



**BOARD MEETING FOR THE ACADEMY CHARTER SCHOOL
September 30, 2021**

Time: 6:30 pm - 7:43 pm
Location: Virtual Meeting (Zoom Webinar)
Facilitator: Robert T. Stewart, Chairman of the Board of Trustees
Board Secretary: Shanakay Walker

Trustees in Attendance: Stephen Rowley, Dale James, Dawn West, Roger Ball, Claudette Harrison, Roderick Roberts, Marie Graham, Carol Beckles, and Peter Goodman.

Others Present: Barrington Goldson (President and Chief Executive Officer) Wayne Haughton (Chief Development Officer), Paula Morris (Chief of Instructional Technology & Innovation), Nicholas Stapleton (Chief Academic Officer), Sandra Oneil, Esq. (Chief People & Legal Officer), Alwayne Burke (Chief Group Financial Officer) and Antonia Christian (Shared Services Operations Officer)

Chairman Stewart called for the President and Chief Executive Officer's Report.

Report/Reporter: President and Chief Executive Officer

Person Responsible: Barrington Goldson

Action Items: None

Conclusion: Bishop Goldson greeted the Board and provided highlights from his report. Bishop Goldson commended the entire Academy staff on a successful school opening for the 2021-2022 school year. As it pertains to the charter expansion, an application was submitted for expansion into Wyandanch and further details will be forthcoming as that progresses. The school continues to voice its opposition to the building of the apartment complex next to the Academy. Regarding academics, the school has received the State results. The Chief Academic Officer will provide additional details regarding the results.

Staff recruitment continues and the Board was informed that the teacher retention rate was favorable. The Chief People & Legal Officer will provide additional details regarding the recruitment effort. The school has implemented a full scale COVID protocol which includes preventative measures and responsive actions. The Board was informed that the graphics team completed the signage for the Hempstead middle and high school. The Uniondale High school construction is in full swing, and he expressed his pleasure with the progress.

Chairman Stewart requested a motion to accept the President and Chief Executive Officer's Report. Motioned by Trustee Rowley, seconded by Trustee Harrison.

Chairman Stewart called for the Chief Development Officer's Report.

Report: Chief Development Officer

Person Responsible: Wayne Haughton

Action Items: None

Conclusion: Mr. Haughton provided the Board with highlights from his report. He acknowledged the hard work and dedication of all the staff members in their efforts to successfully open all the campuses on time. All textbooks were received for the Uniondale and Hempstead campuses. The operations team ensured that the schools were fully stocked with janitorial supplies, particularly to assist in the scheduled sanitizing and cleaning protocols associated with the school's COVID response. Additionally, machines were installed to check temperatures while simultaneously sanitizing the hand. All classrooms are equipped with air sanitizing purification devices. The Annex building located in Hempstead was successfully opened after the Fire Marshall's approval. The Board was informed that the Uniondale kitchen project has been completed. As it pertains to construction, the excavation process is just about complete on the Eastern side of the Uniondale building. The Uniondale high school advisory board meetings are ongoing. Orders are in progress for the specialty rooms in the Uniondale high school to ensure that everything is on time.

A meeting was held with the Charter School Growth Fund at their leadership summit to confirm their support for the upcoming school year. A meeting is scheduled for October with our authorizers, the Charter School Institute, regarding the expansion into Wyandanch. The team continues to do outreach in the Wyandanch area. Two fire drills have been completed by our Hempstead and Uniondale campuses; the goal is to complete twelve as mandated for the school year.

Chairman Stewart requested a motion to accept the Chief Development Officer's Report. Motioned by Trustee Rowley, seconded by Trustee Graham.

Chairman Stewart called for the Chief Academic Officer's Report.

Report/Reporter: Chief Academic Officer's Report.

Person Responsible: Nicholas Stapleton

Action Items: None

Conclusion: Dr. Stapleton greeted the Board and presented highlights from his report. He stated that he received the results from the 2021 ELA & Math state assessments. He is unable to discuss the data as it is embargoed until the end of October 2021. The purpose of attaining this data is to identify scholars who need additional support in the given subject areas. Notification was received from the college board highlighting several of the scholars and their academic awards. Although there are limitations in terms of

COVID-19, the Academy continues to set high goals. The goal regarding graduation is to achieve an over 95% graduation rate.

Regarding attendance, the response has been quite favorable across all campuses. Additional staffing has been added in the areas of ENL and SPED, to provide the support needed for scholars with an identified need. The Uniondale High School CTE director has formed a partnership with Nassau Community College, which allows selected scholars to complete college coursework and receive college credits while attending high school. In the Academy Hempstead, there is a partnership with Molloy College for scholars to complete college coursework and receive college credits. For the 2023 school year a drone program will be added to the curriculum at the Academy High School - Uniondale, which will offer our scholars certification. Dr. Stapleton reiterated the progress made throughout all schools and is excited to see what results will be yielded for this coming school year.

Chairman Stewart requested a motion to accept the Chief Academic Officer's Report. Motioned by Trustee Beckles, seconded by Trustee Roberts.

The floor was opened for questions or comments on the report received. A discussion was held.

Chairman Stewart called for the Chief People and Legal Officer's Report.

Report: Chief People and Legal Officer

Person Responsible: Sandra Oneil, Esq.

Action Items: None

Conclusion: Mrs. Oneil presented highlights from her report. For the month of August there were 78 new hires: 69 instructional and 9 non-instructional. Mrs. Oneil thanked the HR team for their hard work. As it pertains to international recruitment, all international teachers are in the states and in their respective schools. She also provided data regarding voluntary and involuntary separations. The Board was also informed that there were several employees out on maternity or surgery related leave. Three student teachers have also joined the team for the durations of their college semester. Updates have been made on the instructional and non-instructional calendars, as well as the employee handbook. An internal audit was conducted on employee time off and new hire benefits and enrollment.

Human Capital policy day was conducted on 8/23/2021, where the policies and procedures were reviewed returning and incoming to staff. The COVID response coordinator also provided an overview of the policies and procedures during that time. The Academy has not mandated that staff be vaccinated; however, each non-vaccinated staff member is asked to complete a test on a weekly basis and submit the results to the designated Human Resources personnel. Workshops were conducted on sexual harassment and anti-bullying. The Shared Services Officer also provided updates on the benefits packages. In regard to litigation, the team met with Faith Baptist for mediation on 09-03-2021 and that is ongoing.

Chairman Stewart requested a motion to accept the Chief Academic Officer's Report. Motioned by Trustee Roberts, seconded by Trustee Ball.

The floor was opened for questions or comments on the report received. A discussion was held.

Chairman Stewart called for the Chief of Instructional Technology and Innovation Report.

Report: Chief of Instructional Technology and Innovation

Person Responsible: Dr. Paula Morris

Action Items: None

Conclusion: Dr. Morris provided the Board with highlights from her report. The school year was quite busy with trying to meet all the technological needs presented on all campuses. The information team will be operating on three strands this year, the first being productivity. The system put in place because of COVID 19 will still be in usage. The Academy will still uphold the 1:1 ratio for student to computer device. This is to ensure there is not a lot, if any cross contact with devices. Additionally, Polycom systems have been installed in all schools. The bandwidth for each building is very stable. New systems have been put in place to protect scholars and staff members from cyber bullying. The information regarding those systems will be forthcoming.

The floor was opened for questions or concerns regarding the report received. A discussion was held.

Chairman Stewart requested a motion to accept the Chief of Instructional Technology and Innovation Officer's Report. Motioned by Trustee Graham, seconded by Trustee Harrison.

Chairman Stewart called for the Shared Services Operations Officer's Report.

Report: Shared Services Operations Officer

Person Responsible: Antonia Christian

Action Items: None

Conclusion: Ms. Christian provided the Board with highlights from her report. She shared details regarding the COVID daily screening questionnaire and how it has helped to identify the areas of risk and put intervention plans in place. Regarding vaccination status: 68% of the staff is fully vaccinated, 5 percent receiving their first dose, 23% unvaccinated and 4% who are undeclared. The team is also working on educating the 23% of staff members who are not vaccinated about the advantages of the vaccine. The data is slowly coming in about student status who are vaccinated. There has been no community spread of COVID in any of the Academy's campuses. There has been no classroom or school closures.

In regard to benefits, the renewal benefits are in review for rollout on 1/1/2022. Lastly, assets are increasing regarding retiring plans.

The floor was opened for questions or concerns regarding the report received. A discussion was held.

Chairman Stewart requested a motion to accept the Shared Services Operations Officer's Report.
Motioned by Trustee James, seconded by Trustee Rowley.

Chairman Stewart called for the Group Chief Financial Officer's Report.

Report: Group Chief Financial Officer's Report

Person Responsible: Alwayne Burke

Action Items: None

Conclusion: Mr. Burke provided an update on the finances. The financials have been prepared using the new accounting system, which went live on 7/1. The system allows for data to be collected across all campuses as well as perform comparisons when needed. The financials for the period ending 7/31, indicate a positive closing. The Hempstead campuses experienced an increase in revenue. There was also an increase in expenses due to the robust summer school program. The Uniondale campuses also experienced an increase in revenue and expenses. The school balance sheet for both charters are relatively strong. Receivables are currently 90%. In terms of ratios used to monitor the school based on criteria given by our partners, the school remains positive.

Chairman Stewart requested a motion to accept the Group Chief Financial Officer's Report.
Motioned by Trustee Rowley, seconded by Trustee Goodman.

Resolutions

Resolutions hereafter were given a document number and voted on by the Board of Trustees accordingly. Additionally, Chairman Stewart had each trustee vote individually on each resolution.

- **Resolution 9001-2021 – Unanimously passed by the Board of Trustees**
Re: 2021-2022 School districtwide safety plan.

- **Resolution 9002-2021 – Unanimously passed by the Board of Trustees**
Re: Financial committee resolution

With no further questions or comments, Chairman Stewart requested a motion to adjourn the meeting. Motioned by Trustee Goodman, seconded by Trustee Ball.

The meeting concluded at 7:43 PM.