



BOARD MEETING

August 30, 2021

Time: 6:35pm – 7:25pm
Location: 127 North Franklin Street Hempstead, NY 11550
Facilitator: Robert T. Stewart, Chairman of the Board of Trustees
Board Secretary: Shanakay Walker

Trustees in Attendance: Stephen Rowley, Dale James, Dawn West, Roger Ball, Claudette Harrison, Roderick Roberts, Marie Graham

Others Present: Barrington Goldson (President and Chief Executive Officer) Wayne Haughton (Chief Development Officer), Paula Morris (Chief of Instructional Technology & Innovation Officer), Nicholas Stapleton (Chief Academic Officer), Antonia Christian (Shared Services Operations Officer), and Alwayne Burke (Group Chief Financial Officer)

Chairman Stewart called for the President and Chief Executive Officer's Report.

Report/Reporter: President and Chief Executive Officer
Person Responsible: Barrington Goldson

Action Items:
Deadlines:

Conclusion:

Mr. Goldson greeted the Board and all attendees. He then outlined the key components of his report. Regarding the Charter Expansion, Mr. Goldson indicated there was a meeting with the Charter School Institute regarding the Wyandanch application. The Board was also informed that the Shared Services team will provide additional information on upcoming community outreach activities. The Academy has continued to voice their opposition regarding the proposed Hempstead Apartment Project and under no circumstance will they yield to any agreement that is not transparent and safe for the scholars and staff at the Academy. Mr. Goldson commented on the internal assessments that were administered for grades K-8. He indicated the students exceeded the results of the prior assessment. He highlighted the graduation rate of 93% and the 100% college acceptance rate of the Class of 2021. He stated the Chief Academic Officer, will cover this area in greater detail.

As it pertains to recruitment, all international teachers have arrived and have been active participants in pre-service training. A mentoring program has been developed to ensure a smooth transition for all teachers. He indicated that the Human Capital Department will head the team to help in the assistance of the international teachers obtaining permanent housing. Recruiting is

ongoing, and the team has revisited candidates who were on our waiting list. He advised the board that during pre-service Human Capital and Shared Service team will present the overall vision and mission of the Academy. Additionally the Board was given an update on the town hall meetings that were held for parents, to provide an update on the COVID-19 related policies and procedures. The school's lab has been very effective in assisting with any COVID management strategies. As it pertains to operational viability, a "7 finger" leadership structure has been implemented to ensure operational efficiency. There is continued planning around parental and staffing satisfaction surveys. The graphic and social media team continues to do an outstanding job regarding the branding of the school. Mr. Goldson thanked Deputy Chair West along with volunteers for a successful book bag drive and supply giveaway. The school distributed over 1,000 book bags and supplies to the community. Mr. Goldson indicated that he is confident in the progress all the staff members have made and are eagerly awaiting the arrival of our scholars in the building in September 2021.

Chairman Stewart requested a motion to accept the President and Chief Executive Officer's Report. Motioned by Trustee Harrison, seconded by Trustee Rowley.

Chairman Stewart called for the Chief Development Officer's Report.

Report: Chief Development Officer
Person Responsible: Wayne Haughton

Action Items:

Deadlines:

Conclusion:

Mr. Haughton provided the Board with highlights from his report. The Academy Hempstead – UES is in the process of transitioning into the newly constructed annex. The perimeter fencing and gate have been installed. Regarding the Uniondale Campus, the Middle School building is completed, and the school is awaiting the Certificate of Occupancy. The eastern side of the campus is under full excavation. The Upper Elementary School cafeteria is about 90% complete.

We continue dialogue with the Charter School Growth Fund for funding for the 2021-22 school year. The outreach is ongoing for the proposed Wyandanch school. Mr. Haughton did advise the board that the Director of Operations report was added in drobox for the board review. He ended his report by thanking all the staff that has worked so tirelessly to get all the buildings up and running efficiently for the upcoming school year.

Chairman Stewart requested a motion to accept the Chief Development Officer's Report. Motioned by Trustee James, seconded by Trustee Rowley.

The floor was opened for questions or comments on the report received. A discussion was held.

Chairman Stewart called for the Chief Academic Officer's Report.

Report/Reporter: Chief Academic Officer's Report.
Person Responsible: Nicholas Stapleton

Action Items:

Deadlines:

Conclusion:

Dr. Stapleton greeted the board and presented his report. The 2021 Accountability Report has been submitted to the Charter School Institute and New York State Department of Education (NYSED) for Academy Charter- Hempstead and Academy Charter- Uniondale. The date submitted reflects the performance of grades 3-8 and the course grades for the high schools. The Academy Hempstead showed improvement on their beginning to end of year. The Academy Uniondale High School showed much progress and the elementary data presented area for growth. The 6-week summer school program was very productive, and most students passed courses with that extended program. The 2020-2021 graduation rate remains at 93%. Seven students from the 2020 cohort will return in the Fall and are on a pathway to graduate in January of 2022.

Preservice for instructional staff is August 16 through August 31st. All new teachers started on August 16th and returning staff on August 23rd. He outlined the topics to be covered during this training time. To reduce COVID-19 exposure, the school calendar has been revised to reflect changes after major holidays. He concluded with anticipating a great school year. He stated that the staff is excited to welcome our scholars to instruction being fully in person.

Chairman Stewart requested a motion to accept the Chief Academic Officer’s Report.
Motedioned by Vice Chair West, seconded by Trustee Harrison.

The floor was opened for questions or comments on the report received. A discussion was held.

Chairman Stewart called for the Chief People and Legal Officer’s Report.

Report: Chief People and Legal Officer

Person Responsible: Sandra Oneil

Action Items:

Deadlines:

Conclusion:

Mrs. Oneil presented highlights from her report. She indicated that recruiting is ongoing. Demos and interviews have moved to being conducted in-person. Candidates who indicate they are not vaccinated are required to complete a rapid test before entering the building. This reduces the exposure level, and the labs can closely monitor the input and output. Mask wearing is required in all buildings. There have been several new hires for summer programs as well as the 2021-2022 school year.

Regarding international recruitment, 13 of the 17 international teachers have arrived actively participating in preservice. Two remaining teachers have completed their embassy appointments and are waiting to receive their visa date. One teacher has an embassy date that was rescheduled. There has been one international teacher that rescinded her acceptance offer. There has been one involuntary termination and seven voluntary terminations. There are several employees who are receiving leave of absence and accommodations.

As it pertains to policy and procedures, non-instructional staff received their pay increases for the new fiscal year. Learning management systems have been under review. Regarding litigation, with Faith Baptist, the school has retained new counsel. The school has also retained counsel to represent its interest in the Garner matter. Mrs. Oneil stated she was elated for the upcoming school year and is confident that classrooms will be fully staffed, and she is excited to see and have us serve the Academy scholars.

Chairman Stewart requested a motion to accept the Chief People and Legal Officer's report. Motioned by Trustee Harrison, seconded by Vice Chair West.

Chairman Stewart called for the Chief of Instructional Technology and Innovation Report.

Report: Chief of Instructional Technology and Innovation

Person Responsible: Dr. Paula Morris

Action Items:

Deadlines:

Conclusion:

Dr. Morris provided the Board with highlights from her report. The technology department is following what has been outlined by the State. Additional protection has been provided for use of the devices off campus. The cybersecurity policy that was tabled from the last board meeting, are being put forth in a resolution to be voted on later in the meeting. The renewal phase for technology related licenses will launch on September 3. Dr. Morris did indicate that no licenses have expired. She affirmed that the Academy would continue to maintain a technologically rich environment.

The floor was opened for questions or concerns regarding the report received. A discussion was held.

Chairman Stewart requested a motion to accept the Chief of Instructional Technology and Innovation Officer's Report. Motioned by Trustee Harrison, seconded by Trustee Roberts (Via Zoom).

Chairman Stewart called for the Shared Services Operations Officer's Report.

Report: Shared Services Operations Officer

Person Responsible: Antonia Christian

Action Items

Deadlines:

Conclusion:

Ms. Christian provided the Board with highlights from her report. She provided an update on the use of the health screening application. Approximately, 20 employees have not downloaded the app, 69% are vaccinated, 34% are unvaccinated and roughly 7% has had the first dose of vaccine administered. The Academy is looking into another option as means for staff to complete the required PCR test. During preservice, benefits, insurance was reviewed, and additional

information was provided to all staff. The goal regarding retirement is to conduct a separate meeting with the staff to provide additional details regarding that benefit. Ms. Christian did indicate the need for a focus action plan regarding a presentation of what it looks like to retire from the Academy.

The floor was opened for questions or concerns regarding the report received. A discussion was held.

Chairman Stewart requested a motion to accept the Shared Services Operations Officer's Report. Motioned by Trustee Rowley, seconded by Trustee James.

Chairman Stewart called for the Group Chief Financial Officer's Report.

Report: Group Chief Financial Officer's

Person Responsible: Alwayne Burke

Action Items:

Deadlines:

Conclusion:

Mr. Burke provided an update on the financial status of the Academy. The Academy has been awarded with some funds to support the safe return to in person schooling. This funding will also be utilized for summer learning and enrichment programs. There has been a 9% growth in terms of income. This 9% increase can be attributed to the PPP Loan forgiveness. The 2021 budget was quite positive, with a 2% increase. Hempstead Charter 2021 saw some growth, but more growth was seen on the Uniondale campus. Expenses for Hempstead increased over 29%. For Uniondale, 2021 added 4th grade and 9th grade. This landed a 67% increase. In terms of the balance sheet, Hempstead increased by 18% due to the annex being added. For Uniondale the balance sheet has grown significantly. In terms of receivables, they are current. Mr. Burke indicated that in terms of enrollment, the school has exceeded its goal.

Chairman Stewart requested a motion to accept the Group Chief Financial Officer's Report. Motioned by Vice Chair West, seconded by Trustee Harrison.

Resolutions

Resolutions hereafter was given a document number and voted on by Board of Trustees accordingly.

Additionally, Chairman Stewart had each trustee vote individually on each resolution.

Resolution with document number 8001-2021

Re: August Monthly Financial Committee Report (August)

Resolution with document number 8002-2021

Re: Executive compensation package

Resolution with document number 8003-2021

Re: Cybersecurity package

| With no further questions or comments, Board Chairman Stewart requested a motion to adjourn the meeting. Motioned by Trustee Harrison, seconded by Trustee Graham.