APPROVED

American Dream Charter School

Minutes

ADCS Board of Trustees Monthly Meeting

SY25-26

Date and Time
Monday November 17, 2025 at 5:30 PM

Location
Join Zoom Meeting
https://us02web.zoom.us/j/3880187236

Trustees Present
A. Cabrera (remote), P. Simon (remote), R. Espinal (remote), Z. Martinez (remote)

Trustees Absent
L. Rojas

Guests Present
M. Melkonian (remote), N. Gallagher (remote), S. Espinal (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Z. Martinez called a meeting of the board of trustees of American Dream Charter School to order on Monday Nov 17, 2025 at 5:37 PM.

C. Approve Minutes

A. Cabrera made a motion to approve the minutes from ADCS Board of Trustees Monthly Meeting on 10-20-25.
R. Espinal seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Executive Session - HR Matters (6:00pm)

Executive Session - HR Matters were discussed privately.

II. Educational Success

A. Benchmark 1: Student Performance

B. Benchmark 2: Teaching and Learning

- Empire Charter Consultants - Visiting (Board Welcome to Join)
  - December 2nd High School
  - December 3rd Middle School

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

- **Marathon Share**
  - Thank you, Patricia, for the donation!
  - Fiesta for Firsts - Do we realistically think we can get this off the ground this year?
    - We skipped the fiesta last year and would like to bring it back.
    - AC- Has resources but has exhausted them with other events.
      - But suggested St. Barts Church on 52nd and 2nd Avenue. 5k to 7K with catering included.

III. Organizational Soundness

A. BENCHMARK 4: Financial Condition

- **Account balances**
  - Account balances given by - NG

B. BENCHMARK 5: Financial Management

C. BENCHMARK 6: Board Oversight and Governance:

- **Annual Report Submitted**
  - Submitted as of November 3rd, no feedback has been received yet.

D.

BENCHMARK 7: Organizational Capacity

- **Uncertified Teachers Update:**
  - Certification plans
  - Supports (i.e, charter center 1:1 consultations and pathway review)
  - Uncertified salaries
    - Salaries will be increased as teachers get certified.
    - ADS is working with teachers to help them obtain certification, providing resources and tools to assist them in preparing for their certification.

IV. Faithfulness to Charter & Law

A. BENCHMARK 8: Mission and Key Design Elements

B. BENCHMARK 9: Enrollment, Recruitment, and Retention

- 6th grade enrollment - 63
  - Working with a consultant, UnderDog, to assist with recruitment. If we don't get numbers back up, we'll submit an enrollment revision in December for 26.
- SY2627 Application numbers
  - 6th grade - 14
  - 7th grade - 0
  - 8th grade - 0
  - 9th grade - 21
  - 10th grade - 2
  - 11th grade - 3
  - 12th grade - 2
- **Current Enrollment Update**
  - Sixth grade remains significantly under-enrolled at **63 students**.
  - All other grade levels currently have **healthy enrollment numbers**.
  - The school is still **actively accepting sixth-grade students**, though recruitment has been challenging.
- **Enrollment Trends**
  - This year reflects the first time ADS is experiencing challenges other charter schools have already reported, including:
  - Higher numbers of **late enrollments**.
  - **Mid-year student departures** offset gains.
- **Plan Moving Forward**
  - Leadership wants **one more year** to attempt to return sixth-grade enrollment to normal levels **before** submitting a revision to NYSED.
  - The school has partnered with **Underdog**, a group that supports charter-school enrollment through:

- Social-media advertising. In-person canvassing. Additional targeted recruitment strategies. Underdog's work will take place **December through early spring**, focusing on rebuilding sixth-grade numbers.

C. BENCHMARK 10: Legal Compliance

- Termination of employee for chronic attendance issues. The employee was placed on an improvement plan and warned prior to termination.
  - PS - Asked if the employee gave a reason for the unexcused absences.
  - NG - Replied that no reasons were given.

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 6:11 PM.

Respectfully Submitted,
R. Espinal