

- Draft Minutes -
AF Hartford Academy
Board of Directors
November 1, 2021, 5:30 pm
Zoom Video Conference

I. Call to Order and Attendance

The meeting was called to order at 5:38 pm by Patsy Mundy. The following board members, constituting a quorum, and Achievement First staff were in attendance:

Patsy Mundy - Yes	Raven Obas, AFBA School Leadership
Bildade Augustin - Yes	Emily Wojtusik, AFHA School Leadership
Ja Hannah - Yes	Laneka Thomas, AFHA School Leadership
Alice Turner - Yes	Claire Shin, AF Network Support
David Dee - No	Michael Hendricks, AF Network Support
Lisa Tanen-LaFontaine - Yes	Neil Shah, AF Network Support
Celina Whitmore - No	Sarah Blanton, AF Network Support
Jessica Glover - Yes	Ken Paul, AF Network Support
Erwin Hurst - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the meeting minutes from September 13, 2021.

Motion by Lisa Tanen-LaFontaine

Seconded by Erwin Hurst, Sr.

All in favor

IV. Discussion and Possible Action

- A. Schools update with AF Hartford Academy principals and Regional Superintendents

Each of the principals updated the board on school culture and staffing issues. At the Elementary School, Ms. Raven Obas shared the positive feedback from scholars in a survey

taken by 90% of students. 86% feel positively about being at school. It is the strongest start to the school year they've had. 87% of staff reported feeling positively about working at the school. The goal was 85%.

She updated the board on staffing vacancies but said that she was confident the kids aren't feeling the impact of staffing challenges despite teachers starting to feel burnout.

Ms. Obas shared that she's feeling proud of the staff for rallying and making the school feel positive for the kids.

Ms. Emily Wojtusik shared that on any given day, there are between three and eight staff members who are out for COVID related reasons on top of the five open positions. The vacancies are due to resignations, one anticipated termination due to the vaccine mandate and one internal promotion of a teacher to a leadership position

Ms. Laneka Thomas shared that there are ten unstaffed positions with a minimum of 1-2 absences daily for COVID related reasons (and multiple days that have had 5-8 staff out). Coverage has had a significant impact on staff morale. In response to the staffing challenges, the school moved from a seven to six period day. The seventh period will be an enrichment period and the school will offer chess club, math club, art club, dance and others.

Ms Claire Shin and Mr. Michael Hendricks, regional superintendents, shared their high level view about how well the principals are doing showing up for kids.

Ms. Stephanie Keenoy, AF's Superintendent, talked about the staffing challenges and teacher recruitment efforts going on for this year and next year.

The board considered and voted on the resolution below.

WHEREAS, principals and Achievement First (AF) staff have detailed novel challenges and concerns in light of COVID-19, and the board has considered such challenges and concerns;

RESOLVED, the AF Hartford Academy Board of Directors hereby authorizes the Superintendent, in collaboration with school principals, to make temporary programmatic and/or structural changes to the instructional model as permitted by law, subject to authorizer approval,

BE IT FURTHER RESOLVED, Achievement First and its designee are, jointly and severally, authorized and directed, in the name of AF Hartford Academy, to take any and all actions and/or submit such documents needed to effectuate the foregoing resolution.

Motion by Billie Augustin

Seconded by Erwin Hurst, Sr.

All in favor with Alice Turner abstaining

B. Interim Principal Hiring Process

The board discussed the desire to extend the period of approval for short term interim principals, as recommended by the principals and regional superintendents.

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the following individuals to serve in the interim principal role for the schools indicated below, for a time not to exceed four weeks, between November 2, 2021 and June 30, 2022.

AF Hartford High School: Jahki Manley, Jo-Ann Dominique

AF Hartford Summit Middle School: Rochelle Collins

AF Hartford Elementary School: Sueleidy Cruz

Motion by Lisa Tanen-LaFontaine

Seconded by Ja Hannah

All in favor

C. AF Hartford Academy Board Manual

The board members had no questions or comments about the board manual.

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the Board Manual as presented by Achievement First.

Motion by Erwin Hurst, Sr

Seconded by Billie Augustin

All in favor

V. Committee Reports

A. Finance Committee

Neil Shah, AF's Chief Financial Officer, gave the finance report noting the year to date financials and balance sheet. Mr. Shah touched upon ESSER spending and the possibility of coming back to the board in January with an update on spending.

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

Motion by Billie Augustin

Seconded by Lisa Tanen-LaFontaine

All in favor

B. Personnel Committee

1. Proposed executive session to discuss a personnel matter related to AFHHS.

The board entered executive session at 7:25 pm. Motion by Billie Augustin. Second by Lisa Tanen-LaFontaine. All in favor.

The board exited executive session at 8:00 pm. Motion by Alice Turner. Seconded by Jessica Glover. All in favor.

VI. Adjourn

The meeting was adjourned at 8:01 pm by Patsy Mundy.

Motion by Alice Turner

Seconded by Patsy Mundy

All in favor