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
Bildade Augustin - Yes
Ja Hannah - Yes
Alice Turner - Yes
David Dee - No
Lisa Tanen-LaFontaine - Yes
Celina Whitmore - No
Jessica Glover - Yes
Erwin Hurst - Yes

Raven Obas, AFBA School Leadership
Emily Wojtusik, AFHA School Leadership
Lanea Thomas, AFHA School Leadership
Claire Shin, AF Network Support
Michael Hendricks, AF Network Support
Neil Shah, AF Network Support
Sarah Blanton, AF Network Support
Ken Paul, AF Network Support

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