



## American Dream Charter School

### Minutes

#### ADCS Board of Trustees Monthly Meeting

SY22-23

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##### **Date and Time**

Monday February 27, 2023 at 5:30 PM

##### **Location**

American Dream Charter School

403 Concord Ave, Bronx, NY 10454, USA, <https://us02web.zoom.us/j/3880187236>

Hybrid Virtual

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##### **Trustees Present**

A. Cabrera (remote), L. Rojas (remote), R. Espinal (remote), Z. Martinez (remote)

##### **Trustees Absent**

P. Simon, T. Hernandez

##### **Guests Present**

C. Miranda, M. Melkonian (remote), N. Gallagher (remote), Zaid Mohammed (remote)

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#### **I. Opening Items**

##### **A. Record Attendance**

##### **B. Call the Meeting to Order**

L. Rojas called a meeting of the board of trustees of American Dream Charter School to order on Monday Feb 27, 2023 at 5:45 PM.

### **C. Approve Minutes**

L. Rojas made a motion to approve the minutes from ADCS Board of Trustees Monthly Meeting on 01-23-23.

A. Cabrera seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **II. Educational Success**

### **A. BENCHMARK 1: Student Performance**

M. Melkonian

- Third instance of interim assessments NWEA to measure growth for our students. Will share growth chart for March'23 meeting. Transitioned from SRI/SMI to NWEA strong recommendation from NYSED. Grantors also measure student performance through this. Comparative analysis for next meeting.
- College & Career Readiness - HS students will begin receiving acceptance letters from colleges including competitive schools.
  - Seal of Biliteracy
    - Year 1 - 47%
    - Year 2 - 52%
    - Goal this year is 90%
  - Seal of Civic Readiness - we are working on this.

### **B. BENCHMARK 2: Teaching and Learning**

### **C. BENCHMARK 3: Culture, Climate, and Student and Family Engagement**

M. Melkonian

- SY22-23 is different from last school year. We learned different ways the students were coping with trauma from the pandemic. We put things in place to assist them.
  - Non-aggressive behaviors - vaping, bringing in substances
    - Have educated students and parents.
- Less student suspensions and more student engagement. Moved away from punitive ways to celebrating our students. Recognizing and incentivizing our students. Almost back to ADS Years 1 - 6.

## **III. Organizational Soundness**

### **A. BENCHMARK 4: Financial Condition**

N. Gallagher

- All Account Balances Reviewed

#### N. Gallagher

- February 16, 2023 Accounting Solutions met with ADCS Finance Committee.
- Proposed updating salary for instructional staff.
- Proposed bonuses for instructional and administrative staff.
  - These were approved by the ADCS Finance Committee to be adopted by the full ADCS Board.
    - Joined by Zaid Mohammed from Accounting Solutions to discuss the proposals.
    - Salary Schedule - many factors to be more competitive, compounded by pandemic, trends that Gov. Hochul is proposing, trends we are seeing in the Profession of Education in NYC, over last 10 years enrollment has significantly dropped, NYC Men Teach (develop a pipeline to get new teachers into the field), pandemic teachers have left the field and a broader phenomenon
      - Hiring and retaining diverse, bilingual, we must become stronger financial candidates
        - Based it off of UFT Schedule +5%, salaries remained flat after the pandemic over the last 2 years we have maintained Feb'2019 instructional schedule for instructors. Some teachers are below the UFT schedule. Solution proposed use current UFT Schedule plus 5% to update.
          - Offer signing bonus that return to bonus \$2k (will be paid out in November'23), offer Spring bonus (admin & instructional staff) pay out on April 3rd to boost morale - input from BoT Member T. Hernandez & Longevity incentive (5 year bonus, 7 year bonus & 10 year bonus) celebrate, incentivize them and retain staff members.
          - R. Espinal - Reviewed how this would impact next two years budget. Make everyone feel appreciated for the work they do. Robust budget that we have been able to sustain.
          - Retirement match included
            - These can be discontinued at any time if we are unable to sustain.
- **L. Rojas**
  - **Motion to Approve the revised salary schedule and bonuses for longevity and spring. 6:13pm Seconded by Roselin Espinal Unanimously approved.**

#### B.

**BENCHMARK 5: Financial Management**

**C. BENCHMARK 6: Board Oversight and Governance**

**D. BENCHMARK 7: Organizational Capacity**

**IV. Closing Items**

**A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:17 PM.

Respectfully Submitted,  
L. Rojas