APPROVED



Brighter Choice Charter Schools

Minutes

Governance Committee Meeting

Date and Time
Thursday December 11, 2025 at 8:30 AM

Location
250 Central Ave. Albany, NY

Committee Members Present
C. Driggs, K. Ford, L. Licygiewicz, M. Snyder (remote), N. Velilla, S. Jahn, Z. Nelson

Committee Members Absent
K. Mclean, T. Hanmer

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Snyder called a meeting of the Governance Committee of Brighter Choice Charter Schools to order on Thursday Dec 11, 2025 at 8:30 AM.

C. Approve Minutes

C. Driggs made a motion to approve the minutes from Governance Committee Meeting on 11-13-25.
N. Velilla seconded the motion.
The committee **VOTED** unanimously to approve the motion.

II. Governance

A. Meet + Greet Haroon Sarwer (Potential Board Member)

The committee met with Haroon Sarwer and heard about his interest in joining the board. He shared his background as a consultant but also his work with a neighboring mosque that many of the BCCS students attend. He will pursue board membership.

B. BCCS-G Report

K. Ford reported on the Girls' school enrollment, which is over budgeted enrollment but reflects a few transfers away from the school. IEP enrollment has remained the same as well as ENL. Interim assessments were taken in December and K. Ford compared last year's data to this year's. There was some improvement over performance last year and some below. Many of the upper level teachers are new to level or to teaching. The 5th grade math teacher has since resigned after being on an improvement plan that she was not meeting.
Academic conferences occurred last week. Honor roll ceremony will happen next week. The school is giving out books to UPK students in Albany, Cohoes, and Watervliet with recruitment purposes. A shared digital campaign is ongoing with the Boys' school.

C. BCCS-B report

L. Licygiewicz reported on behlaf of K. McLean who is covering for a class. There are a few openings that she is hiring for. The school has transitioned to Zip Recruiter for recruitment.
IEP enrollment is at 7% and ENL is at 21%. K. McLean will reach out to waitlist students to see if they would like to enroll.
Student recruitment updates were provided, including a 7 month initiative with facebook and instagram/ The Jump Start program continues to do well. There are 11 3 yos and 13 4yos. There will be an Open House event Saturday for families to take a tour and see our testing data.
The NYSED visit for BCCS Boys went very well. Evidence of data-driven culture was highlighted as something throughout the building, which is not typical. Some other notes include enrollment with regard to percentage of maximum in our charter.

D. Edgility Compensation Study Updates- Luke

L. Licygiewicz reported on the findings and what the schools will offer as new compensation. The budget will support $390,000 for increased salaries when merit pay is removed. BCCS will move forward with a P50 with a Compa/ratio of 0.97.
Instructional staff will be placed on a scale based on their experience overall as well as educational level. Non-instructional staff will be leveled and placed on salary ranges determined by number of years of teaching.
Martha Snyder requested board presence at December 19th staff meeting to report the findings and decisions for the new structure.

E. Merit Pay- Luke

L. Licygiewicz reported that we have $240,000 allocated for Merit pay between the two schools with average pay at Girls being $5,818.18 and Boys' school $5,894.73. The full board will vote to approve in the board meeting.

III. Closing Items

A. Adjourn Meeting

C. Driggs made a motion to adjourn.
N. Velilla seconded the motion.
The committee **VOTED** unanimously to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:15 AM.

Respectfully Submitted,
Z. Nelson