

- DRAFT -
AF Bridgeport Academy Board of Directors
Zoom Video Conference
Wednesday, January 19, 2022
7:45 p.m.

I. Call to Order

The meeting was called to order at 7:55 p.m. by Dick Kalt. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Kimberly Bruce - No	Kristin Damo, Regional Superintendent
Ruben Felipe - No	Michael Hendricks, Regional Superintendent
Shalia Garnett - Yes	Lauren D'Addario, AF Bridgeport Academy Elementary
Debra Hertz - Yes	Beth Cocuzza, AF Network Support
Ebrima Jobe - No	Xanthe Jory, AF Network Support
Dick Kalt - Yes	Elise Major, AF Network Support
Raj Lakra - Yes	Connor McGann, AF Network Support
Dewey Loselle - No	Ken Paul, AF Network Support
Marlene Macaуда - Yes	Neil Shah, AF Network Support
Michael Strambler - Yes	Megan Tokarski, AF Network Support

II. Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves the meeting minutes from October 28, 2021.

Motion by Raj Lakra
Seconded by Debra Hertz
All in favor

IV. Discussion and Business

A. Interview with Interim Principal Lauren D'Addario

Dick Kalt invited board members to ask Lauren D'Addario any questions about her background, qualifications, and experience to serve as interim principal for AF Bridgeport Academy Elementary while Principal Samantha Lucky is out on family leave.

- Marlene Macaуда asked Ms. D'Addario to summarize her employment history. Ms. D'Addario has been at AF Bridgeport Academy Elementary since the start of her education career progressing from Teacher-in-Residence, to 2nd- and 3rd-grade teacher, to Dean of Students, and now serving as Academic Dean. This is her ninth year at the school. She received her 092 Certification in Educational Leadership from Quinnipiac University last year.
- Dick Kalt asked Ms. D'Addario if she has previous administrator experience. Ms. D'Addario is currently on the leadership team at AF Bridgeport Academy Elementary as a Dean and was previously Grade-Level Chair when she was a teacher. This will be her first time in a Principal role.
- Raj Lakra asked Ms. D'Addario what she thinks will be her biggest challenge(s) in the interim Principal role. Ms. D'Addario said Ms. Lucky has done a great job caring for staff, students, families, and the community during the pandemic, and she wants to continue leading with care and making sure everyone has what they need to be successful. Maintaining the staffing necessary to operate in-person school is also an ongoing challenge, and Ms. D'Addario and the leadership team continue to be committed to being flexible in response and stepping in to provide coverage as needed.
- Ken Paul asked Lauren D'Addario to talk about reading instruction at AF Bridgeport Academy Elementary. Ms. D'Addario shared that reading was a huge priority for her upon entering into the Dean role, and she revamped K-2 ELA to make sure teachers are equipped with the curriculum and professional development they need to successfully teach kids to read, as well as empowering the kids and investing them in loving reading.
- Debra Hertz asked about Ms. D'Addario's long-term professional goals. Ms. D'Addario said she is very happy in her current Dean role, but likely wants to pursue a Principal position down the road. The interim Principal opportunity is a great chance to try out the role.
- Mike Strambler asked about the universal issue of low teacher morale during the pandemic and what AF Bridgeport Academy Elementary is doing to address it. Ms. D'Addario said the school has administered two Org Health Surveys so far this year to get a sense of how staff is feeling. The staff values being heard, so any opportunity to have a survey or check-in, whether formal or informal, is very important to them. This year's Org Health Survey results have been lower than in the past, but are still generally positive with 83% of staff feeling positive about working at AF Bridgeport Academy Elementary and 90% indicating they feel cared about. The school's leadership team is also doing things to make the work more sustainable for teachers, such as modified hours, more prep time, more

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spirit days, and gestures of gratitude like a coffee cart.

B. Treasurer Report

1. Financial Report

Neil Shah shared AF Bridgeport Academy's year-to-date financial statements through November 30, 2021, as previously presented to the AF Bridgeport Academy Finance Committee. He reported that the charter's financials are standard for this point in the fiscal year.

Mr. Shah explained a shift in AF Bridgeport Academy's ESSER spending plans, namely pushing back some program spending, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity and allocating more Year 1 (2021-22) funds to operations and staff retention efforts.

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

Motion by Debra Hertz
Seconded by Raj Lakra
All in favor

2. Audited Financial Statements

Neil Shah presented Amistad Academy's Audited Financial Statements for the fiscal year ending June 30, 2021, as previously presented to the AF Bridgeport Academy Finance Committee. He reported that AF Bridgeport Academy received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

Raj Lakra stated that the Finance Committee asked a lot of questions of the auditors and is comfortable with the report.

RESOLVED, the AF Bridgeport Academy Board of Directors hereby accepts the report of the independent auditors CohnReznik prepared in relation to the fiscal year ending 6/30/21.

Motion by Debra Hertz
Seconded by Raj Lakra
All in favor

3. Procurement Policy

Neil Shah directed the board to a draft of the updated Achievement First Procurement Policies and talked through the summary of changes.

RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves the updated Procurement Policy as presented.

Motion by Debra Hertz
Seconded by Raj Lakra
All in favor

C. Schools Discussion with Regional Superintendents

The board entered Executive Session at 8:42 p.m. and invited the following members of the Achievement First staff to join: Kristin Damo, Michael Hendricks, Elise Major, Connor McGann, Ken Paul, and Megan Tokarski. Motion by Raj Lakra. Seconded by Marlene Macaуда.

The board exited Executive Session at 9:10 p.m. to vote on the resolution for interim principal. Motion by Raj Lakra. Seconded by Marlene Macaуда.

RESOLVED, the AF Bridgeport Academy Board of Directors hereby approves Lauren D'Addario to serve as interim principal for AF Bridgeport Academy Elementary School until Samantha Lucky's return from family leave.

Motion by Debra Hertz
Seconded by Raj Lakra
All in favor

D. Board Chair Report

Dick Kalt summarized Principal Simon Obas's school report from the Amistad Academy Joint High School Committee Meeting earlier today, as recorded and published in the committee meeting minutes dated January 19, 2022.

V. Adjourn

The meeting was adjourned at 9:19 p.m. by Dick Kalt.

Motion by Raj Lakra
Seconded by Debra Hertz
All in favor