



## The Laboratory Charter School

**Board of Trustees  
Meeting Minutes  
November 19, 2025  
6:00 p.m.**

### **Virtual ZOOM Meeting Link:**

**<https://us06web.zoom.us/j/2314020168?pwd=bVAvaVJVv1E1cFFHWGY5NTArSVVGQI09&omn=8498703626>**

#### Call to Order

The meeting was called to order at 6:05pm.

#### Board Member Role Call:

Present: Dr. Veronica Florence-McPherson, President, Karen Slade, Member, Elbert Sampson, Treasurer, Norris Benms, Esq., Vice-President, Pinkey Lucas, Member, Tiffany Ferrell, Secretary

Non-Board Members: Dr. Andrea Coleman-Hill, CEO, Joan B. Brown, Director of Human Resources, Chirag Amen, Vertex PA, Alan Epstein, Esq., Attorney

Other: None

#### Announcement of Executive Session – Legal and Personnel Discussions:

An executive session was held on November 19, 2025 to discuss legal and personnel matters.

Nomination Committee Recommendation: None

#### Approval of Minutes: September 2025 Board Meeting

Motion duly made, seconded and carried to approve the November 2025 meeting minutes.

Motion: Karen Slade, Member, Norris Benms, Esq. Vice-President Dr.

Each member voted as follows:

Dr. Veronica Florence-McPherson, President- Yes  
Karen Slade, Member- Yes

Norris Bennis, Esq., Vice-President- Yes  
Pinkey Lucas, Member- Yes  
Elbert Sampson, Treasurer- Yes  
Tiffany Ferrell- Yes

Unfinished Business: None

New Business  
Finance Report

- Cash Balances are \$113k
- Accounts Payable is \$612k.
- Unrestricted Fund Balance is \$288k

Motion duly made, seconded and carried to approve the Finance Report.  
Motion: Elbert Sampson, Treasurer, Second: Dr. Veronica Florence-McPherson,  
President

Each Member voted as follows:

Dr. Veronica Florence-McPherson, President- Yes  
Karen Slade, Member- Yes  
Norris Bennis, Esq., Vice-President- Yes  
Pinkey Lucas, Member- Yes  
Elbert Sampson, Treasurer- Yes  
Tiffany Ferrell- Yes

CEO Report

**MR. GOODS, THIRD FLOOR CUSTODIAN**

It is with sadness that I report that our third-floor custodian Mr. Goods died unexpectedly. The custodial staff, cafeteria staff, and CEO attended the Salat al-Janazah.

**SAVE THE DATE LAB CHARTER FUNDRAISER GALA: MARCH 26, 2026**

The first annual LAB Charter Gala fundraiser will be held on Thursday March 26, 2026 at the Marriott, City Line Ave. Please save the date and assist LAB Charter in promoting this fundraiser event. The event flyer is included in the packet.

**EITC APPLICATION**

**THE LAB CHARTER EITC APPLICATION HAS FINALLY BEEN APPROVED!!!**

Email Message from the State:

I am pleased to inform you Laboratory Charter School Foundation is now approved as an educational improvement organization in the 2025 Educational Improvement Tax Credit Program with the innovative educational program, *STEAM Integration Program*. When the online DCED listing of approved EIO organizations is next updated (should be within the next two weeks), your organization will appear on the EIO list until at least December 31, 2025. As a reminder, annual renewal applications may be submitted to [RA-EITC@pa.gov](mailto:RA-EITC@pa.gov) as of November 1, 2025 in order to be approved for 2026 purposes.

As of this email message your organization is eligible to receive EITC-EIO funding until at least December 31, 2025. You may use this email notification as evidence of approval until your organization is listed on our website.

We can now accept tax credit money from donors to the Lab Charter Foundation, (a 501c3) set up to assist with funding programs for students.

#### FEDERAL PROGRAMS TITLE 1 ACADEMIC DESIGNATION

Under Pennsylvania's ESSA Plan, TSI designations function as an early warning system for at-risk student groups and as a signal to schools that may be at future risk for more intensive support and improvement strategies. Accordingly, criteria that drive a TSI designation are more rigorous than criteria associated with CSI and A-TSI designations that relate to the lowest performing five percent of schools. Another important distinction between cyclical CSI and A-TSI designations and annual TSI designations is that TSI procedures draw on the most recent single year of performance data, while higher-stakes CSI and A-TSI procedures draw on multiple years of data from each three-year cycle. The methodology used to designate schools for TSI, including specific cut points, is attached (School-Specific Designation Profile).

#### LANDSCAPING AND SIGNAGE

The landscaping is almost complete. The planters still need to be repaired and the new cement planters that protect the school from traffic entering the sidewalk still need to be installed.

The new sign is up, which includes the new logo and the building banners were also installed; however, they were put on the utility poles instead of the building. They will be removed and re-installed in the coming days.

#### 22<sup>ND</sup> and LEHIGH FAIR

LAB Charter participated in the Annual 22<sup>ND</sup> Street Fair. LAB had a table set up to provide information on the school and enrollment.

## PODCAST WITH THERA MARTIN

Thera Martin featured LAB Charter on her October Podcast, where I was interviewed for 15 minutes. The interview focused on LAB programming, enrollment, and staff openings. The podcast aired on Comcast several times in October.

## LABORATORY CHARTER SCHOOL FOUNDATION

The Laboratory Charter School Foundation is now operational. LAB will now begin to raise funds for the foundation.

The Human Resources agenda is attached.

Motion duly made, seconded and carried to approve the CEO Report.

Motion: Dr. Veronica Florence-McPherson, President Second: Norris Benns, Esq., Vice President

Each Member voted as follows:

Dr. Veronica Florence-McPherson, President- Yes

Karen Slade, Member- Yes

Norris Benns, Esq., Vice-President- Yes

Pinkey Lucas, Member- Yes

Elbert Sampson, Treasurer- Yes

Tiffany Ferrell- Yes

## Board Resolutions

### Common Consent Agenda

#### 1. 111920251

The Laboratory Charter School Board of Trustees ("Board") hereby resolves to approve the Consultation Agreement with JNA Capitol, Inc., as presented.

This motion was tabled pending additional information.

#### 2. 111920252

The Laboratory Charter School Board of Trustees ("Board") hereby resolves to approve the Federal Programs 2025-2026 TSI Title 1 School Plan as presented.

Motion duly made, seconded and carried to approve the CEO Report.  
Motion: Elbert Sampson, Treasurer Second: Tiffany Ferrell, Secretary  
Each Member voted as follows:

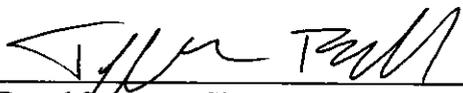
Dr. Veronica Florence-McPherson, President- Yes  
Karen Slade, Member- Yes  
Norris Bennis, Esq., Vice-President- Yes  
Pinkey Lucas, Member- Yes  
Elbert Sampson, Treasurer- Yes  
Tiffany Ferrell- Yes

I. Public Participation: None

II. Adjournment

Motion duly made, seconded and carried to approve the Adjournment.  
Motion: Tiffany Ferrell, Secretary, Second: Norris Bennis, Esq., Vice-President  
Each Member voted as follows:

Dr. Veronica Florence-McPherson, President- Yes  
Karen Slade, Member- Yes  
Norris Bennis, Esq., Vice-President- Yes  
Pinkey Lucas, Member- Yes  
Elbert Sampson, Treasurer- Yes  
Tiffany Ferrell- Yes

  
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Board Secretary Signature

12/17/2025  
Date