

Achievement First Bridgeport Academy

Board of Directors Meeting Minutes

December 6, 2012

Board Members in Attendance: Max Perez, Judy Andrews, Cornelius Medas, Andy Boas, Dick Kalt, Harold Kamis, Chris Kunhardt, Wiley Mullins, Ed Raice, Marlene Macauda, Dick Kalt.

Others in Attendance: Kate Aufiero, Morgan Barth, Ken Paul, Lauren Miller, Kelonda Maul Melissa Ceriale, Heather Wachter and Susan Shankman, Katherine Baker Marc Michaelson, Tony Siddall

Mr. Boas called the meeting to order at 6:20pm. Mr. Boas welcomed the board and asked if there was any public comment. Hearing none, he asked everyone to introduce themselves to Melissa Ceriale a nominee to the board.

Mr. Boas asked Mr. Paul to give a development update. Mr. Paul discussed funding and philanthropy efforts in CT and Advocacy for Bridgeport, CT. Mr. Paul let the board know of the upcoming Howard Fuller event and opened for questions.

Kate Baker, Principal of Achievement First Bridgeport Academy Elementary school presented her report to the board. She spoke to the board about the successes and challenges the school has faced to date this year. Some successes include very high CMT results, their high Achievement First Report Card results and great student attendance. Ms. Baker spoke to the board regarding the Principal in Residency Program and the importance their current resident Ms. Morgan Carter has had on the team. Two areas of growth that the school is working on include adapting the school curriculum to the Common Core standards and working on student tardiness. The entire team is working together to address these challenges. Ms. Baker answered questions from the board.

Morgan Barth, Principal of Achievement First Bridgeport Academy Middle school presented his report to the board. Mr. Barth highlighted some successes and challenges. One of the major successes this year is seeing their year to year gains on the Achievement First Report Card results - the scholars made tremendous academic progress. He also talked to the board about areas of growth for the school Mr. Barth let the board know that the current Director of School Operations will be departing in the spring and he is looking for a replacement. Mr. Barth answered questions from the board.

Mr. Paul asked Heather Wachter to give the board background on her experience in the Principal in Residence Program for Achievement First Bridgeport Academy Elementary School. Ms. Wachter is currently the Academic Dean at the school and is in the residency program to train to become a school principal. She spoke about her experiences and answered questions from the board.

Mr. Barth introduced Marc Michaelson to the board and he discussed the Principal Pipeline and leadership transitions. Mr. Michaelson expressed Achievement First is building a Pipeline of leaders to be able to expand and fill spaces for leadership positions when they arise. Mr. Michaelson gave a brief history of Achievement First Bridgeport and the Principal transition at

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the Middle School and expressed the importance of leadership growth and training. Mr. Michaelson took comments and answered questions from the board. Mr. Michaelson spoke to the board about Ms. Challa Flemming who is currently the Principal in Residence working with Morgan Barth at Achievement First Bridgeport Academy Middle School and is making great growth. Mr. Michaelson took comments and questions from the board.

Mr. Boas asked the board if they had a chance to look through the minutes from the last board meeting. He asked if anyone had any changes to the minutes. Hearing no suggestions, he asked the board for a motion to approve the minutes.

RESOLVED: To approve the meeting minutes from October 4, 2012 in the form presented to the board.

Moved: Dick Kalt

Seconded: Max Perez

(All in favor).

Mr. Boas spoke to the board about the AF School Report Card and introduced the bonus policy to the board for approval. He and Mr. Siddall answered questions from the board. Mr. Boas then asked for a motion to approve the policy.

RESOLVED, The Achievement First Bridgeport Academy Board hereby approves the bonus policy attached herein, covering performance from the 2011-12 school year. The Board further approves the AF School Report Card as the method for determining the amount of bonuses, and delegates to Achievement First co-CEO and Superintendent Doug McCurry the exclusive authority to award mitigating points in exceptional circumstances.

RESOLVED: To approve the Bonus Policy

Moved: Max Perez

Seconded: Judy Andrews

(All in favor).

Mr. Boas gave background to the Application for Debt forgiveness.

We are submitting 2 applications to the state of Connecticut for the repayment of debt on behalf of AF Bridgeport Elementary and AF Bridgeport Middle. For AF Bridgeport Elementary, we are applying for the repayment of debt incurred for the school purchase and renovation project for the amount of \$785,841 which is the remaining principle of the debt we currently hold. For Bridgeport middle, we are applying for the repayment of debt incurred for the school expansion and renovation project for the amount of \$2,391,315.16 which is the remaining principle less \$250,000 of pledged matching funds provided by private funders.

RESOLVED, that Achievement First Bridgeport Academy, Inc. ("AF Bridgeport") be, and hereby is, authorized and directed to apply to the State of Connecticut Department of Education for a debt

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repayment grant for the following projects: (I) the AF Bridgeport Academy Middle School expansion and renovation project in the amount of \$2,391,315.16; and (ii) the AF Bridgeport Academy Elementary School purchase and renovation project in the amount of \$785,841.91;

FURTHER RESOLVED, that the Chairman of the Board of Directors of AF Bridgeport and his designee(s), be, and hereby are, jointly and severally, authorized and directed, in the name and on behalf of AF Bridgeport, to execute and deliver the applications for debt repayment grants in substantially the form submitted to the Board of Directors for their review, and to do, or cause to be done, such acts and things, including, without limitation, any such actions as are required pursuant to the debt repayment grants, and to enter, execute and deliver such documents, expend such funds and take such action as may be necessary or appropriate in order for AF Bridgeport to be awarded the grants and to effectuate the foregoing resolutions.

RESOLVED: To approve the application for Debt Forgiveness

Moved: Dick Kalt

Seconded: Max Perez

(All in favor)

Mr. Boas asked Mr. Raice, board treasurer to provide an update on the financials. Mr. Raice went over the board balance sheets. Mr. Raice explained the yearly audits to the board and informed the board that the finances look good. Mr. Boas answered questions from the board regarding enrollment and Ms. Miller addressed questions related to student enrollment.

RESOLVED: To approve the financial forecast

Moved: Judy Andrews

Seconded: Dick Kalt

(All in favor).

Mr. Boas talked to the board about Melissa Ceriale a candidate for the board. He and members of the nominating committee had previously met with her and recommended her to the board.

NOW, THEREFORE, BE IT RESOLVED that Melissa Ceriale is elected to the board of directors of Achievement First Bridgeport Academy, to be assigned to Class II directors and serve a term of two years, with a term ending in December 2014.

RESOLVED: To approve the nomination of Melissa Ceriale

Moved: Dick Kalt

Seconded: Marlene Macaуда

(All in favor).

Mr. Boas asked if there was any new business to be addressed. Hearing none, the board voted to adjourn the meeting at 8:12pm.

RESOLVED: To adjourn the meeting

Moved: Max Perez

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Seconded: Harold Kamis
(All in favor).

Respectfully Submitted, _____