

**Elm City College Preparatory  
Board of Directors**

370 James St, New Haven

Wednesday, September 9, 2020, 5:30 pm

**I. Call to Order and Attendance**

The meeting was called to order at 5:32 pm by Dick Ferguson. The following board members, constituting a quorum, and Achievement First staff were in attendance:

Richard Ferguson  
Laura Saverin  
Stephanie Ma  
Prish Pierce  
Patric Gregory  
Julia Halberstam

Shanice Adams, ECCP School Leadership  
Christina Ellington, Regional Superintendent  
Riley Bauling, Regional Superintendent  
Sarah Blanton, AF Network Support  
Ken Paul, AF Network Support  
Victor De La Paz, AF Network Support

Public: LaVonta Bryant

**II. Open session for public comment**

There was no public comment.

**III. Approve Minutes**

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the meeting minutes from August 17, 2020

Motion by Laura Saverin

Seconded by Prish Pierce

All in favor

**IV. Elect Parent Representative**

RESOLVED, the Elm City College Preparatory Board of Directors hereby elects Ms. LaVonta Bryant to serve as a director for a three year term ending June 30, 2023.

Motion by Patric Gregory

Seconded by Julia Halberstam

All in favor

**V. Discussion and Business**

**A. Principal Reports**

Riley Bauling, regional superintendent, updated the board on behalf of Ms. Ashia Parks who

was unable to attend the meeting. Elm City Middle School's priorities have been to ensure strong, impactful summer professional development and the execution of a strong vision for remote instruction.

Attendance is around 90 percent. Based on observations on remote classes, the energy is good. The Leadership Team is unified in their vision for the school and there is a lot of trust and alignment in service of scholars. Mr. Bauling and Ms. Parks are working on coaching deans and driving strong instruction.

Ms. Shanice Adams, Elm City Elementary School principal, shared that the priorities are safety and happiness. She highlighted several moments of connecting with families and scholars. The first few days of remote learning were spent on getting to know one another.

The family survey showed that 22% of families want in-person instruction once the option is available. Ms. Adams shared the breakdown of staffing needed to meet the needs of in-person instruction at that level. The second phase of hybrid learning will be in October which will involve another survey to families and another round of staff assignments. Most staff are remote. Only those involved in live teaching would be in the building.

Attendance is 92% and student retention was 96% from last year to this year.

The building construction has been going well and the operations team is working hard to make sure that scholars will be able to be safely distanced when they return.

Christina Ellington shared that she's proud of the leadership team. She has attended staff meetings and often heard praise for the leadership team.

### **B. Joint High School Committee Report**

Dick Ferguson gave the updated the Elm City Board on the Amistad High School Committee. 83% of families elected to continue remote learning once in-person instruction is available. There are two fewer AP science courses but two new additional AP courses offered (AP Computer Science and AP Art). Teacher PD is still happening on the same schedule as always – just remote instead of in-person.

### **C. Treasurer Report**

Laura Saverin discussed the proposed budget amendment that takes into consideration certain cuts based on COVID. The balance sheet is in a strong position. Ms. Saverin reviewed changes to the PPP loan.

Ken Paul spoke about philanthropy and highlighted the support of the PCLB Foundation.

Ms. Saverin gave an overview of the debt structure and the desire to consolidate the debt facility. There is a need for a bridge loan to replenish the cash for the elementary and middle school work at James Street. Victor De La Paz provided additional context and answered questions from the board about the loan and the Dixwell Avenue property which is on the market.

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the amended budget as recommended by the Finance Committee and prepared by Achievement First for the 2020-21 fiscal year.

Motion by Laura Saverin

Seconded by Prish Pierce

All in favor

WHEREAS, the Elm City College Preparatory Board of Directors (the "Board") approved the facilities consolidation project and attendant contract with Babbidge Construction Company, Inc., as presented, for a cost not to exceed \$1.2 million, at its May 13, 2020 meeting;

WHEREAS, the design, scope, budget and other relevant facts and circumstances of the foregoing facilities consolidation project, including but not limited the moving, maintenance upgrades and construction, has been presented to and considered by the Board;

WHEREAS, the Board desires to conduct renovations as a part of the above referenced facilities consolidation project and desires a loan to pay for certain costs associated with the renovations;

WHEREAS, the Board desires to enter into a loan agreement by and between the Board and the Charter School Growth Fund ("CSGF") for nine hundred and fifty thousand dollars (\$950,000.00) at a three percent (3%) interest rate, to be repaid at maturity, has been presented to and considered by the Board;

BE IT RESOLVED, that the Board hereby authorizes and directs the obtaining of a loan from CSGF, for nine hundred and fifty thousand dollars (\$950,000.00), binding the Board to the terms and obligations in the Loan Agreement attached as Exhibit A.

BE IT RESOLVED FURTHER, Achievement First Inc., acting through its officers or designees (each an "Authorized Person") are, jointly and severally, authorized and directed, in the name of the Board, to do all such things and acts and to execute and deliver all such applications, documents and instruments in writing and to expend such fees 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 including, without limitation, to execute and deliver any instruments and documents required in connection with the Loan Agreement, in the name and on behalf of the Board, 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 applications, documents and instruments in writing; and

BE IT FURTHER RESOLVED, that all actions previously taken by any Authorized Person in furtherance of the foregoing resolutions are hereby ratified and confirmed.

Motion by Julia Halberstam  
Seconded by Patric Gregory  
All in favor

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the LIIF non-binding term sheet as presented, and grants authorization to Achievement First, through its officers or designees, to negotiate the loan documents, which will require final approval by the Board prior to execution.

Motion by Prish Pierce  
Seconded by Laura Saverin  
All in favor

#### **D. Board Chair Report**

Dick Ferguson reviewed the following resolutions.

RESOLVED, the Elm City College Preparatory Board of Directors hereby renews the Cooperative Arrangement Agreement by and between Amistad Academy, Elm City College Preparatory, and AF Bridgeport Academy as presented for five (5) years.

Motion by Laura Saverin  
Seconded by Prish Pierce  
All in favor

RESOLVED, the Elm City College Preparatory Board of Directors hereby approves the facial covering (mask) policy as presented by Achievement First.

Motion by Prish Pierce  
Seconded by Stephanie Ma  
All in favor

WHEREAS, Elm City College Preparatory was founded to address the legacy of racism in public education and to support the young people in New Haven to realize their full power and potential;

WHEREAS, Elm City College Preparatory has entered into an Academic and Business Services Agreement with Achievement First, Inc (“AF”), dated as of July 1, 2020;

WHEREAS, Lead for Racial Equity was defined as the lead core value for AF, but AF has acknowledged that it has not -- and does not currently -- consistently live that value in its schools. While AF has made meaningful progress in some areas, AF has not acted urgently or boldly enough to be consistently anti-racist in its instruction and curriculum, school discipline and student experience, talent practices and policies, family engagement, and decision-making; and

WHEREAS, Elm City College Preparatory, in alignment with AF, aspires to lead the education sector not just in what our scholars achieve but also in the values-based way we operate. We believe that when we know better, we must do better. We are committed to becoming the anti-racist school system and community that our scholars, families, and staff deserve. We believe that we must interrogate our current practices, accelerate change, and institutionalize the equity-based mindsets, policies, and practices that are needed to move us collectively toward that vision.

BE IT RESOLVED, the Elm City College Preparatory Board of Directors hereby affirms that Elm City College Preparatory will uphold the values of Lead for Racial Equity and:

1. Vehemently denounce racism and actively work to dismantle it within and outside Elm City College Preparatory;
2. Build structures and accountability to ensure all students, families, and staff are treated equitably and feel heard and valued; specifically, work to amplify Black and Latinx voices and perspectives both internally and externally;
3. Implement an anti-racist approach to the its beliefs, mindsets, policies, and practices with goals and actions in each of the following areas:
  - Adult culture and inclusive decision-making
  - Student Experience/School Culture (including student discipline policies and practices)
  - Talent (including equitable development, promotion, and compensation)
  - Instructional practices and curriculum

4. Instruct the principals of Elm City College Preparatory to report at board meetings on the progress against these commitments, what has been accomplished, how different parts of the Elm City community have been engaged, and what the next phase of the work will be; and
5. Ensure all new Elm City College Preparatory priorities and initiatives are developed, launched, and executed with an intentional and embedded focus on Leading for Racial Equity; take any additional steps necessary to ensure Elm City College Preparatory becomes the powerful, anti-racist engine for equity that we were founded to be - and that our scholars, families and staff deserve.

Motion by Laura Saverin

Seconded by Julia Halberstam

All in favor

#### **I. Adjourn**

The meeting was adjourned at 6:38 pm by Dick Ferguson.

Motion by Stephanie Ma

Seconded by LaVonta Bryant

All in favor