APPROVED



Brighter Choice Charter Schools

Minutes

Board Meeting

Date and Time
Thursday December 11, 2025 at 9:30 AM

Location
250 Central Ave. Albany, NY

Trustees Present
C. Driggs, M. Snyder (remote), N. Velilla, S. Jahn, Z. Nelson

Trustees Absent
T. Hanmer

Guests Present
K. Ford, L. Licygiewicz

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Snyder called a meeting of the board of trustees of Brighter Choice Charter Schools to order on Thursday Dec 11, 2025 at 9:15 AM.

C. Approve Minutes

C. Driggs made a motion to approve the minutes from Board Meeting on 11-13-25.

N. Velilla seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Committee Reports

A. Executive Session

C. Driggs made a motion to enter into executive session to discuss a personnel matter.
N. Velilla seconded the motion.
The board **VOTED** unanimously to approve the motion.
Z. Nelson made a motion to exit executive session.
C. Driggs seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Governance Report Out-

M. Snyder reported that the Governance Committee met with Haroon Sarwar who is a KPMG auditor, mosque leader, and active member of the community. The committee heard from K. Ford on enrollment, staffing, interim assessments as compared to last year's IA data, and recruitment initiatives. Overall things are tracking strongly and other areas will be the focus of instruction over the next couple of months.
K. McLean has sent the principal report that L. licygiewicz reported to the board.
Enrollment data was reported including needing a few waitlist students.
The Boys' school continues to focus on recruiting teachers to fill vacancies. Recruitment of students continues with Jump Start, virtual, and other initiatives.

C. Comp Study (Vote to Adopt)

Edgility has submitted final recommnedations and the board has consulted with Paul Augello about what the budget will support. This will reflect removal of Merit pay, but will better align with market rates with boosts for education and longevity attainments. On December 19th the entire staff
The budget should maintain these financial supports through 2030 when the board will renew it's review.
Z. Nelson made a motion to to approve the compensation recommendations from Edgility to amend compensation beginning December 19th.
C. Driggs seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Merit Pay (Vote to Approve)

N. Velilla made a motion to Adopt merit pay as presented by L. Licygiewicz during the Governance Committee.
S. Jahn seconded the motion.
The board **VOTED** unanimously to approve the motion.

III. Closing Items

A. Adjourn Meeting

N. Velilla made a motion to adjourn.
S. Jahn seconded the motion.
The board **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 9:54 AM.

Respectfully Submitted,
Z. Nelson