. The workshop also led to a new Thanksgiving tradition for the Middle School students of providing a brand-new book in place of homework binders for the break. The significance of providing a book they can choose emphasizes the importance of reading for pleasure and hopefully will contribute to increased reading motivation for our middle school students.

Meeting adjourned at 6:08 pm

Minutes recorded by Jennifer Mulhern