

MINUTES

PATHWAYS IN EDUCATION-WEST ADA, INC. *An Idaho Nonprofit Corporation*

BOARD OF DIRECTORS REGULAR MEETING

April 30, 2026

Zoom Dial-in: 1-699-900-6833
Zoom Meeting ID: 853 9101 7659

Meeting Location: Teleconference only

A regular meeting of the Board of Directors (“Board”) of Pathways in Education-West Ada, Inc., an Idaho nonprofit corporation (“PIE-WA” or “the School” or “Pathways”), was held via teleconference on April 30, 2026 pursuant to the Notice of meeting forwarded to the Directors in compliance with the corporation’s Bylaws.

OPEN SESSION

1. Call to Order

The meeting was called to order at 9:04 A.M. (PT) | 10:04 A.M. (MT) by Ms. Jamie Donahue, President of PIE-West Ada.

2. Welcome and Roll Call

The following Directors, constituting a quorum of the Board, were present:

Dr. Jesse Buchholz
Dr. Drey Campbell
Ms. Katie Rhodenbaugh
Dr. Dustin Barrett

The following individuals also identified themselves as being present:

Jamie Donahue
Dr. Kristi Duenas
Leslie Lenhertz
Michael Stumph
Wendy Gillespie
Connie Li
Janel Lee

3. Public Comment on Items Not on the Agenda

Ms. Donahue stated members of the public may address the Board on non-agenda items that are within the

subject matter jurisdiction of the Board. Speakers may be called in the order that requests are received, or grouped by subject area. Members of the public were asked to limit comments to two (2) minutes with no more than fifteen (15) minutes per single topic so that as many people as possible may be heard. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to School staff or calendar the issue for future discussion.

There were no comments by members of the public.

4. Items for Information and/or Action

A. Approval of Minute(s)

A.1 Minutes of February 20, 2026

Dr. Campbell moved to approve the Minutes of February 20, 2026 Board meeting. Dr. Barrett seconded. The motion passed unanimously by roll call vote.

B. Information Item(s)

B.1 PIE-WA School Update

Ms. Lehnertz presented the PIE-WA School Update. Ms. Lehnertz reported that student enrollment was two hundred eighty-two (282). The Students Uniting to Make a Meaningful Impact Together (“SUMMIT”) program created several impactful experiences for students this year, including an ongoing partnership with the Veterans Affairs, where students and staff volunteer every other Friday working with retired veterans. SUMMIT also recently hosted a successful blood drive and launched a program called “Little Letters with Big Impact,” in which high school students exchanged letters with first graders and would soon visit the elementary school to meet them in person. Ms. Lehnertz also highlighted the success of this year’s annual Awards Night. Teachers selected three (3) students from their caseloads to be recognized for academic excellence, most improvement, or the “Reason We Teach” award. The event featured a red carpet theme, complete with personalized stars and photo opportunities for students. All twenty-four (24) award recipients attended alongside parents and grandparents, making the evening especially meaningful and well attended.

Ms. Lehnertz discussed the School’s focus on math interventions for struggling students. Using STAR Renaissance Reading and Math Assessments (“RENStar”) assessments administered three (3) times each year, students identified as needing urgent intervention were placed into specialized intervention classes focused on foundational math skills. Between the fall and winter assessments, seventy-one (71) students participated in intervention classes, and forty-five (45) demonstrated significant improvement. Staff were preparing for the final RENStar assessment of the year and were encouraged by the enthusiasm and success students showed in math through these interventions.

Ms. Rhodenbaugh asked which elementary school was participating in the “Little Letters with Big Impact” partnership. Ms. Lehnertz indicated her belief that it was a Nampa-area school.

B.2 PIE-WA Service Commitment for Fiscal Year 2026-2027

Ms. Donahue presented the PIE-WA Service Commitment for Fiscal Year 2026-2027. Ms. Donahue asked the Board members if they were interested in continuing to serve on the Board for the 2026-2027 fiscal year. Dr. Campbell, Ms. Rhodenbaugh, Dr. Buchholz, Dr. Barrett provided a verbal commitment of interest to serve. Ms. Donahue expressed her gratitude for their support and continued service.

B.3 PIE-WA Conflict of Interest Policy for Fiscal Year 2026-2027

Ms. Donahue presented the PIE-WA Conflict of Interest Policy for Fiscal for Year 2026-2027. She indicated this was completed annually and reported that no changes were made to the policy. Ms. Donahue explained the policy would be distributed to all Board members to complete. There were no questions from the Board.

Action Item(s)

C.1 PIE-WA Proposed Budget for Pathways in Education-West Ada, Inc. ("PIE-WA") for Fiscal Year 2026-2027

Ms. Li presented the PIE-WA Proposed Budget for Pathways in Education-West Ada, Inc. ("PIE-WA") for Fiscal Year 2026-2027. Ms. Li highlighted a summary comparing the adopted fiscal year 2025-2026 budget with the proposed fiscal year 2026-2027 budget. Based on projected student enrollment, total revenue for fiscal year 2026-2027 was estimated at \$2,788,968. Estimated personnel costs, including salaries and benefits, were projected at \$ 1,358,958. All other operating expenses—such as facilities, student activities, and curriculum—were estimated at \$1,282,913, bringing total projected expenses to \$2,641,871. This resulted in an anticipated excess revenue of \$147,097. However, after accounting for interest income and non-cash depreciation expenses, the net revenue reflected a projected a deficit of \$65,489. Ms. Li noted that the pages following the summary provide a detailed breakdown of the proposed budget for the Board's review.

Ms. Donahue noted the increase in depreciation expense this year was primarily due to the purchase of a significant amount of furniture. Depreciation expenses increased by approximately \$100,000 over the prior year and were identified as non-cash expenses.

Ms. Rhodenbaugh asked for clarification regarding the approximately \$200,000 increase in salaries and benefits, specifically whether the increase was related to staff raises, additional staffing, or rising benefit costs—such as health insurance. Ms. Donahue explained the increase was largely tied to the School's continued growth and the process of adding staff throughout the year rather than hiring all positions at the start of the school year. As a result, next year's budget reflected a full year of salaries and benefits for those positions. Ms. Gillespie added that an additional special education teacher and independent study teacher was hired midway through the year. In addition, several staff members hired after the start of the school year did not have full-year salaries reflected in the current year's financial statements. Next year's budget would include their full annual salaries, accounting for much of the increase in salaries and benefits.

Ms. Rhodenbaugh moved to approve the PIE-WA Audited Financials for Fiscal Year 2024-2025. Dr. Buchholz seconded. The motion passed unanimously by roll call vote.

C.2 PIE-WA Cash Management and Investment Policy

Mr. Mansourian presented PIE-WA Cash Management and Investment Policy. Mr. Mansourian explained that any operating cash exceeding three (3) months of operational needs would be invested. The investment strategy was to place this excess cash in highly liquid, low-risk securities, such as T-bills. The primary goal of this policy was to increase interest income using the School's excess cash. There were no questions from the Board.

Mr. Donahue asked whether only funds above the three (3) month cash reserve were invested. Mr. Mansourian explained that a monthly analysis was conducted to track cash flow trends and determine the School's three (3) month operating cash needs. Funds above that reserve amount would be invested, while

maintaining an additional buffer for financial stability.

Dr. Campbell moved to approve PIE-WA Cash Management and Investment Policy. Dr. Buchholz seconded. The motion passed unanimously by roll call vote.

5. Adjournment

Ms. Rhodenbuagh moved to adjourn the meeting. Dr. Buchholz seconded. The motion passed unanimously by roll call vote. The meeting was adjourned at 9:21 A.M. (PT) | 10:21 A.M. (MT).

A handwritten signature in cursive script, reading "John C Hall". The signature is written in dark ink and is positioned above a horizontal line.

John Hall, Jr., Secretary
Pathways in Education-West Ada, Inc.