

**Achievement First Hartford Academy
Board of Directors Meeting
MINUTES
Monday, May 16, 2022
5:30 pm**

I. Call to Order

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

Directors: Patsy Mundy, Erwin Hurst, Jessica Glover, Celina Whitmore, Alice Turner, Lisa Tanen-LaFontaine, Ja Hannah

AF Staff: Fatimah Barker, Lisa Margosian, Beth Cocuzza, Steph Keenoy, De-Lea Deane-Allen, Neil Shah, Xanthe Jory, Ken Paul, Kate Aufiero, Isabel Tañedo, Elise Major, Connor McGann, Rod Bowen, Claire Shin, Michael Hendricks, Laneka Thomas, Raven Obas, Emily Wojtusik, Nakia Hall

Guest: Francoise Deristel Leger

Isabel Tañedo recorded the minutes.

II. Public Comment

There was no public comment.

Patsy Mundy, Board Chair, invited Fatimah Barker, current AF interim CEO, and Lisa Margosian, incoming AF interim CEO, to address the group. Ms. Mundy also acknowledged the attendance of Ms. Francoise Deristel-Leger, Hartford BOE appointee to the Hartford Board, who would formally be elected to the Board in this meeting.

III. Approval of Minutes

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the meeting minutes from March 7, 2022.

Motion by Lisa Tanen-Lafontaine

Seconded by Erwin Hurst

All in favor.

IV. Board Business and Discussion

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A. Principal reports

Laneka Thoma delivered Amistad Academy High School updates, beginning with student academic data, efforts to support student social-emotional health and Team College's work with seniors. The second part of Ms. Thomas' report focused on staff and challenges they are facing: teacher and leadership team retention and positions that still need to be filled. Finally, Ms. Thomas reported on end of year priorities: staff retention and recruitment, staff support, and continued investment in student academics and social-emotional learning, including hiring a new social worker focused on student group work (e.g. conflict resolution, peer mediation).

Ms. Thomas entertained questions from the Board on pre-pandemic academic data, alumni updates, and the impact of bonuses on staff retention.

Emily Wojtusik, Middle School principal, presented student updates, highlighting Spring events, as well as student attendance and academic results from recent testing. Ms. Wojtusik also shared results from the Spring Org Health Survey results. She closed out her report with updates on staffing and recruitment.

Ms. Wojtuski entertained questions from the Board on staff morale, staffing plans, planning considerations for next school year and summer programs for students. Ms. Mundy thanked Ms. Wojtuski for her service, noting for the Board that Ms. Wojtuski would not be returning to Achievement First next year.

Raven Obas delivered the final principal report on the Elementary School. She began with enrollment updates and discussed efforts to develop connections within the Hartford community. She then reported on positive Org Health Data, including strong adult culture, as well as student and family experience. Ms. Obas also identified challenges the school is facing, including student and staff attendance, low reading proficiency and lagging foundational math skills. She and her team are focused on identifying ways to close the academic gaps, including incentivizing student completion of summer work and parent-teacher conferences.

Ms. Obas entertained questions from the Board on how to support student learning.

B. Executive session: Personnel discussion regarding principal renewal offers

The board entered Executive Session at 6:28 p.m. and invited the following members of the Achievement First staff to join: Stephanie Keenoy, Rod Bowen, Elise Major, Claire Shin, Isabel Tañedo.

Motion by Lisa Tanen-LaFontaine

Seconded by Erwin Hurst

The board exited Executive Session at 6:51 p.m.

Motion by Lisa Tanen-LaFontaine

Seconded by Ja Hannah

BE IT RESOLVED, that the AF Hartford Academy Board of Directors has discussed the performance of the following principals intending to return for the 2022-23 school year, and the compensation packages as proposed by Achievement First, and hereby approves their offer renewals, with a final compensation package as incorporated in the FY22-23 budget.

Raven Obas, AF Hartford Academy Elementary School Principal

Laneka Thomas, AF Hartford Academy High School Principal

Motion by Lisa Tanen-LaFontaine

Second by Jay Hannah

All in favor.

C. COO Report

Xanthe Jory, AF Chief Operating Officer, presented enrollment and COVID-related updates. On enrollment, Ms. Jory shared that AF's Network Support team recently recruited a new person entirely focused on strengthening enrollment, including by fomenting relationships with daycares in Hartford. Ms. Jory added that she anticipates two full Kindergarten classes, but noted that this is not close to the goal of three full sections. On COVID safety, Ms. Jory reported on the increase in positive cases in Hartford. While there are no changes to safety policies at the district level, AF continues to encourage masking for students, staff and families.

Ms. Jory entertained follow-up questions from the Board on vaccination campaigns and recent vaccination data.

D. Treasurer report

Neil Shah, AF Chief Financial Officer, reported on financial statements through March 31, and draft budgets for 2022-2023 school year. Mr. Shah entertained questions from the Board on staffing models referenced in the budget, as well as the effectiveness of retention bonuses.

WHEREAS, the Board has heard the financial statements and draft budget, be it

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

Motion by Erwin Hurst
Seconded by Lisa Tanen-LaFontaine
All in favor

RESOLVED, the AF Hartford Academy Board of Directors hereby approves the financial budget as prepared by Achievement First for the 2022-23 fiscal year.

Motion by Erwin Hurst
Seconded by Lisa Tanen-LaFontaine
All in favor

V. Other Business

A. Re-appointment of auditors

RESOLVED, the AF Hartford Academy Board of Directors hereby ratifies the re-appointment of CohnReznick to perform the financial audit of the 2021-22 fiscal year and prepare the IRS Form 990s.

Motion by Lisa Tanen-LaFontaine
Second by Ja Hannah
All in favor.

B. Re-election of Director

RESOLVED, the AF Hartford Academy Board of Directors hereby ratifies the re-election of Lisa Tanen-LaFontaine for another 3-year term, ending June 30, 2025.

Motion by Erwin Hurst
Second by Ja Hanna
All in favor.

C. Elect new Director

RESOLVED, the AF Hartford Academy Board of Directors elects Ms. Francoise Deristel-Leger to the Board as ex-officio Director for a 2-year term, ending June 30, 2024.

Motion by Erwin Hurst

Second by Ja Hannah

RESOLVED, pursuant to Article IV, Section 2 of the AF Hartford Academy Bylaws, the AF Hartford Academy Board of Directors hereby does, effective May 16, 2022, set the number of members of the Board of Directors at eight (8).

Motion by Lisa Tanen-LaFontaine

Second by Ja Hannah

All in favor

D. Leadership Slate

WHEREAS, Bildade Agusin, Director and Treasurer submitted her resignation effective May 3, 2022, be it

RESOLVED, the AF Hartford Academy Board of Directors hereby elects Erwin Hurst to serve as Treasurer and Chair of the Finance Committee through the end of the current school year.

Motion by Lisa Tanen-LaFontaine

Second by Jay Hannah

All in favor.

VI. Adjourn

The meeting was adjourned at 7:17 p.m. by Patsy Mundy.

Motion by Lisa Tanen-LaFontaine

Seconded by Ja Hannah

All in favor.