



Joint Meeting of the Achievement First School Boards of Directors

**Amistad Academy, Elm City College Preparatory,
AF Bridgeport Academy, AF Hartford Academy,
AF Brooklyn and AF Rhode Island**

Zoom meeting

Monday, August 2, 2021

1:00 – 3:00 pm

- I. Call to Order
- II. Updates
 - a. Ransomware Attack
 - b. ESSER Funding
- III. Leadership Transition and Vision Process
- IV. 2020-21 Review of Academy Performance and COVID Response Strategies
- V. 2021-22 Goals and School Reopening
- VI. Adjourn



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Joint Meeting of the Achievement First School Boards of Directors

**Amistad Academy, Elm City College Preparatory,
AF Bridgeport Academy, AF Hartford Academy,
AF Brooklyn and AF Rhode Island**

Zoom meeting
Monday, August 2, 2021
1:00 – 3:00 pm

I. Call to Order and Attendance

The meeting was called to order at 1:05 pm by Dick Ferguson, Elm City College Preparatory Board Chair. The following board members and Achievement First Staff were in attendance:

Amistad Academy Board Members in Attendance: Carolyn Greenspan, Jane Levin, Yashira Agosto, Priyanka Junankar

Elm City College Preparatory Board Members in Attendance: Dick Ferguson, Laura Saverin, Patric Gregory, Tina Wright, Julia Halberstam, Nicola Fleischer, Stephanie Ma, LaVonta Bryant, Prish Pierce

AF Bridgeport Academy Board Members in Attendance: Mike Strambler, Ebrima Jobe, Kimberly Bruce, Ruben Felipe, Debra Hertz

AF Hartford Academy Board Members in Attendance: Patsy Mundy, Billie Augustin, Lisa Tanen-La Fontaine, Erwin Hurst

AF Rhode Island Board Members in Attendance: Maryellen Butke, Ben Smith, Macky McCleary, Reshma Singh

AF Brooklyn Board Members in Attendance: Deb Shanley, Romy Coquillet, Andy Hubbard, Desiree Dalton, Kevin Miquelon, Warren Young, Chris Lynch, Tamika Bradley

Achievement First Staff: Rich Buery, Steph Keenoy, Fatimah Barker, Sarah Blanton, Neil Shah, Scot Kerr, Ken Paul, Elise Major

Public: Akeem Frett

II. Updates

A. Ransomware Attack

Mr. Rich Buery updated the boards on what happened with the REvil ransomware attack and how AF responded.

B. ESSER Funding

Mr. Neil Shah gave an overview of ESSER funding and how Achievement First and the schools are working on aligning ESSER funds with our COVID response strategies.

III. Leadership Transition and Vision Process

Mr. Rich Buery discussed his transition plans, as Ms. Fatimah Barker, AF's current Chief External Officer, will serve as the Interim CEO. Mr. Buery spoke about the organizational structure and the new positions added.

Mr. Buery then led a discussion about the Vision Process. The board gave feedback on the graduate aims and then reviewed the updated vision and mission Statement. Updating these statements was not originally intended to be part of the Vision Process but as the work towards defining our aspirations, updating the mission statement naturally followed. The board gave feedback on the vision and mission statements.

IV. 2020-21 Review of Academy Performance and COVID Response Strategies

Ms. Stephanie Keenoy, AF's Superintendent, led a discussion about the performance of the AF schools during the 2020-21 school year. During that year, AF's New York schools were remote all year, while the Connecticut and Rhode Island schools operated in a hybrid mode, offering in-person learning for interested students during parts of the year.

Ms. Keenoy reviewed her goals for the 2020-21 school year and outcomes in the categories of student safety, student experience, staff experience, family experience and remote and hybrid programming and academic performance.

She then reviewed the academic performance of the elementary, middle and high schools by discussing the tests administered, procedures for assessments and results. Across all academy levels, Ms. Keenoy discussed reading levels as a separate measure from many of the other assessments administered by AF. The board posed question and engaged in discussions around the results.

Ms. Keenoy reviewed AF's guiding principles which helped AF draft the response strategies.

1. Designing for physical safety.
2. Continuing to prioritize student experience.

3. Adapt curriculum materials based on formative data.
4. Strong reading intervention – with prioritized efforts in grades 5-12.
5. External partnerships – with a focus on summer academy and tutoring programs.

The board asked questions on the strategies presented.

V. 2021-22 Goals and School Reopening

Ms. Keenoy shared the goals for the coming year, as aligned with the COVID strategies, and the ways in which AF intends to measure progress towards those goals. She indicated that the goals represent started targets and that the principals are setting school-specific goals aligned to these network goals.

Ms. Keenoy shared her confidence in the goals and COVID response strategies. The boards will have opportunities to assess progress towards goals throughout the year.

VI. Adjourn

The joint meeting was adjourned at 3:04 pm by Dick Ferguson. Motion by Laura Saverin. Second by Prish Pierce.

Amistad Academy
Finance Committee
Zoom Meeting
Monday, September 20, 2021
1:00 pm

Call to Order

Discussion

- FY21 Balance Sheet
- Amended FY22 Amistad Academy Budget

Adjourn



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**Amistad Academy
Finance Committee**
Zoom Meeting
Monday, September 20, 2021, 1:00 pm

-Minutes draft-

Call to Order

The meeting was called to order at 1:04 pm by Patricia Sweet. The following board members, constituting a quorum, were in attendance: Carolyn Greenspan, Pat Sweet, Jane Levin, Yashira Agosto.

The following Achievement First and Amistad staff were in attendance: Neil Shah, Faisal Jawaid, Gaylord Bourne, Devin Devanney, Lashell Rountree, Sarah Blanton.

Discussion

Mr. Neil Shah reviewed the FY21 Balance sheet which reflects the forgiven PPP loan.

Mr. Shah then reviewed the Federal ESSER II/III restricted grant funding and the ways that AF is aligning the grant opportunities to AF's COVID Response Strategies. Amistad is receiving \$6.4MM.

Each school chose from options for allocating grant resources aligned to one of the three strategies: design for physical safety, student experience, reading intervention.

Mr. Shah reviewed the budgets that will go before the board for approval at the September 22nd board meeting.

Adjourn

The meeting was adjourned at 1:29 pm by Pat Sweet. Motion by Carolyn Greenspan. Seconded by Jane Levin. All in favor



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Amistad High School Committee

Personnel sub-Committee

Zoom Video Conference

Monday, September 20, 2021

4:00 pm

-Minutes Draft-

I. Call to Order

The meeting was called to order at 4:07 pm by Jane Levin. The following personnel sub-committee members, constituting a quorum, were in attendance: Jane Levin, Carolyn Greenspan, Dick Ferguson, Dick Kalt.

The following Achievement First staff members were in attendance: Rod Bowen, Sarah Blanton.

II. Discussion of Principal Performance and Regional Superintendent Management

The personnel sub-committee entered executive session at 4:09 pm to discuss principal performance with regional superintendent, Rod Bowen and invited Sarah Blanton and Rod Bowen to join. Motion by Carolyn Greenspan. Seconded by Dick Kalt. All in favor.

The sub-committee exited executive session at 4:47 pm. Motion by Dick Ferguson. Seconded by Carolyn Greenspan.

III. Adjourn

The meeting was adjourned at 4:47 pm by Jane Levin. Motion by Carolyn Greenspan. Seconded by Dick Kalt. All in favor



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**Amistad High School Committee
Personnel sub-Committee**

Zoom Video Conference
Monday, September 20, 2021
4:00 pm

- I. Call to Order
- II. Approve Minutes
- III. Discussion of Principal Performance and Regional Superintendent Management
 - a. Proposed Executive Session – Personnel discussion related to principal performance
- IV. Adjourn



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**Amistad Academy
Board of Directors**

Zoom Video Conference

September 22, 2021

5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Business
 - a. Discussion with Amistad Academy principals
 - b. Joint High School Committee Report
 - c. Professional Growth Plan (PGP) Review
 - i. Proposed executive session to discuss the personnel matters related to the PGPs of the Amistad Academy principals
 - d. Finance Committee Report
 - i. Review FY21 balance sheet and FY22 budget amendment
 - ii. Board business
 - 1. Budget amendment
 - e. Board Chair Report
 - i. Discussion
 - 1. CMO evaluation
 - 2. Conflict of interest disclosure statements
 - 3. Board committees
 - 4. Interim principal hiring process
 - ii. Board Business
 - 1. Leadership Slate
 - 2. Committees
 - 3. Family Handbook
 - 4. Interim Principals
- V. Additional Business
- VI. Adjourn



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- DRAFT -

Amistad Academy Board of Directors

Zoom Video Conference

Wednesday, September 22, 2021

5:30 pm

I. Call to Order and Attendance

The meeting was called to order at 5:31 pm by Carolyn Greenspan. The following board members and Achievement First Staff were in attendance:

Carolyn Greenspan - Yes
Lorraine Gibbons - No
Jane Levin - Yes
Pat Sweet - Yes
Jennifer Alexander - Yes
Ethan Tyminski - Yes
Tyra Smallwood - Yes
Shannelle Whyte - Yes

Priyanka Junankar – Yes
Yashira Agosto - Yes
Brooke Williams, Amistad School Leader
Lashell Rountree, Amistad School Leader
Kristin Damo, AF Network Support
Sarah Blanton, AF Network Support
Neil Shah, AF Network Support
Ken Paul, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from May 12, 2021.

Motion by Shannelle Whyte
Seconded by Pat Sweet
All in favor

IV. Discussion and Business

A. Discussion with Amistad Academy principals



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The principals answered questions from the board members around issues of reading support and intervention, staffing shortages and COVID safety protocol. Both the elementary and middle schools are short two teachers. The AF network recently communicated a vaccine mandate and the principals discussed the roll out and response to that mandate.

COVID vaccination exemption is available for medical or religious reasons and for those individuals, they will receive weekly testing.

B. Joint High School Committee Report

Jane Levin reported from the Joint High School Committee meeting in the four categories of Simon Obas's report: COVID safety, adult culture, student experience and instruction.

They have had two positive COVID cases in the Amistad High School community. Those individuals quarantined.

Adult culture is strong but Mr. Obas noted that staff are fatigued. The Committee is intending to send a letter of support to the teachers.

Students are generally happy to be back in the building. Some behavioral issues are arising, in particular in the 9th and 10th grades, so they are proactively addressing that. Mr. Obas spoke about how the school is moving away from a demerit/detention system.

The school has moved to a block system of four periods, 90 minutes each, per day. This year there are more AP courses and the school is also offering ECE courses, run through a partnership with UCONN, which gives the opportunity for college credit.

C. Professional Growth Plan (PGP) Review

The board entered executive session at 6:08 pm to discuss the personnel matters related to the PGPs of the Amistad Academy Elementary School Principal and invited Sarah Blanton, Ken Paul and Kristin Damo to join. Motion by Pat Sweet. Seconded by Tyra Smallwood. All in favor.

The board exited executive session at 6:21 pm. Motion by Tyra Smallwood. Seconded by Shannelle Whyte. All in favor

D. Finance Committee Report



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Mr. Neil Shah joined the meeting to present the financial materials including the unaudited June FY21 balance sheet which reflects the PPP loan which was forgiven by the SBA.

Mr. Shah then reviewed the Federal ESSER II/III restricted grant funding and the ways that AF is aligning the grant opportunities to its COVID Response Strategies. Each school chose from options for allocating grant resources aligned to one of the following three strategies: design for physical safety, student experience, reading intervention.

The board reviewed the amended budgets including the allocations for ESSER spending.

RESOLVED, the Amistad Academy Board of Directors hereby approves the amended budget as recommended by the Finance Committee and prepared by Achievement First for the 2021-22 fiscal year.

Motion by Pat Sweet
Seconded by Yashira Agosto
All in favor

E. Board Chair Report

Carolyn Greenspan noted the annual CMO evaluation and welcomed board members' input.

Board members must complete the conflict of interest disclosure statement and submit the m to Sarah via email.

Ms. Greenspan noted the board will vote on board committees as a group.

She commented that the board will vote on the family handbook which she feels is stronger and better written every year.

The final item on the formal agenda is the interim principal hiring process. In order for the schools to be able to put into place an interim principal for a short term (less than two weeks), it is best for the school to be able to act without going through the process of having a formal board meeting.

1. Board Business

RESOLVED, the Amistad Academy Board of Directors hereby elects the following leadership slate for the 2021-22 fiscal year:

Carolyn Greenspan, Chair



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Pat Sweet Treasurer
Lorraine Gibbons, Secretary
Motion by Pat Sweet
Seconded by Jennifer Alexander
All in favor

RESOLVED, the Amistad Academy Board of Directors hereby elects the following Directors to serve on the Amistad High School Joint Committee:

Jane Levin (Committee Chair)
Carolyn Greenspan
Jen Alexander
Motion by Pat Sweet
Seconded by Jennifer Alexander
All in favor

RESOLVED, the Amistad Academy Board of Directors hereby elects the following Directors to serve on the Amistad Academy Finance Committee:

Pat Sweet (Committee Chair)
Carolyn Greenspan
Ethan Tyminski
Jane Levin
Yashira Agosto
Motion by Pat Sweet
Seconded by Jennifer Alexander
All in favor

RESOLVED, the Amistad Academy Board of Directors hereby elects the following Directors to serve on the Amistad Academy Personnel Committee:

Carolyn Greenspan (Committee Chair)
Jennifer Alexander
Pat Sweet
Motion by Pat Sweet
Seconded by Jennifer Alexander
All in favor

RESOLVED, the Amistad Academy Board of Directors hereby approves the Family Handbook as presented by Achievement First.

Motion by Tyra Smallwood
Seconded by Yashira Agosto



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All in favor

RESOLVED, the Amistad Academy Board of Directors hereby approves the following individuals to serve as interim principal, as needed, for a term not to exceed two weeks, between September 23, 2021 and November 4, 2021.

Lauren Gemske, Amistad Academy Elementary

Lashell Rountree, Amistad Academy Middle

Motion by Pat Sweet

Seconded by Shannelle Whyte

All in favor

V. Additional Business

There was no additional business.

VI. Adjourn

The meeting was adjourned at 6:42 pm by Carolyn Greenspan.

Motion by Shannelle Whyte

Seconded by Tyra Smallwood

All in favor



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Amistad Academy
Joint High School Committee Meeting
Zoom Video Conference
Wednesday, September 22, 2021
4:00 pm

Call to Order

Public Comment

Reports

- ✓ School Report
- ✓ Financial Report

Board Business

- ✓ Meeting Minutes
- ✓ Amended FY22 Budget

Adjourn



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Amistad Academy
Joint High School Committee Meeting
Zoom Video Conference
Wednesday, September 22, 2021, 4:00 pm

I. Call to Order and Attendance

The meeting was called to order at 4:02 pm by Jane Levin. The following board members, constituting a quorum, and Achievement First Staff were in attendance:

Carolyn Greenspan, Amistad Board - Yes
Jane Levin, Amistad Board - Yes
Jennifer Alexander, Amistad Board - Yes

Dick Kalt, AFBA Board - Yes
Kimberly Bruce, AFBA Board - Yes
Michael Strambler, AFBA Board - No

Richard Ferguson, ECCP Board - Yes
Laura Saverin, ECCP Board - Yes
Julia Halberstam, ECCP Board - No

Simon Obas, Amistad HS Principal
Sarah Blanton, AF Network Support
Rod Bowen, AF Network Support
Ken Paul, AF Network Support

Public: Julie Hajducky, Peter Butler

II. Open Session for Public Comment

There was no public comment.

III. School Report

Mr. Simon Obas updated the Committee on COVID safety protocol. The school is following the guidelines set forth by Achievement First and Mr. Obas is working closely with Mr. Rod Bowen, the regional superintendent, and the regional director of operations.

Mr. Obas shared some positive organizational health results from a survey given to teachers and staff at the start of the school year. He noted that the staff is working very hard and is already fatigued between instructional responsibilities and COVID safety measures.

There have been no mid-year staff departures. He still needs to hire three positions but has an interview for one of those roles this week.

Mr. Bowen affirmed the stability of staffing and adult culture at Amistad High School.



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Students are participating in athletics and Mr. Obas shared that the field now has a scoreboard which allows Amistad High to host home games. After school clubs will start in the next few weeks.

Students are, for the most part, happy to be back in the building learning. Intellectual stamina is difficult – the day is long. The school has moved to 90 minute blocks with four blocks per day compared with seven or eight periods per day last year. Students have more time to complete work and they are able to focus on fewer subjects each day.

Mr. Obas reviewed all AP and ECE courses offered, as well as new curricular options.

Mr. Obas is proactively addressing student behavior, especially in the 9th and 10th grades. He shared they no longer run a demerit system. As incidents arise, the team makes a decision, leading with empathy and based on what that student needs. There are still behaviors that trigger automatic consequences but they are now ensuring that the conversation and engagement with students happens concurrently.

He affirmed that his door is always open to students and staff.

There is a national shortage of bus drivers, Mr. Obas acknowledged, and they are feeling the impact of that.

Personally, Mr. Obas affirmed that he's doing well and he feels supported by the AF network and by Rod Bowen, in particular.

Ms. Laura Saverin gave a financial report.

The board discussed showing appreciation for the teachers.

IV. Board Business

RESOLVED, the Amistad Academy High School Committee hereby approves the meeting minutes from May 12, 2021.



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Motion by Dick Kalt
Seconded by Carolyn Greenspan
All in favor

RESOLVED, the Amistad Academy High School Committee hereby approves the amended financial budget for Amistad High School for the 2021-22 fiscal year as prepared by Achievement First.

Motion by Carolyn Greenspan
Seconded by Dick Ferguson
All in favor

RESOLVED, the Amistad Academy High School Committee hereby intends to express their appreciation and support for their hard work.

Motion by Jane Levin
Seconded by Carolyn Greenspan
All in favor

V. Adjourn

The meeting was adjourned at 5:09 by Jane Levin.

Motion by Laura Saverin
Seconded by Dick Ferguson
All in favor



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Recommended Resolutions

Resolution 1:



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370 James St., Suite 404
New Haven, CT 06515
203 773 3223

335 Adams Street, Suite 700
Brooklyn, NY 11201
718 623 2660

370 Hartford Avenue
Providence, RI 02909
401 347 1106 ext. 30610

**Amistad Academy
Personnel Committee**

Zoom Video Conference
Friday, October 15, 2021
10:30 am

- I. Call to Order
- II. Discussion of AF's stipend – wage discrimination complaint
 - a. Proposed Executive Session – Personnel discussion related to principal performance
- III. Adjourn



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Amistad Personnel Committee

Zoom Video Conference

Friday, October 15, 2021

10:30 pm

-Minutes Draft-

I. Call to Order

The meeting was called to order at 10:37 am by Carolyn Greenspan. The following personnel committee members, constituting a quorum, were in attendance: Carolyn Greenspan, Jen Alexander and Pat Sweet.

The following Achievement First staff members were in attendance: Christi George, Talia Shaull, Sarah Blanton.

II. Discussion of AF's stipend – wage discrimination complaint

The meeting began with introductions of each attendee on the Zoom meeting. Following introductions, Christi George, Director of HR, gave an overview of the wage complaint in March 2021 related to a stipend offered for the work related to an interim principal. The investigation involved a thorough review of all interim principal stipends across the AF network. That investigation has been closed but, related to the original wage complaint, there were principal performance issues that arose and that is what this meeting is intended to address.

The personnel committee entered executive session at 10:41 am to discuss principal performance and invited Sarah Blanton, Christi George and Talia Shaull to join.

Motion by Carolyn Greenspan.

Seconded by Pat Sweet.

All in favor.

The committee exited executive session at 11:28 am. Motion by Carolyn Greenspan
Seconded by Jen Alexander. All in favor



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III. Adjourn

The meeting was adjourned at 11:29 am by Carolyn Greenspan.

Motion by Pat Sweet

Seconded by Jen Alexander

All in favor



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New Haven, CT 06513
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335 Adams Street, Suite 700
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**Amistad High School Committee
Personnel sub-Committee**

Zoom Video Conference
Monday, November 1, 2021
4:00 pm

- I. Call to Order
- II. Approve Minutes
- III. Discussion of Principal Performance and Regional Superintendent Management
 - a. Proposed Executive Session – Personnel discussion related to principal performance
- IV. Adjourn



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**Amistad High School Committee
Personnel sub-Committee**

Zoom Video Conference
Monday, November 1, 2021
4:00 pm

-Minutes Draft-

I. Call to Order

The meeting was called to order at 4:02 pm by Jane Levin. The following personnel sub-committee members, constituting a quorum, were in attendance: Jane Levin, Carolyn Greenspan, Dick Ferguson, Dick Kalt.

The following Achievement First staff members were in attendance: Rod Bowen, Sarah Blanton.

II. Discussion of Principal Performance and Regional Superintendent Management

The personnel sub-committee entered executive session at 4:03 pm to discuss principal performance with regional superintendent, Rod Bowen and invited Sarah Blanton and Rod Bowen to join. Motion by Dick Ferguson. Seconded by Dick Kalt. All in favor.

The sub-committee exited executive session at 4:47 pm. Motion by Dick Ferguson. Seconded by Carolyn Greenspan.

III. Adjourn

The meeting was adjourned at 4:47 pm by Jane Levin. Motion by Carolyn Greenspan. Seconded by Dick Kalt. All in favor



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Amistad Academy

Board of Directors

Zoom Video Conference

Wednesday, November 3, 2021, 5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Possible Action
 - a. Schools update with Amistad Academy principals, Regional Superintendents and Superintendent
 - b. Joint High School Committee Report
 - c. Finance Committee Report
 - d. Interim Principal Hiring Process
 - e. Amistad Academy Board Manual
- V. Additional Business
- VI. Adjourn



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- DRAFT -

Amistad Academy
Joint High School Committee Meeting

Zoom Video Conference
Wednesday, November 3, 2021, 4:00 pm

I. Call to Order and Attendance

The meeting was called to order at 4:02 pm by Jane Levin. The following board members, constituting a quorum, and Achievement First Staff were in attendance:

Carolyn Greenspan, Amistad Board - Yes
Jane Levin, Amistad Board - Yes
Jennifer Alexander, Amistad Board - No

Dick Kalt, AFBA Board - Yes
Kimberly Bruce, AFBA Board - Yes
Michael Strambler, AFBA Board - Yes

Richard Ferguson, ECCP Board - Yes
Laura Saverin, ECCP Board - Yes
Julia Halberstam, ECCP Board - Yes

Simon Obas, Amistad HS Principal
Sarah Blanton, AF Network Support
Rod Bowen, AF Network Support

Public: Julie Hajducky, Peter Butler

II. Open Session for Public Comment

There was no public comment.

III. School Report

Dr. Simon Obas shared an update on the school noting staffing, coverages, substitutes (of which there are four in the building) and the occasional use of leadership team members to teach classes. He praised the teachers for their hard work.

They are looking for a Spanish teacher, Algebra II, computer science and a special education teacher. The existing special education teachers are covering the needed hours. They have also used outside tutors to support special education but with the new vaccine mandate any outside partners must be vaccinated.

Mr. Rod Bowen articulated that the best thing board members can do to support the staffing



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shortages is send any potential teacher candidates to apply with a request to work at Amistad High School. Sarah Blanton and Rod Bowen are going to follow up to identify ways that candidates can specify a desire to work at Amistad High School, even if it is not the AF school with the greatest need.

While many students are thriving in the school environment, some are struggling with the transition back to school. School leadership elections took place recently. There are sports teams, peer mentoring (which is run by a social worker), and after-school clubs are getting started.

The committee had a discussion about gatherings and the prohibition on spectators attending indoor sports events.

13% of the senior class applied early decision/action as of November 1st with more students applying on November 15th. The college team is supporting families with their financial aid applications. The goal is to have 90% of the senior class submit applications by December 15th.

There have been some out of school suspensions and the Committee will get an update on that data at the next meeting.

Laura Saverin updated the board on the financial materials.

IV. Board Business

RESOLVED, the Amistad Academy High School Committee hereby approves the meeting minutes from September 22, 2021.

Motion by Laura Saverin

Seconded by Mike Strambler

All in favor

RESOLVED, the Amistad Academy High School Committee hereby approves the financial report as presented.

Motion by Dick Ferguson

Seconded by Carolyn Greenspan

All in favor



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V. Adjourn

The meeting was adjourned at 4:52 by Jane Levin.

Motion by Dick Kalt

Seconded by Dick Ferguson

All in favor



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Elm City College Preparatory
Finance Committee
Zoom Meeting
Friday, November 5, 2021
1:00 pm

Call to Order

Discussion

- Review of Year to Date financials
- Update on ESSER funding

Adjourn



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Joint Meeting of the Achievement First School Boards of Directors

**Amistad Academy, Elm City College Preparatory, AF Bridgeport Academy,
AF Hartford Academy**

**Zoom meeting
Wednesday, January 19, 2022
5:30 – 7:30 pm**

I. Call to Order

II. Presentation by Interim CEO Fatimah Barker

a. Questions

b. Discussion

III. Adjourn

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New Haven, CT 06513
203 773 3223

370 Hartford Avenue
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**Amistad Academy
Board of Directors**

Zoom meeting
Wednesday, January 12, 2022
5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Business
 - Schools Discussion with Regional Superintendents
 - i. Proposed executive session to discuss principal performance
 - Board Chair Report
 - Treasurer Report
 - i. Financial Report
 - ii. Audited Financial Statements
 - iii. Procurement Policy
- V. Adjourn



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- DRAFT -
Amistad Academy Board of Directors
Zoom Video Conference
Wednesday, January 12, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 5:37 p.m. by Carolyn Greenspan. The following board members and Achievement First staff were in attendance.

Yashira Agosto - No	Riley Bauling, Regional Superintendent
Jennifer Alexander - Yes	Kristin Damo, Regional Superintendent
Lorraine Gibbons - Yes	Beth Cocuzza, AF Network Support
Carolyn Greenspan - Yes	Elise Major, AF Network Support
Jane Levin - Yes	Connor McGann, AF Network Support
Gayatri Mehra - Yes	Ken Paul, AF Network Support
Tyra Smallwood - Yes	Neil Shah, AF Network Support
Patricia Sweet - Yes	Megan Tokarski, AF Network Support
Ethan Tyminski - Yes	
Shannelle Whyte - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from November 3, 2021.

Motion by Tyra Smallwood
Seconded by Jennifer Alexander
All in favor

IV. Discussion and Business

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370 James Street, Suite 404
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A. Discussion with Regional Superintendents

Riley Bauling gave a Regional Superintendent report about Amistad Academy Middle. The middle school is having a strong year, with some of the highest student, family, and staff investment and satisfaction in the Achievement First network, according to survey results. Anecdotally, Mr. Bauling reported high satisfaction with the performance of Principal Roseann Basile, as well as the school's other leadership team members and teachers. The board engaged in a Q&A and discussion of Mr. Bauling's report:

- Carolyn Greenspan asked if Amistad Academy Middle is experiencing teacher shortages. Mr. Bauling reported that the school has had a handful of teachers out due to illness at any given time, but the leadership team and grade-level chairs have been able to successfully provide coverage for those short-term absences. There are still two open positions, but the school has not received strong candidates for those roles; instead, deans have stepped into teaching roles and/or teachers have taught extra classes as needed. Amistad Academy Middle is currently anticipating strong teacher retention year-over-year, so there should not be significantly more vacancies to fill.
- Jane Levin asked about academics, especially the negative impact of disrupted learning during the pandemic on reading proficiency levels. Mr. Bauling shared that Amistad Academy Middle is using a nationally-normed internal assessment to assess student reading levels and is currently on track to meet its internal growth goals, but the big unknown remains how this will translate to performance on state assessments. The school has doubled down on the amount of in-house intervention provided to students, but it will be a multi-year effort to get students back to grade-level proficiency in reading. Fortunately, as a result of a strong, stable school culture and significant student, family, and staff investment, the school is able to focus on academics and the students who need intervention the most. Ms. Levin suggested leveraging the New Haven area's many colleges and universities for volunteer tutors. Mr. Bauling said this is being piloted at some Achievement First schools now, including Elm City College Preparatory in New Haven, and if it works well, it will likely be rolled out to other schools.
- Carolyn Greenspan inquired if Amistad Academy Middle is able to offer enrichment this year. Mr. Bauling said all students have a daily, one-hour enrichment block, including PE, creative arts and technology, dance, and/or art. On Friday afternoons, students also participate in a choice of clubs (e.g., gaming, debate) for 45 minutes. Patricia Sweet asked if there is an opportunity to partner with New Haven's theater community to offer enrichment. Mr. Bauling said right now, schools are focusing on implementing the "basics" strongly and consistently, but when things reach a more steady state, Amistad Academy Middle can explore opportunities like this. It is something to consider during readiness planning for the 2022-23 school year, which will get underway in a couple months.

Kristin Damo gave a Regional Superintendent report about Amistad Academy Elementary. The elementary school is experiencing very high levels of staff, student, and family investment and satisfaction, according to survey results. The school currently has no teacher vacancies, and while there have been teachers out due to illness or childcare issues, these absences have not risen to substantially impactful numbers. Average daily student attendance is also high at over 90%. Principal Brooke Williams, as well as some other members of the school's leadership team, will be going out on maternity leave this winter and spring. Ms. Williams has been thoughtful and strategic about leave coverage for all critical roles and responsibilities. Ms. Damo reported that Amistad Academy Elementary's mid-year reading assessment cycle begins next week. This will be an opportunity to measure growth since the beginning of the school year. Beginning-of-year reading assessment results showed low reading proficiency levels, and the school has been finding as many opportunities as possible for reading intervention (e.g., students in grades K-2 have two phonics blocks every day), but it will be a multi-year effort to get students back to grade-level proficiency in reading. The board engaged in a Q&A and discussion of Ms. Damo's report:

- Jane Levin asked if the board can see the data from the mid-year reading assessment cycle. Ms. Damo said all data should be available in early February.
- Jennifer Alexander asked how parents reacted to the Achievement First network's decision to switch to remote learning during the first week of January and how they felt about returning to in-person school this week, as well as how the State responded. Both Mr. Bauling and Ms. Damo reported that parents accepted the decision to switch to remote learning, but were not thrilled about it, and welcomed the return to in-person school. Amistad Academy has been a very safe environment so far this school year, and parents feel comfortable sending their children to school given the safety protocols in place. Fatimah Barker, Achievement First's Interim CEO, spoke with CT's Commissioner of Education about the decision to switch to remote learning. The State is counting one day of remote learning, but Amistad Academy will have to make up two days. Ms. Damo reported that Amistad Academy has already adjusted the calendar to replace two teacher Professional Development Days with school days.
- Jane Levin asked if Achievement First is considering a vaccine mandate for students. Ken Paul shared that Achievement First is providing positive encouragement to families to vaccinate eligible children, but are not yet mandating vaccines for students. Shannelle Whyte suggested implementing a lesser quarantine period for vaccinated students, which might motivate more parents to vaccinate.

B. Board Chair Report

Carolyn Greenspan shared the list of AF Amistad High's Early Decision college acceptances so far.

C. Treasurer Report

1. Financial Report

Neil Shah shared Amistad Academy's year-to-date financial statements through November, 30, 2021, as previously presented to the Amistad 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 Amistad Academy's ESSER spending plans, namely pushing back some program items, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity. Patricia Sweet asked about the long-term state funding forecast, and Mr. Shah reported that the new Education Cost Sharing (ECS) legislation is positive for charter schools in terms of bridging the gap of free and reduced-price lunch (FRL) and English language learner (ELL) revenue, but it will be a 10-year phase in. There has not been any indication of an increase to the per-pupil allocation for charter schools. Achievement First is continuing to look at how to be more efficient and sustainable in its budgeting.

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

Motion by Carolyn Greenspan

Seconded by Patricia Sweet

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 Amistad Academy Finance Committee. He reported that Amistad Academy received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

RESOLVED, the Amistad 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 Patricia Sweet

Seconded by Jane Levin

All in favor

3. Procurement Policy

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



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

Motion by Tyra Smallwood
Seconded by Lorraine Gibbons
All in favor

V. Adjourn

The meeting was adjourned at 6:38 p.m. by Carolyn Greenspan.

Motion by Patricia Sweet
Seconded by Jane Levin
All in favor



- DRAFT -
Amistad Academy Board of Directors
Zoom Video Conference
Wednesday, January 12, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 5:37 p.m. by Carolyn Greenspan. The following board members and Achievement First staff were in attendance.

Yashira Agosto - No	Riley Bauling, Regional Superintendent
Jennifer Alexander - Yes	Kristin Damo, Regional Superintendent
Lorraine Gibbons - Yes	Beth Cocuzza, AF Network Support
Carolyn Greenspan - Yes	Elise Major, AF Network Support
Jane Levin - Yes	Connor McGann, AF Network Support
Gayatri Mehra - Yes	Ken Paul, AF Network Support
Tyra Smallwood - Yes	Neil Shah, AF Network Support
Patricia Sweet - Yes	Megan Tokarski, AF Network Support
Ethan Tyminski - Yes	
Shannelle Whyte - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from November 3, 2021.

Motion by Tyra Smallwood
Seconded by Jennifer Alexander
All in favor

IV. Discussion and Business

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A. Discussion with Regional Superintendents

Riley Bauling gave a Regional Superintendent report about Amistad Academy Middle. The middle school is having a strong year, with some of the highest student, family, and staff investment and satisfaction in the Achievement First network, according to survey results. Anecdotally, Mr. Bauling reported high satisfaction with the performance of Principal Roseann Basile, as well as the school's other leadership team members and teachers. The board engaged in a Q&A and discussion of Mr. Bauling's report:

- Carolyn Greenspan asked if Amistad Academy Middle is experiencing teacher shortages. Mr. Bauling reported that the school has had a handful of teachers out due to illness at any given time, but the leadership team and grade-level chairs have been able to successfully provide coverage for those short-term absences. There are still two open positions, but the school has not received strong candidates for those roles; instead, deans have stepped into teaching roles and/or teachers have taught extra classes as needed. Amistad Academy Middle is currently anticipating strong teacher retention year-over-year, so there should not be significantly more vacancies to fill.
- Jane Levin asked about academics, especially the negative impact of disrupted learning during the pandemic on reading proficiency levels. Mr. Bauling shared that Amistad Academy Middle is using a nationally-normed internal assessment to assess student reading levels and is currently on track to meet its internal growth goals, but the big unknown remains how this will translate to performance on state assessments. The school has doubled down on the amount of in-house intervention provided to students, but it will be a multi-year effort to get students back to grade-level proficiency in reading. Fortunately, as a result of a strong, stable school culture and significant student, family, and staff investment, the school is able to focus on academics and the students who need intervention the most. Ms. Levin suggested leveraging the New Haven area's many colleges and universities for volunteer tutors. Mr. Bauling said this is being piloted at some Achievement First schools now, including Elm City College Preparatory in New Haven, and if it works well, it will likely be rolled out to other schools.
- Carolyn Greenspan inquired if Amistad Academy Middle is able to offer enrichment this year. Mr. Bauling said all students have a daily, one-hour enrichment block, including PE, creative arts and technology, dance, and/or art. On Friday afternoons, students also participate in a choice of clubs (e.g., gaming, debate) for 45 minutes. Patricia Sweet asked if there is an opportunity to partner with New Haven's theater community to offer enrichment. Mr. Bauling said right now, schools are focusing on implementing the "basics" strongly and consistently, but when things reach a more steady state, Amistad Academy Middle can explore opportunities like this. It is something to consider during readiness planning for the 2022-23 school year, which will get underway in a couple months.

Kristin Damo gave a Regional Superintendent report about Amistad Academy Elementary. The elementary school is experiencing very high levels of staff, student, and family investment and satisfaction, according to survey results. The school currently has no teacher vacancies, and while there have been teachers out due to illness or childcare issues, these absences have not risen to substantially impactful numbers. Average daily student attendance is also high at over 90%. Principal Brooke Williams, as well as some other members of the school's leadership team, will be going out on maternity leave this winter and spring. Ms. Williams has been thoughtful and strategic about leave coverage for all critical roles and responsibilities. Ms. Damo reported that Amistad Academy Elementary's mid-year reading assessment cycle begins next week. This will be an opportunity to measure growth since the beginning of the school year. Beginning-of-year reading assessment results showed low reading proficiency levels, and the school has been finding as many opportunities as possible for reading intervention (e.g., students in grades K-2 have two phonics blocks every day), but it will be a multi-year effort to get students back to grade-level proficiency in reading. The board engaged in a Q&A and discussion of Ms. Damo's report:

- Jane Levin asked if the board can see the data from the mid-year reading assessment cycle. Ms. Damo said all data should be available in early February.
- Jennifer Alexander asked how parents reacted to the Achievement First network's decision to switch to remote learning during the first week of January and how they felt about returning to in-person school this week, as well as how the State responded. Both Mr. Bauling and Ms. Damo reported that parents accepted the decision to switch to remote learning, but were not thrilled about it, and welcomed the return to in-person school. Amistad Academy has been a very safe environment so far this school year, and parents feel comfortable sending their children to school given the safety protocols in place. Fatimah Barker, Achievement First's Interim CEO, spoke with CT's Commissioner of Education about the decision to switch to remote learning. The State is counting one day of remote learning, but Amistad Academy will have to make up two days. Ms. Damo reported that Amistad Academy has already adjusted the calendar to replace two teacher Professional Development Days with school days.
- Jane Levin asked if Achievement First is considering a vaccine mandate for students. Ken Paul shared that Achievement First is providing positive encouragement to families to vaccinate eligible children, but are not yet mandating vaccines for students. Shannelle Whyte suggested implementing a lesser quarantine period for vaccinated students, which might motivate more parents to vaccinate.

B. Board Chair Report

Carolyn Greenspan shared the list of AF Amistad High's Early Decision college acceptances so far.

C. Treasurer Report

1. Financial Report

Neil Shah shared Amistad Academy's year-to-date financial statements through November, 30, 2021, as previously presented to the Amistad 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 Amistad Academy's ESSER spending plans, namely pushing back some program items, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity. Patricia Sweet asked about the long-term state funding forecast, and Mr. Shah reported that the new Education Cost Sharing (ECS) legislation is positive for charter schools in terms of bridging the gap of free and reduced-price lunch (FRL) and English language learner (ELL) revenue, but it will be a 10-year phase in. There has not been any indication of an increase to the per-pupil allocation for charter schools. Achievement First is continuing to look at how to be more efficient and sustainable in its budgeting.

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

Motion by Carolyn Greenspan

Seconded by Patricia Sweet

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 Amistad Academy Finance Committee. He reported that Amistad Academy received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

RESOLVED, the Amistad 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 Patricia Sweet

Seconded by Jane Levin

All in favor

3. Procurement Policy

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



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

Motion by Tyra Smallwood
Seconded by Lorraine Gibbons
All in favor

V. Adjourn

The meeting was adjourned at 6:38 p.m. by Carolyn Greenspan.

Motion by Patricia Sweet
Seconded by Jane Levin
All in favor



Amistad High School Committee
Personnel sub-Committee

Zoom Video Conference

Friday, March 11, 2022

11:30 am

I. Call to Order

II. Approve Minutes

III. Discussion of Principal Performance and Regional Superintendent Management

a. Proposed Executive Session – Personnel discussion related to principal performance

IV. Adjourn

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**Amistad High School Committee
Personnel sub-Committee**

Zoom Video Conference

Tuesday, March 11, 2022

11:30 am

I. Call to Order

The meeting was called to order at 11:34 am by Jane Levin. The following personnel subcommittee members, constituting a quorum, were in attendance: Jane Levin, Carolyn Greenspan, Dick Ferguson, Dick Kalt.

The following Achievement First staff members were in attendance: Rod Bowen, Elise Major.

II. Approve Minutes

RESOLVED, the Amistad High School Committee Personnel sub-Committee hereby approves the meeting minutes from January 18, 2022.

Motion by Dick Ferguson

Seconded by Dick Kalt

All in favor

III. Discussion of Principal Performance and Regional Superintendent Management

The personnel sub-committee entered executive session at 11:35 am to discuss principal performance with regional superintendent Rod Bowen. Rod Bowen and Elise Major were invited to join. Motion by Dick Kalt. Seconded by Dick Ferguson. All in favor.

The sub-committee exited the executive session at 11:56 am. Motion by Dick Ferguson. Seconded by Dick Kalt.

IV. Adjourn

The meeting was adjourned at 11:57 a.m. by Jane Levin

Motion by Dick Ferguson

Seconded by Carolyn Greenspan

All in favor

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**Amistad Academy
Board of Directors**

Zoom meeting
March 2, 2022 5:30 pm

I. Call to Order

II. Public Comment

III. Board Business

- a. Approve Minutes
- b. Principal Reports
- b. Approve Financial Report

IV. Discussion and Additional Business

- a. Joint High School Committee Report
- b. Proposed Executive Session: Personnel discussion regarding principal renewal offers for 2022-23 school year
- c. Board Chair Report
- d. Elect New Director

V. Adjourn



- DRAFT -
Amistad Academy Board of Directors
Zoom Video Conference
Wednesday, March 2, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 5:35 p.m. by Carolyn Greenspan. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Yashira Agosto - Yes	Jesse Balis-Harris, Chief of Schools (Elementary)
Jennifer Alexander - Yes	Kristin Damo, Regional Superintendent
Lorraine Gibbons - No	LaShell Rountree, Director of School Operations
Carolyn Greenspan - Yes	Kate Aufiero, AF Network Support
Jane Levin - Yes	Fatimah Barker, AF Network Support
Gayatri Mehra - Yes	Beth Cocuzza, AF Network Support
Tyra Smallwood - No	Elise Major, AF Network Support
Patricia Sweet - No	Connor McGann, AF Network Support
Ethan Tyminski - Yes	Ken Paul, AF Network Support
Shannelle Whyte - Yes	Neil Shah, AF Network Support
	Megan Tokarski, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Board Business

A. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from January 12, 2022.

Motion by Jane Levin

Seconded by Jennifer Alexander

All in favor

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B. Principal Reports

LaShell Rountree, Director of School Operations, gave a report about Amistad Academy Middle, on behalf of Principal Roseann Basile. Ms. Rountree updated the Board on several important school culture metrics, including student attendance, attrition, and suspension rates, as well as academic performance, including class pass rates and results from the mid-year STAR reading assessment.

- Carolyn Greenspan suggested that, for future reports, it would be helpful to include comparative pre-pandemic data to help contextualize the school's current performance.
- Jane Levin asked about lower proficiency/growth rates among 8th graders on the STAR reading assessment. Jesse Balis-Harris explained that the growth rate of Amistad Academy Middle's 8th graders is toward the top of AF's middle school cohort. Historically, AF has seen a trend of lower reading proficiency/growth rates in upper grades and is investing in improving its secondary reading program to address this.

Kristin Damo, Regional Superintendent, delivered a report about Amistad Academy Elementary. Ms. Damo updated the board on several important school culture metrics, including staff satisfaction and retention, student attendance and suspension rates, and student and family satisfaction, as well as academic performance. Reading remains an area of concern, with 58% of Amistad Academy Elementary students growing at least 1+ levels on the mid-year reading assessment cycle, slightly below the AF network average for elementary schools. Students are continuing to receive extra support in phonics. Amistad Academy Elementary's performance on the most recent math interim assessment was on par with the AF network average.

C. Financial Report

Neil Shah, Chief Financial Officer, and Kate Aufiero, Vice President of Financial Planning & Analysis, presented Amistad Academy's year-to-date financial statements, through January 31, 2022, as previously reviewed with the Board's Finance Committee. Amistad Academy's Balance Sheet is typical for this point in the school year, and overall, the charter is projecting a positive balance.

In May 2022, the Board will review Amistad Academy's year-to-date financial statements, through March 31, 2022, as well as vote on the budget for FY23 (2022-23).

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

Motion by Jennifer Alexander
Seconded by Carolyn Greenspan
All in favor

IV. Discussion and Additional Business

A. Joint High School Committee Report

Jane Levin 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 March 2, 2022.

B. Executive Session: Personnel Discussion Regarding Principal Renewal Offers for the 2022-23 School Year

The board entered Executive Session at 6:05 p.m. and invited Achievement First staff to join. Motion by Jennifer Alexander. Seconded by Shannelle Whyte.

The board exited Executive Session at 6:12 p.m. to vote on the resolution for Principal renewal offers for the 2022-23 school year. Motion by Jennifer Alexander. Seconded by Jane Levin.

Carolyn Greenspan amended the resolution to remove Simon Obas, Principal of AF Amistad High, until the Board has an opportunity to speak with the Regional Superintendent.

RESOLVED, the Amistad Academy Board of Directors has discussed the performance of the Amistad Academy Principals intending to return for the 2022-23 school year and the compensation package as proposed by Achievement First, and hereby approves the renewal of the following Principals, with a final compensation package to be incorporated in the FY23 budget to be reviewed and approved in May 2022:

- Brooke Williams, Principal, Amistad Academy Elementary School
- Roseann Basile, Principal, Amistad Academy Middle School

Motion by Jennifer Alexander
Seconded by Jane Levin
All in favor

C. Board Chair Report

There was no Board Chair report.

D. Approve Yale SOM Fellow

RESOLVED, the Amistad Academy Board of Directors hereby approves Ms. Gayatri Mehra to serve as a Yale SOM Board Fellow for an 18-month term, ending June 30, 2023.

Motion by Carolyn Greenspan
Seconded by Shannelle Whyte
All in favor

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V. Adjourn

The meeting was adjourned at 6:15 p.m. by Carolyn Greenspan.

Motion by Shannelle Whyte

Seconded by Jennifer Alexander

All in favor

**Amistad Academy
Joint High School Committee Meeting**

Zoom Video Conference
Wednesday, March 2, 2022
4:00 pm

Call to Order

Public Comment

Approve Meeting Minutes

Discussion and Possible Action

- School Report
- Financial Report

Adjourn



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- DRAFT -

Amistad Academy Joint High School Committee

Zoom Video Conference

Wednesday, March 2, 2022

4:00 p.m.

I. Call to Order

The meeting was called to order at 4:02 p.m. by Jane Levin. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Amistad Academy Board:

Jennifer Alexander - No

Carolyn Greenspan - Yes

Jane Levin - Yes

AF Bridgeport Academy Board:

Kimberly Bruce - Yes

Dick Kalt - Yes

Michael Strambler - Yes

Elm City College Preparatory Board:

Dick Ferguson - Yes

Julia Halberstam - No

Laura Saverin - Yes

Achievement First Staff:

Simon Obas, Principal

Elise Major, AF Network Support

Connor McGann, AF Network Support

Ken Paul, AF Network Support

Megan Tokarski, AF Network Support

Public : Peter Butler, Julie Hajducky

II. Open Session for Public Comment

There was no public comment.

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III. Approve Meeting Minutes

RESOLVED, the Amistad Academy Joint High School Committee hereby approves the meeting minutes from January 19, 2022.

Motion by Dick Ferguson

Seconded by Laura Saverin

All in favor

IV. Discussion and Possible Action

A. School Report

Simon Obas gave a Principal report about AF Amistad High. At the January 19, 2022 meeting, Mr. Obas reported the school was experiencing a daily average of approximately 12 adults out, but with a decrease in COVID cases and the loosening of quarantine policies, this number has gone down. AF Amistad High is still not fully hired, but staff have been able to provide coverage as needed. Mr. Obas is currently conducting one-on-one retention meetings with each staff member and anticipates higher-than-normal turnover heading into the 2022-23 school year, with many staff members seeking more money elsewhere, leaving the education profession in general, and/or moving out of state. AF Amistad High's full Leadership Team and most of the veteran staff members are planning to return next year, but there is more uncertainty among younger staff/those newer to the profession. In general, Mr. Obas said staff are eager for more information about the network's and school's vision and plan for the 2022-23 school year.

Readiness planning for the next school year has been delayed across the AF network, but Mr. Obas and the AF Amistad High Leadership Team recently kicked off some planning activities and will remain ready to adjust their plans as needed. Mr. Obas shared that one of the most exciting plans for the 2022-23 school year is a partnership with Southern Connecticut State University (SCSU) to give AF Amistad High juniors and seniors the opportunity to take SCSU courses and earn college credit either by going on campus and/or through AF Amistad High teachers getting certified to teach SCSU courses. The logistics of the partnership, such as scheduling and transportation, are still being worked out.

Mr. Obas reported that the possible ending of the mask mandate in schools has been a "hot topic" among students and staff. The majority of AF Amistad High staff are in favor of keeping the mask mandate, which currently remains in place for all New Haven Public

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Schools (NHPS) through at least the end of March. If NHPS drops the mask mandate at the end of the month, AF Amistad High will have to decide whether or not to follow suit. Mr. Obas said they do not know how many students are vaccinated, and he is not sure if they can request that information, but it would be helpful to inform future decisions about masks.

Jane Levin asked how students are adjusting after 1.5 years of remote/hybrid learning. Mr. Obas said it varies significantly by student, and the staff are still working to assess the full impact on students. In general, upperclassmen have adjusted better than freshmen and sophomores. Sports and extracurricular clubs are happening at AF Amistad High, and the school recently resumed larger, school-wide activities/gatherings.

AF Amistad High's seniors are entering into college decision season, and college counselors are conducting one-on-one meetings with seniors and their families to discuss where they will attend college. After that process is complete, college counselors will launch the college process with the junior class. AF Amistad High is working on some changes for the 2022-23 school year to make the work of the college counselors more sustainable, such as incorporating the writing of students' personal statements for college applications into the school's ELA coursework.

B. Financial Report

Laura Saverin reviewed AF Amistad High's year-to-date financial statement through January 31, 2022, reporting that the financials have not changed significantly since the November 30, 2021 financial statement. The school is projected to break even at fiscal year end. Ms. Saverin called attention to a significant increase in the insurance line item and more onboarding expenses than budgeted for things like fingerprinting and office supplies. She also noted that the contingency line item was increased using surplus with the hope that AF Amistad High might be able to hire for some of the outstanding open positions.

RESOLVED, the Amistad Academy Joint High School Committee hereby approves the financial report as presented.

Motion by Dick Kalt

Seconded by Dick Ferguson

All in favor

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V. Adjourn

The meeting was adjourned at 4:49 p.m. by Jane Levin.

Motion by Laura Saverin

Seconded by Carolyn Greenspan

All in favor



Amistad High School Committee

Personnel sub-Committee

Zoom Video Conference

Tuesday, March 11, 2022

11:30 am

I. Call to Order

The meeting was called to order at 11:34 am by Jane Levin. The following personnel subcommittee members, constituting a quorum, were in attendance: Jane Levin, Carolyn Greenspan, Dick Ferguson, Dick Kalt.

The following Achievement First staff members were in attendance: Rod Bowen, Elise Major.

II. Approve Minutes

RESOLVED, the Amistad High School Committee Personnel sub-Committee hereby approves the meeting minutes from January 18, 2022.

Motion by Dick Ferguson

Seconded by Dick Kalt

All in favor

III. Discussion of Principal Performance and Regional Superintendent Management

The personnel sub-committee entered executive session at 11:35 am to discuss principal performance with regional superintendent Rod Bowen. Rod Bowen and Elise Major were invited to join. Motion by Dick Kalt. Seconded by Dick Ferguson. All in favor.

The sub-committee exited the executive session at 11:56 am. Motion by Dick Ferguson. Seconded by Dick Kalt.

IV. Adjourn

The meeting was adjourned at 11:57 a.m. by Jane Levin

Motion by Dick Ferguson

Seconded by Carolyn Greenspan

All in favor

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**Amistad Academy
Joint High School Committee Meeting**

Zoom

Wednesday, May 4, 2022

4:00 pm

- I. Call to Order**

- II. Public Comment**

- III. School Report**

- IV. Committee Business**
 - Approve Meeting Minutes
 - Approve Financial Report
 - Approve Amistad High School FY23 Budget
 - Principal Renewal

- V. Adjourn**

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**Amistad Academy
Board of Directors
Special Meeting**

Zoom meeting
April 7, 2022 5:00 pm

I. Call to Order

II. Public Comment

III. Board Business

- a. Approve Minutes
- b. Proposed Executive Session: Personnel discussion regarding interim principal appointment

IV. Board Business

- a. Approval of Interim Principal

V. Adjourn

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**Amistad Academy
Board of Directors
Special Meeting**

Zoom meeting
April 7, 2022 5:00 pm

I. Call to Order

II. Public Comment

III. Board Business

- a. Approve Minutes
- b. Proposed Executive Session: Personnel discussion regarding interim principal appointment

IV. Board Business

- a. Approval of Interim Principal

V. Adjourn

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Amistad High School Committee
Personnel sub-Committee

Zoom Video Conference
Wednesday, April 27, 2022
4:30 pm

I. Call to Order

II. Approve Minutes

III. Discussion of Principal Performance and Regional Superintendent Management

a. Proposed Executive Session – Personnel discussion related to principal performance

IV. Adjourn

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- DRAFT -
Amistad High School Committee
Personnel sub-Committee
Zoom Video Conference
Tuesday, April 27, 2022
4:30 pm

I. Call to Order

The meeting was called to order at 4:37 pm by Jane Levin. The following personnel subcommittee members were in attendance: Jane Levin, Carolyn Greenspan, Dick Ferguson, Dick Kalt.

The following Achievement First staff members were in attendance: Rod Bowen, Isabel Tañedo and Elise Major.

II. Discussion of Principal Performance and Regional Superintendent Management

The personnel sub-committee entered Executive Session at 4:38 pm to discuss principal performance with regional superintendent Rod Bowen. Rod Bowen, Isabel Tañedo and Elise Major were invited to join.

Motion by Carolyn Greenspan
Seconded by Dick Kalt
All in favor.

The sub-committee exited Executive Session at 5:10 pm.

Motion by Dick Ferguson.
Seconded by Carolyn Greenspan.
All in favor.

III. Approve Minutes

RESOLVED, the Amistad High School Committee Personnel sub-Committee hereby approves the meeting minutes from March 7, 2022.

Motion by Carolyn Greenspan.
Seconded by Dick Kalt.
All in favor.

IV. Adjourn

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Before adjourning the meeting, the Chair requested to put on record the sub-Committee's gratitude for Mr. Bowen's mentorship, guidance and good work this past year.

The meeting was adjourned at 5:11 p.m. by Jane Levin,
Motion by Dick Kalt
Seconded by Carolyn Greenspan
All in favor.



Achievement First Amistad Finance Committee Meeting

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

May 2, 2022

1:00pm

Call to Order

Discussion

- FY21 P&L
- FY21 Balance Sheet
- FY22 Budget
- FY21 990 Tax Return

Adjourn

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Achievement First Amistad Finance Committee Meeting

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

May 2, 2022

1:00pm

Call to Order

The meeting was called to order at 1:03 pm by Neil Shah. The following board members, constituting a quorum, were in attendance: Patricia Sweet, Carolyn Green, Ethan Tyminski, Jane Levin, Yashira Agosto.

The following Achievement First staff were in attendance: Neil Shah, Kate Aufiero, Devin Devanney, Gaylord Bourne, Ariana Rosa; along with Sima Wolfson from CohnReznick..

Discussion

Mr. Neil Shah reviewed the FY21 Balance Sheet.

Ms. Kate Aufiero then reviewed the P&L Forecast. Amistad Charter is showing a surplus in the forecast. There is a total public revenue increase with a decrease in philanthropy need for this period. Mrs. Aufiero also reviewed a decrease in personnel expenses.

Ms. Aufiero then reviewed the FY23 Budget. As a disclaimer, because of staffing challenges, AF Academic Teams are working on developing revised schedules and staffing plans that can accommodate fewer teachers than AF's traditional model (due to the staffing challenges). Because this is still in-progress, the budgets shown today do not fully reflect all of the new plans.

Ms. Aufiero reviewed the staffing and enrollment variances and then discussed the ESSER Spending plans. ESSER Plans show an increase because ESSER III has a larger pool of dollars to use. School staffing selections are also going to be renewed only if the same staff member fills the same role in FY23 (no backfilling or changing seats mid-year). ESSER funds re-allocated for staff retention efforts.

Ms. Aufiero discussed the updated interim principal stipend that will be implemented next year. Schools have been making the decisions on the amount of a stipend, with different schools allocating different amounts or similar amounts to staff. The new policy would make it more centralized for all AF schools.

Ms. Sima Wolfson then reviewed the FY21 990 Tax Return. The form is consistent with the way the form was presented last year.

Adjourned at 1:55pm

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**Amistad Academy
Finance Committee**

Zoom Meeting
January 11, 2022
2:00 pm

Call to Order

Discussion

- FY22 Year to Date Financials
- FY22 Balance Sheet
- Review Procurement Policy

Adjourn



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Amistad Academy Finance Committee

Zoom: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

Tuesday, January 11, 2022, 2:00 pm

-Minutes draft-

Call to Order

The meeting was called to order at 2:04 pm by Patricia Sweet. The following board members, constituting a quorum, were in attendance: Carolyn Greenspan, Pat Sweet, Jane Levin, Yashira Agosto.

The following Achievement First staff were in attendance: Neil Shah, Faisal Jawaid, Kate Aufiero, Gaylord Bourne, Devin Devanney, Ariana Rosa.

Discussion

Mr. Neil Shah reviewed the FY22 November YTD balance sheet.

Mr. Shah then reviewed the FY22 November YTD P&L (profit and loss) statements. On a consolidated level, Amistad per pupil revenue is higher than budget by \$149k. The increase is due to the ECS Foundation weighted per pupil phase in for FRL (free and reduced lunch) and ELL (English Language Learner) students. This has allowed for a decrease in the anticipated private philanthropy need for the charter.

Amistad Elementary has one Academic Dean and 1.6 TIR seats that became vacant mid-year and will not be backfilled. The school overall is projecting \$66k less in expenses than budgeted and will breakeven at yearend.

Amistad Middle has not filled the budgeted School-Based Director of Supplemental/Community Programs or small group tutoring roles and is projecting \$280k less in expenses than budgeted and will breakeven at yearend.

Amistad High is 4 students higher than budgeted and -2.6 teachers and -1 college staff member from budget. The school overall is projecting \$105k more in expenses than budgeted and will have a \$28k surplus at yearend.

Mr. Shah then provided an update on ESSERII/III spending plans. The updated priorities for spending in FY22 are safety/facilities/technology, staff retention, and school led capacity additions. Gratitude bonuses were paid out to all staff members in December and replaced the originally budgeted professional development and tutoring programs planned. These programs were not able to be run due to lack of staff.

Adjourn

The meeting was adjourned at 2:28 pm by Pat Sweet. Motion by Carolyn Greenspan. Seconded by Jane Levin. All in favor.

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**Amistad Academy
Board of Directors**

Zoom meeting
Wednesday, January 12, 2022
5:30 pm

- I. Call to Order
- II. Public Comment
- III. Approve Minutes
- IV. Discussion and Business
 - Schools Discussion with Regional Superintendents
 - i. Proposed executive session to discuss principal performance
 - Board Chair Report
 - Treasurer Report
 - i. Financial Report
 - ii. Audited Financial Statements
 - iii. Procurement Policy
- V. Adjourn



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- DRAFT -
Amistad Academy Board of Directors
Zoom Video Conference
Wednesday, January 12, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 5:37 p.m. by Carolyn Greenspan. The following board members and Achievement First staff were in attendance.

Yashira Agosto - No	Riley Bauling, Regional Superintendent
Jennifer Alexander - Yes	Kristin Damo, Regional Superintendent
Lorraine Gibbons - Yes	Beth Cocuzza, AF Network Support
Carolyn Greenspan - Yes	Elise Major, AF Network Support
Jane Levin - Yes	Connor McGann, AF Network Support
Gayatri Mehra - Yes	Ken Paul, AF Network Support
Tyra Smallwood - Yes	Neil Shah, AF Network Support
Patricia Sweet - Yes	Megan Tokarski, AF Network Support
Ethan Tyminski - Yes	
Shannelle Whyte - Yes	

II. Open Session for Public Comment

There was no public comment.

III. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from November 3, 2021.

Motion by Tyra Smallwood
Seconded by Jennifer Alexander
All in favor

IV. Discussion and Business

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A. Discussion with Regional Superintendents

Riley Bauling gave a Regional Superintendent report about Amistad Academy Middle. The middle school is having a strong year, with some of the highest student, family, and staff investment and satisfaction in the Achievement First network, according to survey results. Anecdotally, Mr. Bauling reported high satisfaction with the performance of Principal Roseann Basile, as well as the school's other leadership team members and teachers. The board engaged in a Q&A and discussion of Mr. Bauling's report:

- Carolyn Greenspan asked if Amistad Academy Middle is experiencing teacher shortages. Mr. Bauling reported that the school has had a handful of teachers out due to illness at any given time, but the leadership team and grade-level chairs have been able to successfully provide coverage for those short-term absences. There are still two open positions, but the school has not received strong candidates for those roles; instead, deans have stepped into teaching roles and/or teachers have taught extra classes as needed. Amistad Academy Middle is currently anticipating strong teacher retention year-over-year, so there should not be significantly more vacancies to fill.
- Jane Levin asked about academics, especially the negative impact of disrupted learning during the pandemic on reading proficiency levels. Mr. Bauling shared that Amistad Academy Middle is using a nationally-normed internal assessment to assess student reading levels and is currently on track to meet its internal growth goals, but the big unknown remains how this will translate to performance on state assessments. The school has doubled down on the amount of in-house intervention provided to students, but it will be a multi-year effort to get students back to grade-level proficiency in reading. Fortunately, as a result of a strong, stable school culture and significant student, family, and staff investment, the school is able to focus on academics and the students who need intervention the most. Ms. Levin suggested leveraging the New Haven area's many colleges and universities for volunteer tutors. Mr. Bauling said this is being piloted at some Achievement First schools now, including Elm City College Preparatory in New Haven, and if it works well, it will likely be rolled out to other schools.
- Carolyn Greenspan inquired if Amistad Academy Middle is able to offer enrichment this year. Mr. Bauling said all students have a daily, one-hour enrichment block, including PE, creative arts and technology, dance, and/or art. On Friday afternoons, students also participate in a choice of clubs (e.g., gaming, debate) for 45 minutes. Patricia Sweet asked if there is an opportunity to partner with New Haven's theater community to offer enrichment. Mr. Bauling said right now, schools are focusing on implementing the "basics" strongly and consistently, but when things reach a more steady state, Amistad Academy Middle can explore opportunities like this. It is something to consider during readiness planning for the 2022-23 school year, which will get underway in a couple months.

Kristin Damo gave a Regional Superintendent report about Amistad Academy Elementary. The elementary school is experiencing very high levels of staff, student, and family investment and satisfaction, according to survey results. The school currently has no teacher vacancies, and while there have been teachers out due to illness or childcare issues, these absences have not risen to substantially impactful numbers. Average daily student attendance is also high at over 90%. Principal Brooke Williams, as well as some other members of the school's leadership team, will be going out on maternity leave this winter and spring. Ms. Williams has been thoughtful and strategic about leave coverage for all critical roles and responsibilities. Ms. Damo reported that Amistad Academy Elementary's mid-year reading assessment cycle begins next week. This will be an opportunity to measure growth since the beginning of the school year. Beginning-of-year reading assessment results showed low reading proficiency levels, and the school has been finding as many opportunities as possible for reading intervention (e.g., students in grades K-2 have two phonics blocks every day), but it will be a multi-year effort to get students back to grade-level proficiency in reading. The board engaged in a Q&A and discussion of Ms. Damo's report:

- Jane Levin asked if the board can see the data from the mid-year reading assessment cycle. Ms. Damo said all data should be available in early February.
- Jennifer Alexander asked how parents reacted to the Achievement First network's decision to switch to remote learning during the first week of January and how they felt about returning to in-person school this week, as well as how the State responded. Both Mr. Bauling and Ms. Damo reported that parents accepted the decision to switch to remote learning, but were not thrilled about it, and welcomed the return to in-person school. Amistad Academy has been a very safe environment so far this school year, and parents feel comfortable sending their children to school given the safety protocols in place. Fatimah Barker, Achievement First's Interim CEO, spoke with CT's Commissioner of Education about the decision to switch to remote learning. The State is counting one day of remote learning, but Amistad Academy will have to make up two days. Ms. Damo reported that Amistad Academy has already adjusted the calendar to replace two teacher Professional Development Days with school days.
- Jane Levin asked if Achievement First is considering a vaccine mandate for students. Ken Paul shared that Achievement First is providing positive encouragement to families to vaccinate eligible children, but are not yet mandating vaccines for students. Shannelle Whyte suggested implementing a lesser quarantine period for vaccinated students, which might motivate more parents to vaccinate.

B. Board Chair Report

Carolyn Greenspan shared the list of AF Amistad High's Early Decision college acceptances so far.

C. Treasurer Report

1. Financial Report

Neil Shah shared Amistad Academy's year-to-date financial statements through November, 30, 2021, as previously presented to the Amistad 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 Amistad Academy's ESSER spending plans, namely pushing back some program items, such as tutoring, to Year 2 (2022-23) due to limited staff/capacity. Patricia Sweet asked about the long-term state funding forecast, and Mr. Shah reported that the new Education Cost Sharing (ECS) legislation is positive for charter schools in terms of bridging the gap of free and reduced-price lunch (FRL) and English language learner (ELL) revenue, but it will be a 10-year phase in. There has not been any indication of an increase to the per-pupil allocation for charter schools. Achievement First is continuing to look at how to be more efficient and sustainable in its budgeting.

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

Motion by Carolyn Greenspan

Seconded by Patricia Sweet

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 Amistad Academy Finance Committee. He reported that Amistad Academy received an "unmodified opinion" from the auditors, indicating no findings and a clean audit.

RESOLVED, the Amistad 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 Patricia Sweet

Seconded by Jane Levin

All in favor

3. Procurement Policy

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



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

Motion by Tyra Smallwood
Seconded by Lorraine Gibbons
All in favor

V. Adjourn

The meeting was adjourned at 6:38 p.m. by Carolyn Greenspan.

Motion by Patricia Sweet
Seconded by Jane Levin
All in favor

**Amistad High School Committee
Personnel sub-Committee**

Zoom Video Conference
Tuesday, January 18, 2022
4:00 pm

- I. Call to Order
- II. Approve Minutes
- III. Discussion of Principal Performance and Regional Superintendent Management
 - a. Proposed Executive Session – Personnel discussion related to principal performance
- IV. Adjourn



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Amistad High School Committee
Personnel sub-Committee
Zoom Video Conference
Tuesday, January 18, 2022
4:00 pm

I. Call to Order

The meeting was called to order at 4:02 pm by Jane Levin. The following personnel subcommittee members, constituting a quorum, were in attendance: Jane Levin, Carolyn Greenspan, Dick Ferguson, Dick Kalt.

The following Achievement First staff members were in attendance: Rod Bowen, Connor McGann.

II. Approve Minutes

RESOLVED, the Amistad High School Committee Personnel sub-Committee hereby approves the meeting minutes from November 1, 2021.

Motion by Dick Ferguson

Seconded by Dick Kalt

All in favor

III. Discussion of Principal Performance and Regional Superintendent Management

The personnel sub-committee entered executive session at 4:06 pm to discuss principal performance with regional superintendent Rod Bowen. Rod Bowen and Connor McGann were invited to join. Motion by Dick Ferguson. Seconded by Dick Kalt. All in favor.

The sub-committee exited executive session at 4:31 pm. Motion by Dick Ferguson. Seconded by Carolyn Greenspan.

IV. Adjourn

The meeting was adjourned at 4:32 p.m. by Jane Levin

Motion by Dick Ferguson

Seconded by Carolyn Greenspan

All in favor



**Amistad Academy
Joint High School Committee Meeting**

Zoom Video Conference
Wednesday, January 19, 2022
4:00 pm

Call to Order

Public Comment

Approve Meeting Minutes

Discussion and Possible Action

- ✓ School Report
- ✓ Financial Report

Adjourn



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- DRAFT -

Amistad Academy Joint High School Committee

Zoom Video Conference

Wednesday, January 19, 2022

4:00 p.m.

I. Call to Order

The meeting was called to order at 4:03 p.m. by Jane Levin. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Amistad Academy Board:

Jennifer Alexander - Yes

Carolyn Greenspan - Yes

Jane Levin - Yes

AF Bridgeport Academy Board:

Kimberly Bruce - Yes

Dick Kalt - Yes

Michael Strambler - Yes

Elm City College Preparatory Board:

Dick Ferguson - Yes

Julia Halberstam - No

Laura Saverin - Yes

Achievement First Staff:

Rod Bowen, Regional Superintendent

Simon Obas, Principal

Elise Major, AF Network Support

Connor McGann, AF Network Support

Ken Paul, AF Network Support

Megan Tokarski, AF Network Support

Public : Julie Hajducky

II. Open Session for Public Comment

There was no public comment.

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III. Approve Meeting Minutes

RESOLVED, the Amistad Academy Joint High School Committee hereby approves the meeting minutes from November 3, 2021.

Motion by Dick Ferguson

Seconded by Laura Saverin

All in favor

IV. Discussion and Business

A. School Report

Simon Obas gave a Principal report about AF Amistad High. It is a challenging year as the pandemic continues. The school is experiencing a daily average of approximately 12 adults out due to illness or childcare issues, but a combination of the leadership team, other teachers, and building subs have been able to successfully provide coverage and keep AF Amistad High from having to switch to remote learning due to insufficient staffing. The school is also considering asking for parent volunteers to provide additional supervision and non-instructional coverage. Mr. Obas is constantly looking for ways to give teachers who are providing extra coverage some time back, including substituting some professional development time with teacher prep time.

- Rod Bowen emphasized that Mr. Obas's strong leadership has led to high engagement and a willingness among the staff to do whatever is needed to keep school in person.

The talent pipeline is another ongoing challenge. AF Amistad High has been unable to hire SPED teachers for all open positions and is also short a college counselor, a music teacher, and a classroom teacher. Mr. Obas was recently able to hire chemistry, computer science, and world languages teachers.

- Jane Levin asked if teachers are providing coverage across subject areas. Mr. Obas reported that teachers who are out are still uploading coursework to Google Classroom, so students can continue working even when the teacher providing coverage does not have experience or expertise in the subject area.

Mr. Obas shared that 152 out of 161 seniors have applied to a four-year college. Twenty-three seniors applied Early Decision, and 12 were accepted, eight deferred, and three not accepted. There are also 25 seniors applying to two-year colleges, in addition to a four-year option, as well as a few to trade schools. AF Amistad High's priority over the next few months is supporting seniors and their families to submit deposits and

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finalize financial aid, respond to requests for supplemental application information, set up profiles with AF's alumni counselors, and of course, make sure students are passing their remaining high school courses.

- Jane Levin asked about the status of SAT testing and student performance on the exam. Mr. Obas said that students have taken and will continue taking the SAT, even if colleges are not requiring it during the pandemic, and student performance on the exam has been variable.

Mr. Obas reported that winter sports at AF Amistad High are underway, including undefeated boys and girls basketball teams, as well as after school clubs. The school is preparing for a student-led Black History Month celebration coming up in February. Mr. Obas is trying to find other ways to increase social time for students while maintaining COVID safety protocols.

Mr. Obas announced that AF Amistad High received recognition earlier today from the College Board for having a comparatively high number of girls enrolled in STEM courses.

Dick Kalt asked about busing, and Mr. Obas said it has gotten drastically better and more timely since the fall.

B. Financial Report

Laura Saverin reviewed AF Amistad High's year-to-date financial statements through November 3, 2021, reporting that some additional revenue - the school is slightly overenrolled and understaffed - is being offset by a decrease in philanthropy and some higher spending in a few areas, so that the overall budget and projections remain largely unchanged.

Ms. Saverin explained a shift in AF Amistad High'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 Amistad Academy Joint High School Committee hereby approves the financial report as presented.

Motion by Dick Kalt

Seconded by Carolyn Greenspan

All in favor

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V. Adjourn

The meeting was adjourned at 4:33 p.m. by Jane Levin.

Motion by Laura Saverin

Seconded by Dick Ferguson

All in favor



- DRAFT -

**Amistad Academy, Elm City College Preparatory, AF Bridgeport Academy,
AF Hartford Academy**

Joint Meeting of the School Boards of Directors

Zoom Video Conference

Wednesday, January 19, 2022

5:30 p.m.

I. Call to Order

The meeting was called to order at 5:33 p.m. by Carolyn Greenspan, Amistad Academy Board Chair. The following board members and Achievement First staff were in attendance.

Amistad Academy Board Members in Attendance: Yashira Agosto, Jennifer Alexander, Carolyn Greenspan, Jane Levin, Gayatri Mehra, Tyra Smallwood, Patricia Sweet, Shannelle Whyte

Elm City College Preparatory Board Members in Attendance: LaVonta Bryant, Dick Ferguson, Nicola Fleischer, Stephanie Ma, Laura Saverin

AF Bridgeport Academy Board Members in Attendance: Dick Kalt, Shalia Garnett, Raj Lakra, Marlene Macaуда

AF Hartford Academy Board Members in Attendance: Billie Augustin, Jessica Glover, Erwin Hurst Sr., Patsy Mundy, Lisa Tanen

Achievement First Staff: Fatimah Barker, Beth Cocuzza, Patricia Granda-Malaver, Elise Major, Connor McGann, Ken Paul, Neil Shah, Megan Tokarski

II. Open Session for Public Comment

There was no public comment.

III. Presentation by Interim CEO Fatimah Barker

Fatimah Barker began her presentation by sharing gratitude for all the adults currently working in AF schools. Remote learning last year was not easy, but in-person school is

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challenging right now too. However, Ms. Barker emphasized the importance of in-person school for students and reviewed AF's COVID response plan.

Ms. Barker shared highlights and updates from the first half of the school year, including Early Decision college acceptances and several facilities projects and improvements across AF's CT schools. She also reviewed student enrollment and attendance, days in school, and staffing data.

Looking ahead to the remainder of the school year, Ms. Barker said the focus will be on keeping schools fully and safely open, including preparing for the possibility of a state and/or district vaccine mandate for students.

A. Questions and Discussion

Billie Augustin prompted a review by Ms. Barker and Neil Shah of how AF schools are using ESSER dollars to support staff recruitment and retention in both the short and long term. Ms. Augustin also reiterated her belief that AF schools need to take steps to become more community-based, including better leveraging community resources and partnering with community organizations to benefit students. She suggested ESSER dollars could be used for this purpose.

Patricia Sweet asked if there is an opportunity for AF to pilot cutting-edge solutions to the issues of staff recruitment/retention and student mental health in ways that could be exported for the benefit of the education sector more broadly. Ms. Barker agreed that the way things have previously been done in schools is insufficient for the current situation and the road ahead. She is in conversations with other CEOs in the education sector and also with consultants about ways to reimagine school going forward.

Dick Ferguson and Patsy Mundy asked about the current and future status of student vaccinations. Ms. Barker said a voluntary survey will go out to families at the beginning of February to begin collecting student vaccination information. She is also creating a video message for families emphasizing the importance of vaccinating students against COVID in order to stabilize and normalize AF schools.

IV. Adjourn

The meeting was adjourned at 6:33 p.m. by Carolyn Greenspan.

Motion by Patricia Sweet

Seconded by Dick Ferguson

All in favor

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**AF Amistad
Finance Committee Meeting**

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

February 28th, 2022

1:00pm

Call to Order

Discussion

- FY22 YTD Balance Sheet
- FY22 YTD P/L Forecast

Adjourn

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**AF Amistad
Finance Committee Meeting**

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

February 28th, 2022

1:00pm

Call to Order at 1:06pm

Attendees: Neil Shah, Kate Aufiero, Devin Devanney, Jane Levin, Pat Sweet, Carolyn Greenspan, Jen Parkinson, Ariana Rosa

Discussion

- FY22 YTD Balance Sheet
 - Steady and no real change
- FY22 YTD P/L Forecast
 - No real change
 - ECS Revenue updates
 - Public revenue is up; making a decrease in philanthropy
- Next Meeting will be in May and we will review March forecast and approval of FY23 budgets

Adjourn at 1:24pm

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- DRAFT -
Amistad Academy Board of Directors
Zoom Video Conference
Wednesday, March 2, 2022
5:30 p.m.

I. Call to Order

The meeting was called to order at 5:35 p.m. by Carolyn Greenspan. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Yashira Agosto - Yes	Jesse Balis-Harris, Chief of Schools (Elementary)
Jennifer Alexander - Yes	Kristin Damo, Regional Superintendent
Lorraine Gibbons - No	LaShell Rountree, Director of School Operations
Carolyn Greenspan - Yes	Kate Aufiero, AF Network Support
Jane Levin - Yes	Fatimah Barker, AF Network Support
Gayatri Mehra - Yes	Beth Cocuzza, AF Network Support
Tyra Smallwood - No	Elise Major, AF Network Support
Patricia Sweet - No	Connor McGann, AF Network Support
Ethan Tyminski - Yes	Ken Paul, AF Network Support
Shannelle Whyte - Yes	Neil Shah, AF Network Support
	Megan Tokarski, AF Network Support

II. Open Session for Public Comment

There was no public comment.

III. Board Business

A. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from January 12, 2022.

Motion by Jane Levin

Seconded by Jennifer Alexander

All in favor

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B. Principal Reports

LaShell Rountree, Director of School Operations, gave a report about Amistad Academy Middle, on behalf of Principal Roseann Basile. Ms. Rountree updated the Board on several important school culture metrics, including student attendance, attrition, and suspension rates, as well as academic performance, including class pass rates and results from the mid-year STAR reading assessment.

- Carolyn Greenspan suggested that, for future reports, it would be helpful to include comparative pre-pandemic data to help contextualize the school's current performance.
- Jane Levin asked about lower proficiency/growth rates among 8th graders on the STAR reading assessment. Jesse Balis-Harris explained that the growth rate of Amistad Academy Middle's 8th graders is toward the top of AF's middle school cohort. Historically, AF has seen a trend of lower reading proficiency/growth rates in upper grades and is investing in improving its secondary reading program to address this.

Kristin Damo, Regional Superintendent, delivered a report about Amistad Academy Elementary. Ms. Damo updated the board on several important school culture metrics, including staff satisfaction and retention, student attendance and suspension rates, and student and family satisfaction, as well as academic performance. Reading remains an area of concern, with 58% of Amistad Academy Elementary students growing at least 1+ levels on the mid-year reading assessment cycle, slightly below the AF network average for elementary schools. Students are continuing to receive extra support in phonics. Amistad Academy Elementary's performance on the most recent math interim assessment was on par with the AF network average.

C. Financial Report

Neil Shah, Chief Financial Officer, and Kate Aufiero, Vice President of Financial Planning & Analysis, presented Amistad Academy's year-to-date financial statements, through January 31, 2022, as previously reviewed with the Board's Finance Committee. Amistad Academy's Balance Sheet is typical for this point in the school year, and overall, the charter is projecting a positive balance.

In May 2022, the Board will review Amistad Academy's year-to-date financial statements, through March 31, 2022, as well as vote on the budget for FY23 (2022-23).

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

Motion by Jennifer Alexander
Seconded by Carolyn Greenspan
All in favor

IV. Discussion and Additional Business

A. Joint High School Committee Report

Jane Levin 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 March 2, 2022.

B. Executive Session: Personnel Discussion Regarding Principal Renewal Offers for the 2022-23 School Year

The board entered Executive Session at 6:05 p.m. and invited Achievement First staff to join. Motion by Jennifer Alexander. Seconded by Shannelle Whyte.

The board exited Executive Session at 6:12 p.m. to vote on the resolution for Principal renewal offers for the 2022-23 school year. Motion by Jennifer Alexander. Seconded by Jane Levin.

Carolyn Greenspan amended the resolution to remove Simon Obas, Principal of AF Amistad High, until the Board has an opportunity to speak with the Regional Superintendent.

RESOLVED, the Amistad Academy Board of Directors has discussed the performance of the Amistad Academy Principals intending to return for the 2022-23 school year and the compensation package as proposed by Achievement First, and hereby approves the renewal of the following Principals, with a final compensation package to be incorporated in the FY23 budget to be reviewed and approved in May 2022:

- Brooke Williams, Principal, Amistad Academy Elementary School
- Roseann Basile, Principal, Amistad Academy Middle School

Motion by Jennifer Alexander
Seconded by Jane Levin
All in favor

C. Board Chair Report

There was no Board Chair report.

D. Approve Yale SOM Fellow

RESOLVED, the Amistad Academy Board of Directors hereby approves Ms. Gayatri Mehra to serve as a Yale SOM Board Fellow for an 18-month term, ending June 30, 2023.

Motion by Carolyn Greenspan
Seconded by Shannelle Whyte
All in favor

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V. Adjourn

The meeting was adjourned at 6:15 p.m. by Carolyn Greenspan.

Motion by Shannelle Whyte

Seconded by Jennifer Alexander

All in favor



- DRAFT -

Amistad Academy Joint High School Committee

Zoom Video Conference

Wednesday, March 2, 2022

4:00 p.m.

I. Call to Order

The meeting was called to order at 4:02 p.m. by Jane Levin. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Amistad Academy Board:

Jennifer Alexander - No

Carolyn Greenspan - Yes

Jane Levin - Yes

AF Bridgeport Academy Board:

Kimberly Bruce - Yes

Dick Kalt - Yes

Michael Strambler - Yes

Elm City College Preparatory Board:

Dick Ferguson - Yes

Julia Halberstam - No

Laura Saverin - Yes

Achievement First Staff:

Simon Obas, Principal

Elise Major, AF Network Support

Connor McGann, AF Network Support

Ken Paul, AF Network Support

Megan Tokarski, AF Network Support

Public : Peter Butler, Julie Hajducky

II. Open Session for Public Comment

There was no public comment.

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III. Approve Meeting Minutes

RESOLVED, the Amistad Academy Joint High School Committee hereby approves the meeting minutes from January 19, 2022.

Motion by Dick Ferguson

Seconded by Laura Saverin

All in favor

IV. Discussion and Possible Action

A. School Report

Simon Obas gave a Principal report about AF Amistad High. At the January 19, 2022 meeting, Mr. Obas reported the school was experiencing a daily average of approximately 12 adults out, but with a decrease in COVID cases and the loosening of quarantine policies, this number has gone down. AF Amistad High is still not fully hired, but staff have been able to provide coverage as needed. Mr. Obas is currently conducting one-on-one retention meetings with each staff member and anticipates higher-than-normal turnover heading into the 2022-23 school year, with many staff members seeking more money elsewhere, leaving the education profession in general, and/or moving out of state. AF Amistad High's full Leadership Team and most of the veteran staff members are planning to return next year, but there is more uncertainty among younger staff/those newer to the profession. In general, Mr. Obas said staff are eager for more information about the network's and school's vision and plan for the 2022-23 school year.

Readiness planning for the next school year has been delayed across the AF network, but Mr. Obas and the AF Amistad High Leadership Team recently kicked off some planning activities and will remain ready to adjust their plans as needed. Mr. Obas shared that one of the most exciting plans for the 2022-23 school year is a partnership with Southern Connecticut State University (SCSU) to give AF Amistad High juniors and seniors the opportunity to take SCSU courses and earn college credit either by going on campus and/or through AF Amistad High teachers getting certified to teach SCSU courses. The logistics of the partnership, such as scheduling and transportation, are still being worked out.

Mr. Obas reported that the possible ending of the mask mandate in schools has been a "hot topic" among students and staff. The majority of AF Amistad High staff are in favor of keeping the mask mandate, which currently remains in place for all New Haven Public

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Schools (NHPS) through at least the end of March. If NHPS drops the mask mandate at the end of the month, AF Amistad High will have to decide whether or not to follow suit. Mr. Obas said they do not know how many students are vaccinated, and he is not sure if they can request that information, but it would be helpful to inform future decisions about masks.

Jane Levin asked how students are adjusting after 1.5 years of remote/hybrid learning. Mr. Obas said it varies significantly by student, and the staff are still working to assess the full impact on students. In general, upperclassmen have adjusted better than freshmen and sophomores. Sports and extracurricular clubs are happening at AF Amistad High, and the school recently resumed larger, school-wide activities/gatherings.

AF Amistad High's seniors are entering into college decision season, and college counselors are conducting one-on-one meetings with seniors and their families to discuss where they will attend college. After that process is complete, college counselors will launch the college process with the junior class. AF Amistad High is working on some changes for the 2022-23 school year to make the work of the college counselors more sustainable, such as incorporating the writing of students' personal statements for college applications into the school's ELA coursework.

B. Financial Report

Laura Saverin reviewed AF Amistad High's year-to-date financial statement through January 31, 2022, reporting that the financials have not changed significantly since the November 30, 2021 financial statement. The school is projected to break even at fiscal year end. Ms. Saverin called attention to a significant increase in the insurance line item and more onboarding expenses than budgeted for things like fingerprinting and office supplies. She also noted that the contingency line item was increased using surplus with the hope that AF Amistad High might be able to hire for some of the outstanding open positions.

RESOLVED, the Amistad Academy Joint High School Committee hereby approves the financial report as presented.

Motion by Dick Kalt

Seconded by Dick Ferguson

All in favor

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V. Adjourn

The meeting was adjourned at 4:49 p.m. by Jane Levin.

Motion by Laura Saverin

Seconded by Carolyn Greenspan

All in favor

- DRAFT -
**Amistad Academy Board of Directors
Special Meeting**

Zoom Video Conference
Wednesday, April 7, 2022
5:00 p.m.

I. Call to Order

The meeting was called to order at 5:15 p.m. by Carolyn Greenspan. The following board members, constituting a quorum, and Achievement First staff were in attendance.

Board members: Yashira Agosto, Jennifer Alexander, Carolyn Greenspan, Tyra Smallwood, Lorraine Gibbons, Shannell Whyte, Jane Levin

Achievement First Staff: Jesse Balis-Harris, Jasmine Watts, Elise Major, Isabel Tañedo

Isabel Tañedo recorded the minutes.

II. Open Session for Public Comment

There was no public comment.

III. Board Business

A. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from March 3, 2022.

Motion by Jane Levin

Seconded by Yashira Agosto

All in favor

B. Executive Session:

The board entered Executive Session at 5:16 p.m. to hold personnel discussions regarding the appointment of Jasmine Watts as interim principal. Ms. Greenspan invited Jasmine Watts, Jesse Balis-Harris, Isabel Tañedo, Elise Major to join.

Motion by Carolyn Greenspan

Seconded by Jennifer Alexander

The board exited Executive Session at 5:25 p.m. to vote on the resolution for the appointment of an Interim Principal at Amistad Middle School.

Motion by Jane Levin

Seconded by Lorraine Gibbons

IV. Board Business

A. Approval of Interim Principal

RESOLVED, the Amistad Academy Board of Directors hereby approves Jasmine Watts to serve as the Interim Principal of Amistad Middle School from April 8, 2022 to June 25, 2022.

Motion by Jane Levin

Seconded by Jennifer Alexander

All in favor

V. Adjourn

The meeting was adjourned at 5:26 p.m. by Carolyn Greenspan.

Motion by Carolyn Greenspan

Seconded by Lorraine Gibbons

All in favor



- DRAFT -
Amistad High School Committee
Personnel sub-Committee
Zoom Video Conference
Tuesday, April 27, 2022
4:30 pm

I. Call to Order

The meeting was called to order at 4:37 pm by Jane Levin. The following personnel subcommittee members were in attendance: Jane Levin, Carolyn Greenspan, Dick Ferguson, Dick Kalt.

The following Achievement First staff members were in attendance: Rod Bowen, Isabel Tañedo and Elise Major.

II. Discussion of Principal Performance and Regional Superintendent Management

The personnel sub-committee entered Executive Session at 4:38 pm to discuss principal performance with regional superintendent Rod Bowen. Rod Bowen, Isabel Tañedo and Elise Major were invited to join.

Motion by Carolyn Greenspan
Seconded by Dick Kalt
All in favor.

The sub-committee exited Executive Session at 5:10 pm.

Motion by Dick Ferguson.
Seconded by Carolyn Greenspan.
All in favor.

III. Approve Minutes

RESOLVED, the Amistad High School Committee Personnel sub-Committee hereby approves the meeting minutes from March 7, 2022.

Motion by Carolyn Greenspan.
Seconded by Dick Kalt.
All in favor.

IV. Adjourn

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Before adjourning the meeting, the Chair requested to put on record the sub-Committee's gratitude for Mr. Bowen's mentorship, guidance and good work this past year.

The meeting was adjourned at 5:11 p.m. by Jane Levin,
Motion by Dick Kalt
Seconded by Carolyn Greenspan
All in favor.

Amistad Academy Board of Directors

Zoom: <https://achievementfirst.zoom.us/j/8959180848>
May 4, 2022 5:30 pm

- I. Call to Order**
- II. Public Comment**
- III. Approve Minutes**
- IV. Discussion and Business**
 - A. Principal Reports
 - 1. Elementary School
 - 2. Middle School
 - B. Joint High School Committee Report
 - C. Proposed Executive Session: Personnel discussion regarding principal renewal offer for 2022-23 school year
 - D. COO Report
 - E. Treasurer Report
 - 1. Financial Report
 - 2. FY23 Budget
 - F. Board Chair Report
 - 1. Re-appoint Auditors
 - 2. Healthy Foods Certifications Statement for School Year 2022-23
 - 3. Re-elect Director
 - G. Other business
- V. Adjourn**



**Achievement First
Amistad Academy
Board of Directors Meeting**
Zoom Video Conference
Tuesday, May 4, 2022
5:30 pm

I. Call to Order

The meeting was called to order at 5:35 pm by Carolyn Greenspan.

The following board members, constituting a quorum, were in attendance: Jane Levin, Carolyn Greenspan, Pat Sweet, Jen Alexander, Ethan Tyminski, Shannelle Whyte (Parent Rep), Tyra Smallwood (Teacher Rep), Yashira Agosota.

The following Achievement First staff members were in attendance: Fatimah Barker, Lisa Margosia, Beth Cocuzza, Steph Keenoy, De-Lea Deane Allen, Xanthe Jory, Neil Shah, Blakely Simoneau, Ken Paul, Kate Aufiero, Jesse Balis-Harris, Rod Bowen, Isabel Tañedo, Elise Major, Lauren Raimondi, Jasmine Watts, Kristin Damo

II. Executive Session

At 5:39 pm, ahead of schedule and so as to accommodate personal constraints of AF staff, Ms. Carolyn Greenspan asked that the Board enter into Executive Session to discuss personnel matters related to the principal renewal offer for Simon Obas for school year 2022-2023. Ms. Greenspan invited Elise Major, Isabel Tañedo, Rod Bowen and Stephanie Keenoy from Achievement First to join.

Motion by Jane Levin
Second by Pat Sweet
All in favor.

The Board exited Executive Session at 5:42pm

Motion by Jane Levin
Second by Pat Sweet
All in favor.

The Board returned to the planned agenda.

III. Public Comment

There was no public comment.

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IV. Approve Minutes

RESOLVED, the Amistad Academy Board of Directors hereby approves the meeting minutes from April 7, 2022, amended to show Jane Levin in attendance.

Motion by Carolyn Greenspan
Seconded by Yashira Swisler
All in favor.

V. Discussion and Business

A. Principal Reports

Lauren Raimondi, Elementary School principal, and Jasmin Watts, interim Middle School principal, each reported on teacher retention, leadership team retention, teacher certification, organization health, student attendance, student attrition, enrollment, suspensions and academic data.

Ms. Raimondi highlighted strong teacher retention and overall staff organization health, and the commitment to pushing for strong academic results and supporting families in meeting attendance goals.

Ms. Watts also shared positive results from the Organization Health Survey, committing to planning for how staff can feel more supported and encouraged to stay with Achievement First. Ms. Watts also highlighted strong results from the Spring Student Experience Survey, including that the Middle School ranked #2 overall highest within the Achievement First Network. Pat Sweet commented that the report on Middle School was very encouraging. Jesse Balis-Harris, Chief of Schools (Elementary Schools), added that we don't often see this kind of improvement in terms of student and adult culture.

B. Joint High School Committee Report

Jane Levin reported back from the Joint High School Committee meeting, where Simon Obas delivered updates to representatives of the Boards of Amistad Academy, Bridgeport Academy, and Elm City College Prep.

Ms. Levin noted Team College updates, including the acceptance of seniors into 2-year colleges and trade schools, and that the Team has started working with the junior class, giving them an overview of the college application process. Ms. Levin also shared that students are also returning to pre-COVID activities, such as lunch in the cafeteria, a school dance, etc.

Ms. Levin also reported on challenges the school is facing, related to staffing shortages and behavioral issues related to the return to in-person school.

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C. COO Report on Enrollment and Safety

Ms. Xanthe Jory reported on her positive experience visiting the Elementary and Middle Schools. Echoing principal reports, she also reported on strong enrollment data, with no concerns at the Elementary, Middle and High Schools.

On safety: Ms. Jory confirmed that there have been no major safety incidents at the Elementary School or Middle School, save for one incident at the High School that has since been resolved.

On COVID-19: Ms. Jory noted that AF is seeing increases in positivity rates but is still at levels relatively lower than other points throughout the pandemic. AF is paying close attention to this, sending weekly updates to parents, and also still requiring masks in line with local policies.

Finally, Ms. Jory updated the Board on space challenges faced by AF sister school, Elm City College Prep (ECCP). AF is working with ECCP school leaders to understand specific pain points and craft potential solutions, including the possibility of moving ~20 rising 8th graders from ECCP to Amistad Academy for one year. After visiting the space and consulting with school leaders, AF considers this to be a viable option from a space and resource perspective. With the support of both Amistad Academy and ECCP boards, AF would continue its due diligence and provide a detailed action plan and communications strategy.

Ms. Jory and other AF team members entertained questions from the Board on working with CSDE, which students would be transferred, how students would be integrated into Amistad, reactions from Amistad school leadership, and if moving ~20 students would indeed alleviate space issues.

D. Treasurer Report

Neil Shah, Chief Financial Officer, and Kate Aufiero, VP of Finance, presented the financial report and draft budgets for next school year, including the clarification that salary increases and retention bonuses did not come at the cost of staff reductions in schools.

WHEREAS, the Amistad Academy Board of Directors has heard the both the financial statements and draft budgets for next school year, be it

RESOLVED, the Amistad Academy Board of Directors hereby approves the financial report and the financial budget as prepared by Achievement First for the 2022-23 fiscal year as presented.

Motion by Jen Alexander
Seconded by Carolyn Greenspan
All in favor.

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E. Board Business

1. Principal Renewal Offer

RESOLVED, the Amistad Academy Board of Directors has discussed the performance of Simon Obas, Amistad Academy High School Principal intending to return for the 2022-23 school year, and the compensation package as proposed by Achievement First, and hereby approves his offer renewal, with a final compensation package as incorporated in the FY22-23 budget.

Motion Tyra Smallwood
Second Yashira Agosto
All in favor.

2. Re-appointment of auditors

RESOLVED, the Amistad Academy Board of Directors hereby ratifies the re-appointment of CohnReznick to perform the financial audit of FY2022 and prepare the IRS Forms 990s.

Motion by Carolyn Greenspan
Second by Jane Levin
All in favor.

3. Healthy Food Certifications

RESOLVED, Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2022, through June 30, 2023. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

RESOLVED, The board of education or governing authority will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food sales.

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Motion by Jen Alexander
Second by Tyra Smallwood
All in favor.

4. Re-election of Director

RESOLVED, the Amistad Academy Board of Directors hereby ratifies the re-election of Ethan Tyminski, with a three year term ending June 30, 2025.

5. Other updates

Ms. Greenspan announced that a few people would be stepping off the Board:

- Tyra Smallwood, who has completed her term as Teacher Representative. Ms. Greenspan announced that the Board will look for the next representative to come from the Elementary School.
- Ms. Levin, stepping down after 14 years of service
- Ms. Greenspan, after 13 years of service

Ms. Greenspan then gave the floor to Ms. Fatimah Barker, interim AF CEO. Ms. Barker extended her gratitude to Ms. Levin, Ms. Smallwood and Ms. Greenwood, and spoke about her transition out of her role, and introduced Lisa Margosian, incoming interim CEO.

Before adjourning, Ms. Greenspan also thanked Steph Keenoy, Superintendent, for her service, also noting that she would also be transitioning out of Achievement First.

V. Adjourn

The meeting was adjourned at 7:07 pm by Carolyn Greenspan.

Motion by Carolyn Greenspan
Second by Tyra Smallwood
All in favor.



**AF Amistad
Finance Committee Meeting**

Zoom Link: <https://achievementfirst.zoom.us/j/4765121702?from=addon>

February 28th, 2022

1:00pm

Call to Order at 1:06pm

Attendees: Neil Shah, Kate Aufiero, Devin Devanney, Jane Levin, Pat Sweet, Carolyn Greenspan, Jen Parkinson, Ariana Rosa

Discussion

- FY22 YTD Balance Sheet
 - Steady and no real change
- FY22 YTD P/L Forecast
 - No real change
 - ECS Revenue updates
 - Public revenue is up; making a decrease in philanthropy
- Next Meeting will be in May and we will review March forecast and approval of FY23 budgets

Adjourn at 1:24pm

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