



Amistad Academy Board of Directors

AF Network Support
370 James St, New Haven
Wednesday, July 31, 2019
12:40 pm

Call to Order

Public Comment

Approve Minutes

Board Chair Report

- Review 2018-19 Amistad Performance Data
- Review Proposed Charter Management Agreement Amendments
- Review Annual Evaluation of Achievement First
- Complete Conflict of Interest Forms
- Elect Leadership Slate
- Establish Personnel Committee
- Set number of Directors

Adjourn



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495 Blake Street
New Haven, CT 06515
203 773 3223

335 Adams Street, Suite 700
Brooklyn, NY 11201
718 623 2660

370 Hartford Avenue
Providence, RI 02909
401 347 1106 ext. 30610

Amistad Academy

Board of Directors

Wednesday, July 31, 2019
370 James Street, New Haven

I. Call to Order & Attendance

The Amistad Academy Board meeting was called to order at 12:55 pm by Carolyn Greenspan. The following board members, constituting a quorum, and Achievement First staff were in attendance:

Carolyn Greenspan - Yes

Lorraine Gibbons - Yes (phone)

Tim Pavlis - No

Jane Levin - Yes

Pat Sweet - Yes

Carla Seeger - No

Jennifer Alexander - No

Albert Maldonado - Yes (phone)

Sarah Claybaugh, AF Network Support - Yes

Public: Chris Peak, Bill Marsh

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from May 22 and June 14, 2019.

Motion by Pat Sweet

Seconded by Jane Levin

All in favor

IV. Board Chair Report

A. Review 2018-19 Amistad Academy Performance Data

The board discussed the 2018-19 performance data for Amistad Academy Elementary and Middle Schools.

B. Review Proposed Charter Management Agreement Amendments

Carolyn Greenspan led a discussion on the proposed Charter Management Agreement Amendments. She described the process of making changes as being very inclusive.

The board discussed the frequency of reporting on principal performance. Ms. Greenspan believes a minimum of two scheduled reports is sufficient because there is the option to ask for information more frequently if needed. Additionally, the language now provides clarity as to the timing and framework.

The board decided to vote on the language at the September meeting.

C. Review Annual Evaluation of Achievement First

The board did not discuss the annual evaluation of Achievement First.

D. Complete Conflict of Interest Forms

Those board members present at the meeting completed and signed the conflict of interest forms

E. Elect Leadership Slate

RESOLVED, the Amistad Academy Board of Directors elects the following leadership slate:

Carolyn Greenspan, Chair

Tim Pavlis, Treasurer

Lorraine Gibbons, Secretary

Motion by Pat Sweet

Seconded by Jane Levin

All in favor

F. Establish and Appoint Personnel Committee

Carolyn explained to the rest of the board that the personnel committee is to be a small committee of board members tasked with addressing personnel issues that may arise involving the school principals.

RESOLVED, the Amistad Academy Board of Directors hereby creates a Personnel Committee and delegates to the Personnel Committee the authority to (i) consider allegations of misconduct and issue disciplinary consequences for principals, except that the Committee does not have the authority to terminate a principal; and (ii) make a recommendation for termination of a principal to the full Board.

Motion by Albert Maldonado

Seconded by Lorrain Gibbons

All in favor

G. Set Number of Directors

Carolyn Greenspan explained that the board votes to set the number of members of the Board of Directors each time a member is added or removed from the board.

RESOLVED, the Amistad Academy Board of Directors does, effective July 31, 2019, set the number of members of the Board of Directors at eight (8).

Motion by Jane Levin

Seconded by Pat Sweet

All in favor

V. Adjourn

The meeting was adjourned at 1:19 pm by Carolyn Greenspan.

Motion by Jane Levin

Seconded by Pat Sweet

All in favor

Amistad Academy

Board of Directors

AF Network Support

370 James St, Suite 404

Wednesday, September 11, 2019

5:30 pm

Call to Order

Public Comment

Elect new Director

Reports and Discussion

- ✓ **Principal Reports**
- ✓ **Joint High School Committee Report**
- ✓ **Chief Financial Officer Report**
- ✓ **Board Chair Report**
 - Approve Minutes
 - Approve Charter Management Agreement Amendments
 - Appoint Personnel Committee
 - Approve Family Handbook

Adjourn



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Amistad Academy

Board of Directors

Wednesday, September 11, 2019, 5:30 pm

370 James Street, New Haven

I. Call to Order and Attendance

The Amistad Academy Board meeting was called to order at 5:42 pm by Carolyn Greenspan. The following board members, constituting a quorum, and Achievement First staff were in attendance:

Carolyn Greenspan - Yes

Jennifer Alexander - Yes (phone)

Lorraine Gibbons - Yes (phone)

Albert Maldonado - Yes (phone)

Tim Pavlis - Yes

Jane Levin - Yes (phone)

Sarah Blanton, AF Network Support - Yes

Pat Sweet - Yes (phone)

Sarah Claybaugh, AF Network Support - Yes

Public: Kole Mascol, Ethan Tyminski

II. Open Session for Public Comment

No Public comment

III. Elect new Director

RESOLVED, the Amistad Academy Board of Directors elects Ethan Tyminski to serve as a Director with a three year term ending June 30, 2022.

Motion by Tim Pavlis

Seconded by Pat Sweet

All in favor

IV. Principal Reports

Victoria McCall, Amistad Middle School Principal, gave a report of Amistad Academy Middle School. Ms. McCall shared school culture metrics, SBAC results and her priorities for the year: (1) ensure positive adult culture, (2) ensure across all grades that there is strong growth in student performance, and (3) increase student investment.

Brooke Williams, Amistad Elementary School Principal, gave the principal report for Amistad Academy Elementary School discussing data around school culture, enrollment, and SBAC results. There is a focus on Social Emotional Learning (SEL). The board discussed the way SEL is part of morning, homeroom meetings on a daily basis.

V. Joint High School Committee Report

Jane Levin gave the joint high school committee report. Amistad High School has gotten off to an excellent start. Simon Obas working to improve communication between the leadership team and staff.

VI. Chief Financial Officer Report

Victor De La Paz, Chief Financial Officer, updated the board on the FY19 audit. The auditors arrived on Monday, September 9 to begin the audit process. He also discussed the start of the school year for Amistad Elementary, Middle and High and noted enrollment patterns.

VII. Board Chair Report

Carolyn Greenspan is appointing Jennifer Alexander and Pat Sweet to the Personnel Committee. The members of the Personnel Committee will therefore be Carolyn Greenspan, Jennifer Alexander, and Pat Sweet.

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from July 31, 2019.

Motion by Tim Pavlis

Seconded by Jane Levin

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby approves the amendments to the Charter Management Agreement as presented.

Motion by Jane Levin

Seconded by Tim Pavlis

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby approves the Family Handbook as presented.

Motion by Tim Pavlis

Seconded by Ethan Tyminski

All in favor

VIII. Adjourn

The meeting was adjourned at 6:56 pm by Carolyn Greenspan.

Motion by Tim Pavlis

Seconded by Ethan Tyminski

All in favor

Amistad Academy

Board of Directors

AF Network Support

370 James St, Suite 404

Wednesday, November 13, 2019

5:30 pm

Call to Order

Public Comment

Elect New Director and Set Number of Directors

Approve Minutes

Reports and Discussion

- ✓ **Principal Reports**
- ✓ **Regional Superintendent Reports**
- ✓ **Joint High School Committee Report**
- ✓ **Treasurer Report**
- ✓ **Board Chair Report**

Adjourn



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Amistad Academy

Board of Directors

Wednesday, November 13, 2019, 5:30 pm

370 James Street, New Haven

I. Call to Order and Attendance

The Amistad Academy Board meeting was called to order at 5:32 pm by Carolyn Greenspan. The following board members, constituting a quorum, and Achievement First staff were in attendance:

Carolyn Greenspan - Yes

Lorraine Gibbons - Yes (phone)

Tim Pavlis - Yes

Jane Levin - Yes

Pat Sweet - Yes (phone)

Jennifer Alexander - No

Albert Maldonado - Yes (phone)

Ethan Tyminski - Yes (phone)

Sarah Blanton, AF Network Support - Yes

Sarah Claybaugh, AF Network Support - Yes

II. Open Session for Public Comment

There was no public comment.

III. Elect new director and set number of directors

RESOLVED, the Amistad Academy Board of Directors elects Tyra Smallwood to serve as a Teacher Representative with a three year term ending June 30, 2022 and does, effective November 13, 2019, set the number of members of the Board of Directors at nine (9).

Motion by Carolyn Greenspan

Seconded by Tim Pavlis

All in favor

IV. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from September 11, 2019.

Motion by Carolyn Greenspan

Seconded by Tim Pavlis

All in favor

V. Principal Reports

Amistad Elementary Principal, Brooke Williams, reported on school culture metrics including suspensions and removals, academic performance and teacher certification. The school has

implemented an afterschool basketball and cheerleading program which scholars are really enjoying. The fall organizational health results were lower than hoped, but they are diving deep this Friday to figure out how to improve adult culture.

Victoria McCall, Amistad Middle School Principal, began her report noting that this year has been a year of transitions on the staff which has impacted certification and adult culture. The leadership team is working to proactively implement academic and behavioral interventions for scholars. They've revised the school schedule so that now, core classes are done by 12:30 pm, after which scholars have lunch and Specials. They've also implemented "Effort Academy," a special time during Specials for students to complete work that is overdue. An ice cream sundae special will end the week.

VI. Regional Superintendent Reports

The board entered into Executive Session at 6:02 PM to discuss the principal performance review of the Amistad Elementary and Middle School Principals. Carolyn Greenspan invited the Regional Superintendents, Michael Hendrix and Christina Ellington, to join the board in executive session.

Motion by Tim Pavlis

Seconded by Jane Levin

All in favor

The board exited Executive Session at 6:50 PM.

Motion by Carolyn Greenspan

Seconded by Tim Pavlis

All in favor

VII. Joint High School Committee Report

Jane Levin gave the Amistad High School Report based on the Committee meeting with Simon Obas and Shannon Garfield. Seventeen members of senior class submitted early decision/action applications to some highly selective colleges and universities.

There have been some staffing challenges, especially in STEM but Mr. Obas has made some recent hires.

The school received the fall organizational health survey results which are significantly higher than spring 2019, and Mr. Obas, personally, received his 360 feedback results and shared some highlights related to his leadership during the Committee meeting.

Shannon Garfield, Regional Superintendent, noted that the school is on track with school culture metrics but they need more time to be able to assess academic performance.

VIII. Treasurer Report

Tim Pavlis, Board Treasurer, gave the financial report. Amistad Elementary and Middle are on budget, while the High School is projecting a deficit. The board discussed Amistad High School enrollment, building capacity and long-term liabilities.

RESOLVED, the Amistad Academy Board of Directors hereby approves the financial report as presented.

Motion by Carolyn Greenspan

Seconded by Tyra Smallwood

All in favor

IX. Board Chair Report

Carolyn Greenspan discussed the charter renewal meeting which went well. She was grateful to Tim Pavlis for his engagement in the process. Feedback from the State should come in February. Ms. Greenspan noted that the financial audit is nearing completion.

X. Adjourn

The meeting was adjourned at 7:28 pm by Carolyn Greenspan.

Motion by Tim Pavlis

Seconded by Tyra Smallwood

All in favor

Amistad Academy

Board of Directors

580 Dixwell Avenue, New Haven

Tuesday, January 28, 2020

5:30 pm

Call to Order

Public Comment

Approve Minutes

Reports and Discussion

- ✓ Treasurer Report
 - Approve Financials
 - Accept Audited Financial Statements
- ✓ Joint High School Committee Report
- ✓ Board Chair Report
- ✓ Executive Session – Personnel Discussion on Principal Performance

Adjourn



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**Amistad Academy
Board of Directors**

Tuesday, January 28, 2020 5:30 pm
AF Amistad High School 580 Dixwell Ave, New Haven

I. Call to Order & Attendance

The meeting was called to order at 5:37 pm by Carolyn Greenspan. The following board members and Achievement First Staff were in attendance:

Carolyn Greenspan - Yes

Lorraine Gibbons - Yes (Phone)

Tim Pavlis - Yes

Jane Levin - Yes

Pat Sweet - Yes (Phone)

Jennifer Alexander - No

Albert Maldonado - No

Ethan Tyminski - Yes

Tyra Smallwood - Yes

Brooke Williams, Amistad School Leadership-Yes

Michael Hendricks, AF Network Support - Yes

Sarah Blanton, AF Network Support - Yes

Sarah Claybaugh, AF Network Support - Yes

Ken Paul, AF Network Support - Yes

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from November 13, 2019.

Motion by Jane Levin

Seconded by Pat Sweet

All in favor

IV. School Report

Amistad Elementary Principal, Brooke Williams, reported on school culture metrics including teacher retention, teacher certification, academic performance, and attendance. The school has implemented a school baking club that has been popular with students. There has been a strong response from teachers on their intent to return the coming year.

V. Treasurer Report

Tim Pavlis, Board Treasurer, gave the financial report, noting that there was a normal variation among the schools. The deficit at the High School is currently less than expected and those

reductions being made were not having a negative programmatic impact.

RESOLVED, the Amistad Academy Board of Directors hereby approves the financial report as presented.

Motion by Tyra Smallwood

Seconded by Ethan Tyminski

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby accepts the report of the independent auditors CohnReznick prepared in relation to the fiscal year ending 6/30/19.

Motion by Jane Levin

Seconded by Tim Pavlis

All in favor

VI. Executive Session

The board entered into Executive Session at 5:58 pm to discuss a principal performance review.

Motion by Tyra Smallwood

Seconded by Tim Pavlis

All in favor

The board left Executive Session at 7:00 pm.

Motion by Ethan Tyminski

Seconded by Tim Pavlis

All in favor

VII. Joint High School Committee Report

Jane Levin gave the Amistad High School Report based on the Committee meeting with Simon Obas. Sixteen members of the senior class were accepted to college through early decision/action, including three to Yale University.

VIII. Board Chair Report

Carolyn Greenspan gave a brief update to the board noting the upcoming charter renewal hearing in February.

IX. Adjourn

It was unanimously resolved to adjourn the meeting at 7:11 pm.

Motion by Jane Levin

Seconded by Tyra Smallwood

Amistad Academy
Board of Directors
370 James St, New Haven
Wednesday, March 11, 2020
5:30 pm

Call to Order

Public Comment

Approve Minutes

Reports and Discussion

- ✓ Principal Report
- ✓ Joint High School Committee Report
- ✓ Treasurer Report
 - Approve Financials
- ✓ Board Chair Report
 - Approve Amistad Elementary School Principal Contract
 - Approve Healthy Food Certification

Adjourn



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Amistad Academy
Board of Directors

370 James St, New Haven

Wednesday, March 11, 2020, 5:30 pm

I. Call to Order and Attendance

The meeting was called to order at 5:38 pm by Carolyn Greenspan. The following board members and Achievement First Staff were in attendance:

Carolyn Greenspan - Yes

Lorraine Gibbons - Yes (Phone)

Tim Pavlis - Yes

Jane Levin - Yes (Phone)

Pat Sweet - Yes (Phone)

Jennifer Alexander - Yes (Phone)

Albert Maldonado - Yes (Phone)

Ethan Tyminski - Yes (phone)

Tyra Smallwood - Yes (phone)

Michael Hendricks, AF Network Support - Yes

Christina Ellington, AF Network Support - Yes

Sarah Blanton, AF Network Support - Yes

Sarah Claybaugh, AF Network Support - Yes

Ken Paul, AF Network Support - Yes

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from January 28, 2020.

Motion by Tim Pavlis

Seconded by Jennifer Alexander

All in favor

IV. School Report

Amistad Middle School Regional Superintendent, Michael Hendricks, reported on the lead up to state exams at the school, including mock exams, small group instruction, and structural support for students. The school celebrated Black History Month in February, which included an assembly. They are currently focusing on hiring for next year as well as piloting a new onboarding program.

Christina Ellington, Amistad Elementary Regional Superintendent, gave her report noting that there has been strong improvement in ELA across 2nd through 4th grade. The school's strategy

in the lead up to state exams has allowed for this growth to occur. The school leadership team has been focused on reduction of school suspensions, and debriefing continuously in order to meet their goals. Academically, the school leadership team has focused on daily staff audits and looking at student work in order to grow deans.

V. Treasurer Report

Tim Pavlis, Board Treasurer, gave the financial report, noting no significant difference in the report from last meeting. The High School has a known deficit, which has slightly improved since January. Additionally, Amistad Academy did not get approved for students above the cap for enrollment, and therefore has funding for fewer students than are enrolled. There has been some discussion of the impacts from COVID-19 and scenario planning is occurring.

RESOLVED, the Amistad Academy Board of Directors hereby approves the financial report as presented.

Motion by Carolyn Greenspan

Seconded by Pat Sweet

All in favor

VI. Executive Session

Tim Pavlis made a motion to go into Executive Session at 6:25 pm to have a discussion relating to a personnel matter involving the Amistad High School principal and a complaint concerning student suspensions. Carolyn Greenspan invited Sarah Blanton to join the board in executive session. Seconded by Albert Maldonado. All in favor.

The board exited Executive Session at 6:44 pm. Motion by Tim Pavlis. Seconded by Jane Levin. All in favor.

VII. Joint High School Committee Report

Jane Levin gave the Amistad High School Report based on the Committee meeting with Shannon Garfield. Over 93% of seniors have been accepted into college to date. The high school sports teams have had a great year, including girls' basketball, who made it to the state championship. The High School Personnel Committee met on March 5th and will continue their conversation at a meeting scheduled for March 13th.

VIII. Board Chair Report

Carolyn Greenspan discussed her disappointment with the charter renewal of two years with probation. She is confident in the work that Achievement First is doing to resolve the compliance issues noted in the renewal.

RESOLVED, the Amistad Academy Board of Directors has discussed the performance of the Amistad Academy Principal intending to return for the 2020-21 school year and the compensation package as proposed by Achievement First, and hereby approves the renewal of the following principal, with a final compensation package to be incorporated in the FY21 Budget to be reviewed and approved in May 2020:

- Brooke Williams, Principal, Amistad Academy Elementary School

Motion by Tim Pavlis

Seconded by Albert Maldonado

All in favor

RESOLVED, pursuant to C.G.S. Section 10-215f, the Amistad Academy Board of Directors certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2020, through June 30, 2021. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

Motion by Pat Sweet

Seconded by Tim Pavlis

All in favor

RESOLVED, the Amistad Academy Board of Directors will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held.

Motion by Pat Sweet

Seconded by Tim Pavlis

All in favor

IX. Adjourn

The meeting was adjourned at 6:45 pm.

Motion by Tim Pavlis

Seconded by Jane Levin

All in favor



Amistad Academy Board of Directors

Zoom meeting
Thursday, April 23, 2020
4:45 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Authorize Acceptance of SBA Backed Payroll Protection Program Loan
- V. Discussion and Possible Action relating to Amistad High School principal performance and contract renewal for 2020-21 school year
 - a. Proposed Executive Session – Discussion of a personnel matter involving the principal’s performance at Amistad High School.
- VI. Adjourn



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Amistad Academy
Board of Directors
Zoom Video Conference
Thursday, April 23, 2020, 4:45 pm

I. Call to Order and Attendance

The meeting was called to order at 4:47 pm by Carolyn Greenspan. The following board members and Achievement First Staff were in attendance:

Carolyn Greenspan - Yes
Lorraine Gibbons - No
Tim Pavlis - Yes
Jane Levin - Yes
Pat Sweet - Yes
Jennifer Alexander - Yes
Albert Maldonado - No
Ethan Tyminski - Yes
Tyra Smallwood - Yes

Sarah Blanton, AF Network Support - Yes
Dacia Toll, AF Network Support – Yes
Shannon Garfield, AF Network Support – Yes
Christi George, AF Network Support – Yes
Melika Forbes, AF Network Support - Yes

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from March 11, 2020.

Motion by Jane Levin
Seconded by Tim Pavlis
All in favor

IV. Authorize Acceptance of SBA Backed Payroll Protection Program Loan

Victor De La Paz, AF's CFO, gave an overview of the federal PPP loan for which Amistad Academy has been approved.

The CARES stimulus package authorized support on a first come first served basis and Amistad Academy received an award in the amount of \$2.7MM (2.5 times the average monthly payroll). At best, this will be a fully forgivable loan. At worst, it will be a 1% interest loan.

- The loan is based on employment (211 employed at the Amistad Charter).

- 75% of that loan must be for payroll costs and the first payment would be due in six months.

The board asked questions of Mr. De La Paz about some of the specifics of the loan.

Dacia Toll joined the meeting and applauded the work Mr. De La Paz did to apply for the loan in a very timely fashion. She also stated the intention of getting the exact specifics of the loan right. AF is confident that the loan will be forgiven but it is not guaranteed.

Having no further discussion, the board unanimously passed the following resolution:

We, the undersigned, being the directors of Amistad Academy, a Connecticut non-profit corporation with a principal office located in New Haven, Connecticut ("the Board"), in accordance with the amended bylaws and laws of the State of Connecticut hereby adopted the following:

WHEREAS: As a result of the COVID-19 pandemic, the Board has been required to seek financial assistance through the SBA backed Payroll Protection Program. Said funds will be used to ensure the continued operation of schools under its supervision.

RESOLVED, that effective immediately, the Board has begun the process of completing the required documentation necessary to apply for the above referenced financial assistance,

RESOLVED, that the Board is authorized to take all reasonable steps necessary to complete the loan application(s) related to the Paycheck Protection Program including, but not limited to, the submission of financial records, tax returns and payroll records.

RESOLVED, that the Board is hereby authorizing its Board Chair, Carolyn Greenspan, to sign any and all documents ancillary to the completion of the above referenced loan application.

FURTHER RESOLVED, that any officer of Achievement First, Inc. and their designees (each an "*Authorized Person*") is, jointly or severally, authorized and directed, at any time and from time to time, to do such things and acts for and on behalf of the Board as may be necessary or advisable in order to give effect to and, generally, carry out the intent of the foregoing resolution in the name and on behalf of Amistad Academy, on such terms and conditions and in such form deemed necessary or desirable and approved by such Authorized Person with such changes, modifications and amendments thereto as such Authorized Person may in such person's discretion approve, which approval shall be conclusively evidenced by the execution and delivery of such documents and instruments in writing.

BE IT FURTHER RESOLVED, that the Board Chair is hereby authorized to certify that these resolutions have been duly adopted and that they are in conformity with the amended Bylaws of this Board.

Motion by Tim Pavlis
Seconded by Jen Alexander
All in favor

V. Discussion and Possible Action relating to Amistad High School principal performance and contract renewal for 2020-21 school year

Pat Sweet, Shannon Garfield, Christi George and Melika Forbes joined the meeting.

The board entered into executive session at 5:05 pm to discuss a personnel matter involving the principal's performance at Amistad High School. Motion by Carolyn Greenspan. Seconded by Pat Sweet. Ms. Greenspan invited the following staff members to participate in executive session: Sarah Blanton, Shannon Garfield, Christi George, Melika Forbes and Dacia Toll.

The board exited executive session at 5:44 pm. Motion by Pat Sweet. Second by Jane Levin.

RESOLVED, the Amistad Academy Board of Directors reviewed the recommendation of the Amistad High School Committee and discussed the performance of the Amistad High School Principal, Simon Obas, and the compensation package as proposed by Achievement First, and hereby approves the renewal of the principal, with a final compensation package to be incorporated in the FY21 Budget to be reviewed and approved in May.

Motion by Jen Alexander
Seconded by Ethan Tyminski
All in favor

Pat Sweet requested language in the minutes about how Simon Obas has done a good job restoring strength to the high school. Jen Alexander affirmed the strong plan in place to address issues that were raised.

VI. Adjourn

The meeting was adjourned at 5:49 pm.

Motion by Jen Alexander
Seconded by Tim Pavlis
All in favor



Amistad Academy Board of Directors

Zoom meeting
Wednesday, May 13, 2020
5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Business
 - Principal Reports
 - Joint High School Committee Report
 - Chief Financial Officer Report
 - i. Re-appoint Auditors
 - ii. Approve Financial Report
 - iii. Approve FY21 Budget
 - Board Chair Report
 - i. Approve Amistad Middle School Principal
 - ii. Re-elect directors
- V. Adjourn



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Amistad Academy
Board of Directors
Zoom Video Conference
Wednesday, May 13, 2020, 5:30 pm

I. Call to Order and Attendance

The meeting was called to order at 5:38 pm by Carolyn Greenspan. The following board members and Achievement First Staff were in attendance:

Carolyn Greenspan - Yes	Albert Maldonado - No
Lorraine Gibbons - Yes	Ethan Tyminski - No
Tim Pavlis - Yes	Tyra Smallwood - Yes
Jane Levin - Yes	Brooke Williams, Amistad Elementary School Principal
Pat Sweet - Yes	Sarah Blanton, AF Network Support
Jennifer Alexander - Yes	Victor De La Paz, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Discussion and Business

A. Principal reports

Ms. Brooke Williams, Principal Amistad Elementary School, began her report addressing the satisfaction of the school's families during this time of remote learning. The response rate to a recent survey was good and feedback was generally quite positive. The school is implementing some of the feedback from families especially around progress reports.

Ms. Williams said they are working to be creative about engaging and providing lessons to the elementary school kids, putting them in small groups for mini-lessons with teachers, then sending them into breakout rooms for conferences. Attendance and work completion are top priorities. If scholars don't log in when they have a conference, teachers follow up.

Most scholars have wifi at home and for those who did not, they received hot spots from the AF network.

Ms. Williams reported 100% of the leadership team is returning next year, 85% of teachers are coming back and they are fully hired for next year. Ms. Williams is very excited about the new hires.

B. Joint High School Committee Report

Jane Levin gave an update from the Joint High School Committee Meeting. Students at Amistad HS have access to all courses they are enrolled in and are having weekly advisory meetings. Attendance has been very high (as measured by work completion). The school found that many students, especially juniors and seniors, were unable to attend the live Zoom classes. However, those students are watching the videos and completing work before the end of the day.

The Amistad HS Committee meeting discussed the strong college acceptance results for the senior class and the plans for student promotion or retention for grades 9-11. Where promotion is in doubt, families have received steady communication throughout the year so that no one is surprised.

Of the twelve person leadership team, nine will return for next year resulting in a more streamlined leadership team. There are several positions still left to be filled and Mr. Obas shared his priorities for hiring.

C. Board Chair Report

Carolyn Greenspan opened a discussion about the interview with Rosie Basile. The board felt strongly about her potential to be a great principal.

D. Chief Financial Officer Report

Tim Pavlis presented the Treasurer's report which includes the year to date financials, showing a small surplus, and the proposed FY21 budget. Victor De La Paz joined the meeting to answer questions.

Mr. Pavlis noted the assumptions underlying the budget including flat per-pupil funding from the State, potential philanthropy, and the PPP loan. At the middle school, the budget includes commitments needed to set up the new principal for success. Mr. Pavlis also noted that, while the budget accounts for pay raises, the programmatic plans do not seem to have been too significantly cut.

Mr. De La Paz shared that they budgeted to the seat cap.

The budget will probably be revisited in the fall based on the direction of the economy and a recalibration of assumptions. Mr. De La Paz shared some thinking about planning for different scenarios based on potential budget cuts at the State level.

The board continued on to the resolutions, approving the minutes prior to going on to the financial resolutions.

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from April 23, 2020.

Motion by Tyra Smallwood

Seconded by Pat Sweet

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby ratifies the re-appointment of CohnReznick to perform the financial audit of the 2019-20 fiscal year.

Motion by Pat Sweet

Seconded by Jane Levin

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby approves the financial report as presented.

Motion by Tim Pavlis

Seconded by Lorraine Gibbons

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby approves the financial budget as recommended by the Finance Committee and prepared by Achievement First for the 2020-21 fiscal year.

Motion by Pat Sweet

Seconded by Tyra Smallwood

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby approves Ms. Roseann Basile as principal of Amistad Academy Middle School effective July 1, 2020.

Motion by Tyra Smallwood

Seconded by Pat Sweet

All in favor

RESOLVED, the Amistad Academy Board of Directors hereby ratifies the re-election of the following directors with a three year term ending June 30, 2023.

- Carolyn Greenspan
- Jane Levin

Motion by Pat Sweet

Seconded by Lorraine Gibbons

All in favor

The board welcomed Rosie Basile into the Zoom meeting to congratulate her on her appointment as Amistad Middle School principal. Ms. Basile said she looks forward to working together.

IV. Adjourn

There being no other business before the board, it was unanimously decided to adjourn at 6:34 pm by Carolyn Greenspan

Motion by Lorraine Gibbons

Second by Jane Levin

All in favor