



# American Dream Charter School

## Minutes

### ADCS Board of Trustees Monthly Meeting

SY22-23

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#### Date and Time

Monday May 15, 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), P. Simon (remote), R. Espinal (remote), T. Hernandez (remote), Z. Martinez (remote)

#### Trustees Absent

*None*

#### Guests Present

C. Miranda, M. Melkonian (remote), N. Gallagher (remote),  
[cmiranda@theamericandreamschool.org](mailto:cmiranda@theamericandreamschool.org) (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 May 15, 2023 at 5:36 PM.

### **C. Approve Minutes**

L. Rojas made a motion to approve the minutes from ADCS Board of Trustees Monthly Meeting on 04-17-23.

R. Espinal seconded the motion.

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

## **II. Educational Success**

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

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

M. Melkonian & N. Gallagher

- Bilingual Stipend - Considered idea due to being a bilingual school. Many public schools offer this. Preliminary conversation with Board of Trustees then the Finance Committee will meet. The Finance Committee will then present to the Board of Trustees.
  - BOT member wanted more detailed information on the Bilingual Stipend.
    - Classes are taught in both languages. Need to attract more bilingual teachers. Very important for Administrative Staff to be bilingual. Many are for certified teachers. Instructional and Administrative Staff. Very important for academic model and community we served.
    - Leadership - SY23-24 Offer letters have been a challenge. Teachers ask the value at our school. ADS can show we value our teachers this way. Offer letters are pretty generous but it does not seem like enough.  
Helpful tool (years of exp, certification status) Looking for more tools to add to our toolbox. Fluency in Spanish (talking point).
    - BOT member - We have been diligent in listening to the staff. Current climate is that individuals are asking for more. We are a dual language school so this has to be already part of what we do because of who we serve. Looked at as an add-on and rewarding will have to start at the hiring level and those already hired with this skill.
    - BOT Member- What is their certification. Concern is that if we begin this, then the staff will ask to be compensated for each teaching certification which they have.
    - Leadership- Teachers are asking with the certifications they hold if they can get compensated for all their degrees. Unsure what else to do to compensate staff.

- BOT Member - This is a current trend around the US with a teacher shortage. We can research different areas are paying their teachers (Upstate, LI, etc). The teachers need concrete evidence and that this is the reality no matter where we go.
- Leadership - We can make a strong case if this is part of our mission to support spanish language. Biliterate and seal of biliteracy then it would make sense to compensate people for this school.
- BOT Member - The expectation is to be fully bilingual in spanish and english. We have to think about the impact which then directs teachers back to the mission and commitment. ADS Leaders advocate for their staff. Must ensure that it is sustainable. We must look at the bigger picture.
- BOT Member - What's the motivation? It's tied to money? Are they not being compensated enough? Do they feel like they should be provided more money for their tasks. Is there something else going on that they feel overwhelmed? What is the true investment in the school?
- Leadership - It is all of this. One teacher required their next salary increase was 6% from last year to this year. Inflation rate is 6% in NYC. Meeting inflation rate and not providing a raise. You're not valuing that I'm fully bilingual. I make the same amount as my counterpart which is not bilingual.

- Offer letters were provided between late April and early May. Most have signed their contracts to return. Some declined the offer.

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

- New family orientations were conducted at both campuses. It was smooth and well attended.

## **III. Organizational Soundness**

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

Accounts Balance Reviewed.

### **B. BENCHMARK 5: Financial Management**

Annual Report Goals

- Empire Charter Consultant is helping ADCS prepare for renewal.
  - Confirm NYSED has all logistical details in order.
  - Ensure that all documentation for the charter is in order.

- Ensure ADCS website has all charter information attached for the public to access.
- Organizational Goals - financial, operational, student performance.
- First due date is August 1st. Everything is submitted except the audited financial which are due in the fall.
- Submit again on November 1 with audited financials and student performance outcomes. BOT Chair approves.

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

- Board Recruitment  
Legal & Real Estate
- Strategic Planning for the Board
- End of the Year Board Evaluation for June 2023
- Fiesta for Firsts
- Board Members Term Renewal ◦ A. Cabrera - last term was 1 year (3/21/22 - 3/21/23)  
R. Espinal made a motion to Renewal one year term for Angelo Cabrera.  
L. Rojas seconded the motion.  
The board **VOTED** unanimously to approve the motion.

#### **D. BENCHMARK 7: Organizational Capacity**

### **IV. Faithfulness to Charter & Law**

#### **A. BENCHMARK 8: Mission and Key Design Elements**

- ADCS Charter Renewal
  - Coming up next school year.
  - Leadership is meeting with Empire Charters.
  - Drafts for Benchmarks 2 - 5. Will begin to review once it is closer to being finalized during board meetings.

#### **B. BENCHMARK 9: Enrollment, Recruitment, and Retention**

##### **SY23-24 Enrollment:**

##### **6th Grade:**

- Accepted - 5
- In Progress - 14
- Completed - 61
  - Grand total: 80

##### **7th Grade:**

- Applications - 37

##### **8th Grade:**

- Applications - 46

**9th Grade:**

- In Progress - 4
- Completed - 8
  - Grand total: 12

- Using Creavista for a social media campaign to obtain more applications in particular for 6th grade.

**C. BENCHMARK 10: Legal Compliance**

**V. 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 6:37 PM.

Respectfully Submitted,  
L. Rojas