



Libertas Academy Charter School

Monthly Board of Trustees Meeting

Published on April 22, 2023 at 7:47 AM EDT

Date and Time

Tuesday April 25, 2023 at 5:30 PM EDT

Location

Zoom Meeting

<https://us04web.zoom.us/j/5069946767?pwd=QXEvbzIHb0tYZWE4VHI6MCtrVFIGUT09>

Meeting ID: 506 994 6767

Password: 12345

Agenda

Purpose	Presenter	Time
I. Opening Items		5:30 PM
Opening Items		
A. Call the Meeting to Order	Hector Zavala	1 m
B. Board Chair Welcome	Hector Zavala	3 m

Purpose	Presenter	Time
C. Record Attendance and Guest s	Lauren Davis	1 m
D. Approve Minutes : March Meeting	Hector Zavala	2 m

- Please review minutes in advance and note any adjustments

E. Public Comment

II. Management Report 5:37 PM

A. Management Report	Modesto Montero	30 m
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- Modesto will present this months LACS management report

III. Committee Reports 6:07 PM

A. Academic Achievement Committee	Nick Barker	3 m
B. Finance Committee	Patrick Kkayego	5 m

Purpose	Presenter	Time
• Vote to approve March Financials		
C. Development Committee	Kari Diamond Kayiatos	3 m
D. Governance Committee	Hector Zavala	3 m
E. EDVote Evaluation Committee	Lauren Davis	5 m

Vote to approve updated Salary & Bonus Structure Document

IV. Other Business **6:26 PM**

A. Virtual Meetings- FY 24	Modesto Montero	10 m
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- OML allowing to meet virtually was extended for another two years. Should we continue to meet virtually, with the exception of our annual retreat?

B. Legislative Mapping Task	Modesto Montero	10 m
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- MCPSA is looking to expand relationships with legislators and looking to collect data :

<https://docs.google.com/forms/d/e/1FAIpQLSe2iIXz86mEsZ12QNPxywL0QNLeTfIKyTCgixlJXgzU061ouw/viewform>

V. Closing Items **6:46 PM**

Purpose	Presenter	Time
A. Next Meeting	Hector Zavala	
Our next meeting is scheduled for May 16th @ 5:30 PM		
B. Adjourn	Hector Zavala	

Coversheet

Approve Minutes : March Meeting

Section: I. Opening Items
Item: D. Approve Minutes : March Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Monthly Board of Trustees Meeting on March 21, 2023

APPROVED



Libertas Academy Charter School

Minutes

Monthly Board of Trustees Meeting

Date and Time

Tuesday March 21, 2023 at 5:30 PM

Location

Zoom Meeting

<https://us04web.zoom.us/j/5069946767?pwd=QXEvbzIHb0tYZWE4VHI6MCtrVFIGUT09>

Meeting ID: 506 994 6767

Password: 12345

Trustees Present

A. Seymour (remote), H. Zavala (remote), K. Diamond Kayiatos (remote), K. Stewart (remote),
N. Barker (remote)

Trustees Absent

D. Barrows, L. Davis, P. Kkayego, S. Lapolice, S. Williams, T. Curtis

Ex Officio Members Present

M. Montero (remote)

Non Voting Members Present

M. Montero (remote)

I. Opening Items

A.

Call the Meeting to Order

H. Zavala called a meeting of the board of trustees of Libertas Academy Charter School to order on Tuesday Mar 21, 2023 at 5:38 PM.

B. Board Chair Welcome

Welcome, thank you for joining us.

C. Record Attendance and Guests

D. Approve Minutes : Feb Meeting

E. Public Comment

No public in attendance

II. Management Report

A. Management Report

Talent - recruiting for next year, focused on 11th grade. Contracts went out, deadline to sign was last Friday. Launched Teacher Ambassador program to help new staff. Over 90% staff returning!

Enrollment - 6th and 7th on track, need to work on 8th, 9th, 10th. Applications and acceptances are up compared to in the past. Those who declined chose a different charter school or had moved so ineligible to attend.

School Data - attendance in very good shape (mid 90's), GPA solid - 3rd quarter a little dip but monitoring closely.

College Process - dean now in place and onboarded. Main goals set and working toward them. Libertas helps cover costs for pre-college programs if needed. Thinking about how to keep our top kids challenged - possible dual enrollment opportunities.

Facilities - continuing to meet with developer bi-weekly.

Banking - reviewed concerns with PeoplesBank and feeling comfortable.

III. Committee Reports

A. Academic Achievement Committee

No meeting since the last Board Meeting.

B. Finance Committee

No report

C. Development Committee

Updates on foundation requests. Should be hearing from 5 foundations/institutions in April. Asks totaling about \$400k are out. These organizations are likely to continue their giving in addition to these large asks.

Sent out giving packets last week to past donors. Committee starting follow up now.

Considering a second event in late May/ early June. Also happy to do 1-1 tours or small group "lunch and learn" visits. If you have ideas of someone or a few people you'd like to have to the school, let us know.

D. Governance Committee

Potential Trustee vote in next meeting

E. ED Evaluation Committee

Vote on Bonus structure at next meeting

IV. Other Business

A. Trustee Retreat - Friday, June 23rd

Morning meeting in person

V. Closing Items

A. Next meeting

Tuesday, April 25 at 5:30

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:03 PM.

Respectfully Submitted,
K. Diamond Kayiatos

Coversheet

Management Report

Section: II. Management Report
Item: A. Management Report
Purpose: Discuss
Submitted by:
Related Material: April BOT Management Report.pdf



School Update



*Through rigorous academics, character development, and strong supports for every learner, **Libertas Academy Charter School** prepares all sixth through twelfth grade students to **succeed within the college of their choice and to be positive, engaged members of their communities.***



BALLOON POP MADNESS!



GRADE 6 "THIS IS WHAT WE DO"



G8 DRUMLINE + CHANT!



GRADE 7 "THIS IS WHAT WE DO"



UCONN MORNING CHAT!



MOREHOUSE CONGA!



Key School Data



Talent Progress

1) 85% Retention Goal in both Academies

Academy	Goal	Score
Lower	85%	100%
Upper	85%	90.09%

Roles Hired/Internal Shifts

Name	Role	Academy	Status
Juan Martinez-Munoz	College Counselor	UA	New
Yari Rodriguez	Algebra 1	UA	Internal shift
Tarrin D'Aniello	Biology	UA	New
Stephen Cowley	Special Services	UA	Internal shift
Mike Vincent	Dean of Student Supports	UA	Internal shift
Level Riggins	Special Services	UA	Internal shift
Kerry Baptiste	AP Seminar	UA	Internal shift
Francis Castillo	Physics	UA	New
Justin Alamo	Science	LA	New
Nicole Malanga	Special Services - ELA	LA	New

Pending: LA Math 2

Open Priority Roles

Priority	Algebra 2	UA
Priority	Director of Operations	UA
Priority	AP Human Geography	UA
Priority	Seminar	UA
Priority	AP World History	UA
Priority	AP US History	UA
Priority	AP Language	UA
Priority	ELL	UA
Priority	Seminar 2	UA
Priority	Math 2	LA
Priority	Special Services - Math	LA
Open	History	LA
Priority	ELL	LA
Open	History	LA
Priority	Special Services - Math	LA



23-24 STUDENT RECRUITMENT

Data on Lottery Acceptance

23-24 Lottery Acceptance : PTG Status					
4/10 TODAY'S GOAL: 95%					
Sub-Goal #3	85% of all families offered a seat accept the offer (total accepted / total offered)				
	Total Seats Offered	Lottery = YES	% PTG	Decline	Lottery - Status
Incoming 6th	128	94	73%	18	Progressing
Rising 7th	15	12	80%	1	Progressing
Rising 8th	18	11	61%		Off Track
Rising 9th	16	8	50%		Off Track
Rising 10th	14	7	50%		Off Track
TOTAL	191	132	69%	19	Off Track



23-24 STUDENT RECRUITMENT

Date: April 9						
Grade	Call - No Survey	No	Unsure	Withdrew Already	Yes	Grand Total
Grade 10	5	2	4	2	64	77
Grade 6	6	1	5		84	96
Grade 7	5	2	9		67	83
Grade 8	2	3	16	1	71	93
Grade 9			5		63	68
Grand Total	18	8	39	3	349	417

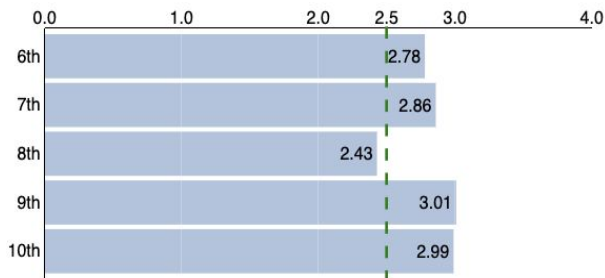
Intent -to-Return - 2nd chart

- Family retention vs. attrition status
 - Rising grades 7,8,10,11 = 92% retention
 - Rising grade 9 = 80% retention
 - **Next steps:** 1) Ari round 2 calls. 2) 4/24 - Matric meeting with leaders to discuss next steps

INTENT TO RETURN									
2022-23 Retention <June - Sept '23> <Ari Owns> as of: 4/10/23									
Sub-Goal #1	**See individual goals below...								
	TOTAL ENROLLED as of 3/25/23	Goal - SUMMER RETURN PCT %	Goal - RETENTION	Goal - ATTRITION	UNSURE / WILL TRANSFER - Confirmed	WILL RETURN - Confirmed	ATTRITION STATUS	RATING	HISTORICAL COMPARISON EOY 21'22 to SOY 22-23
Incoming 6th	-	-	-	-	-	-	-	-	-
Rising 7th	96	92%	88	8	12	84	-4	Progressing	13
Rising 8th	83	92%	76	7	16	67	-9	Off Track	9
Rising 9th	93	80%	74	19	22	71	-3	Progressing	25
Rising 10th	68	92%	63	5	5	63	0	On Track	9
Rising 11th	77	92%	71	6	13	64	-7	Off Track	-
TOTAL	417	-	372	45	68	349	-23		56

Grade	Students			Attendance	Full Detentions			Demerits	Merits	Campus Cash All	Daily Attendance		Failing	GPA				
	Female	Male	Total	Daily	To Serve	Earned	Students	Earned	Earned	Daily Average	OSS	OSS Total	Courses	Q1	Q2	Q3	Q4	Y1
6th	50	46	96	95%	3	536	3	-391	66,048	3.07	0	0	0	2.66	2.72	2.93		2.78
7th	39	44	83	95%	9	513	4	-450	42,635	3.05	0	0	0	2.80	2.81	2.90		2.86
8th	40	52	92	94%	1	690	1	-589	45,881	3.11	0	0	0	2.31	2.43	2.53		2.43
9th	38	31	69	94%	16	641	8	-495	29,409	2.99	28	28	0	2.81	3.04	3.12	4.33	3.01
10th	35	40	75	95%	6	918	5	-545	30,427	2.84	41	41	7	2.91	2.91	3.05	2.02	2.99
Total (5)	202	213	415		35	3,298	21	-2,470	214,400	1,253	69	69	7					
Average	40	43	83	95%	7	660	4	-494	42,880	3	14	14	1	2.68	2.76	2.89	2.39	2.80

Year-to-date GPA by Grade Level



GPA Report

March 22, 2023

Quarter 3 Data

Q3	50% > 3.0	75% > 2.5	90% > 2.0
Overall	56% (+1)	81% (+4)	88% (+2)
9th Grade	63% (+4)	88% (+2)	93% (+3)
10th Grade	51% (+1)	75% (+5)	85% (+1)

Yearlong Data

Y1	50% > 3.0	75% > 2.5	90% > 2.0
Overall	50% (+0)	76% (+1)	90% (+0)
9th Grade	49% (-1)	81% (+0)	96% (+3)
10th Grade	52% (+1)	73% (+2)	87% (+7)

FYIs & Approvals

Approvals:

- None

FYIs:

- Facilities Update
- FY24 Budget

Coversheet

Academic Achievement Committee

Section: III. Committee Reports
Item: A. Academic Achievement Committee
Purpose: FYI
Submitted by:
Related Material:
2023_04_06_monthly_academic_achievement_committee_meeting_minutes.pdf

DRAFT



Libertas Academy Charter School

Minutes

Monthly Academic Achievement Committee Meeting

Date and Time

Thursday April 6, 2023 at 4:30 PM

Location

Join Zoom Meeting

<https://us04web.zoom.us/j/5069946767?pwd=QXEvbzlhb0tYZWE4VHI6MCtrVFIGUT09>

Meeting ID: 506 994 6767

Password: 12345

Committee Members Present

A. Seymour (remote), M. Montero (remote), N. Barker (remote), T. Curtis (remote)

Committee Members Absent

K. Stewart

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

N. Barker called a meeting of the Academic Achievement Committee Committee of Libertas Academy Charter School to order on Thursday Apr 6, 2023 at 4:38 PM.

C. Approve Minutes

A. Seymour made a motion to approve the minutes from Monthly Academic Achievement Committee Meeting on 02-15-23.

T. Curtis seconded the motion.

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

II. Academic Achievement

A.

ED Report

MCAS testing is underway and LACS feels prepared and has a positive testing culture in the building. MM then reviewed updated data points including: Enrollment looking great, especially with strong returns for 6th grade including a health waitlist. 9th grade is the most difficult to predict, and LACS is currently determining intent to return from current students.

Talent- hiring season has gone well and retention has been excellent. TC asked about bonuses or other special efforts at retention. MM: LACS has had good success with scaled salary bumps

Reading Achievement- 6th grade will need a push to the finish to meet goals. 7th and 8th grade are on track with strong growth in recent months

NB asked about new offerings for 2023-24 MM: expanded AP offerings in US History and English Language. Physics and Precalculus will be offered. Hoping to expand languages and offer French.

AS asked about international trips- MM: partnering with Global Glimpse to offer students opportunity to travel. GG is comprehensive in assisting students to prepare with passport etc. Scaled expense depending on family's income.

B. Strategic Plan

MM asked the committee to review the Strategic Plan and offer independent feedback on strategic goals. Do these goals create a sufficient road map for the school to thrive in the next four years?

C. Values Proposal

MM shared this work which stemmed from a Values Summit of 45 people representing all constituencies within LACS community. MM and team have synthesized this work to form Values Proposal featuring 6 principal values. The committee considered this list and felt like good work had gone into producing it. The values represent the school's mission well and speak to the kind of community LACS strives to be. The committee discussed addressing elements of self-care and physical health as considerations within the existing Values.

III. 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 5:20 PM.

Respectfully Submitted,
N. Barker

Coversheet

Finance Committee

Section: III. Committee Reports
Item: B. Finance Committee
Purpose: Vote
Submitted by:
Related Material: March FY23 Financials.xlsx (2).pdf

**Libertas Academy Charter School
DESE Dashboard
March 31, 2023**

	Unaudited		DESE Measure of Risk				
			Low	Medium	High		
Current Ratio Current Assets divided by Current Liabilities	3.43	1	>= 1.5	1.0 to 1.5	< 1.0	1.5	1
Unrestricted Days Cash Number of days expenses can be paid without another inflow of cash. Cash & Cash Equivalents divided by (Total Expenses less Depreciation/365)	41	2	>= 60 days	30 to 60 Days	< 30 days	60	30
Percentage of Program Paid by Tuition Percentage of total expense funded by tuition. Tuition plus In-Kind Contributions divided by Total Expenses	85%	2	>= 90%	75% to 90%	< 75%	0.9	0.75
Percentage of Program Paid by Tuition & Federal Grants Percentage of total expense funded by tuition and Federal Grants. Tuition plus In-Kind Contributions plus Federal Grants, divided by Total Expenses	99%	1	>= 90%	75% to 90%	< 75%	0.9	0.75
Percentage of Total Revenue Expended on Facilities Operation & Maintenance plus Non-Operating Financing Expenses of Plant divided by Total Revenue	16%	1	<= 15%	15% to 30%	> 30%	0.15	0.3
Change in Net Assets Percentage Change in Net Assets divided by Total Revenue	0%	1	Positive %	-2% to 0%	< -2%	0	-0.02
Debt to Asset Ratio Measures the extent to which the school relies on borrowed funds to finance its operations. Calculated as Total Liabilities divided by Total Assets.	0.29	1	<= .9	.9 to 1	> 1	0.9	1

**Libertas Academy Charter School and Friends of LACS
Statements of Net Position
March 31, 2023**

	School			Friends		
	Unaudited 3/31/23	Audited at 06/30/22	Change	Unaudited 3/31/23	Audited at 06/30/22	Change
ASSETS						
Current Assets						
1000 · Cash and Cash Equivalents	992,097	709,065	283,032	857,720	241,660	616,060
1102 · Accounts Receivable	126,984	334,396	(207,412)	-	-	-
1207 - Due from Related Parties (School)	62,127	-	62,127	-	19,940	(19,940)
1308 · Prepaid Expenses	76,438	86,580	(10,141)	-	-	-
1510 - Deposit (Security, Other)	31,396	31,396	-	-	-	-
Total Current Assets	1,289,043	1,161,437	127,606	857,720	261,600	596,120
Fixed Assets						
1514 · Building/Leasehold Improvement	34,573	34,573	-	-	-	-
1515 · Furniture and Equipment	159,959	159,959	-	-	-	-
1616 · Less Accumulated Depreciation	(118,369)	(93,170)	(25,199)	-	-	-
Total Fixed Assets	76,164	101,362	(25,199)	-	-	-
Other Assets						
1500 · Right of Use Lease Building	3,958,903	3,958,903	-			
1501 · Right of Use Lease Copiers	63,019	63,019	-			
1502 · Right of Use Lease Van	80,936	-	80,936			
1617.A · Lease Amortization Building	(769,791)	(439,878)	(329,913)			
1617.B · Lease Amortization Copiers	(14,952)	(5,501)	(9,451)			
1617.C · Lease Amortization Van	(15,736)	-	(15,736)			
Total Other Assets	3,303,061	3,576,543	(274,164)			
TOTAL ASSETS	4,668,267	4,839,342	(171,757)	857,720	261,600	596,120
LIABILITIES						
Accounts Payable						
2024 · Accounts Payable	27,561	47,081	(19,520)	-	-	-
Total Accounts Payable	27,561	47,081	(19,520)	-	-	-
Credit Cards						
2050 · AMEX Credit Card	19,780	43,998	(24,217)			
Other Current Liabilities						
1004 · Line of Credit	-	99,400	(99,400)			
2125 · Accrued Expenses/Accrued Payroll	376,233	446,206	(69,973)	-	-	-
2226 · Current Deferred Revenue	-	-	-	-	-	-
2327 - Due to related party (Friends)	-	19,940	(19,940)	62,127	-	62,127
2428 - Current Debt Payable - Line of Credit	-	-	-	-	-	-
Total Other Current Liabilities	376,233	446,208	(69,974)	62,127	-	62,127
CURRENT LIABILITIES	423,575	656,624	(233,050)	62,127	-	62,127
Long Term Liabilities						
1005.A · Lease Liability Building	3,376,112	3,635,791	(259,679)			
1005.B · Lease Liability Copiers	49,517	58,143	(8,626)			
1005.C · Lease Liability Van	65,837	-	65,837			
2720. Other Liabilities	-	-	-			
LONGTERM LIABILITIES	3,491,466	3,693,934	(202,468)			
TOTAL LIABILITIES	3,915,041	4,350,558	(435,517)			
Equity						
3900 · Retained Earnings	488,785	460,195	28,588	261,600	261,600	-
Net Income	264,442	28,588	235,854	533,993	-	-
TOTAL NET POSITION = TOTAL EQUITY = (assets - liabilities)	753,227	488,783	264,444	795,593	261,600	533,993
TOTAL LIABILITIES & NET POSITION = ASSETS	4,668,267	4,839,342	(171,075)	857,720	261,600	596,120

Notes:

Libertas Academy Charter School
Statement of Revenues, Expenses and Change in Net Position Summary
March 31, 2023

Unaudited
 FTE 411

	YTD Actual	% of Revenue	% of YTD Actual to Annual Budget	Annual Budget	Annual Projection	Projections vs Annual Budget
Revenues						
4001 · Tuition	5,597,186	85%	71%	7,875,000	7,364,156	(510,844)
4100 · Government Grants & Funding	836,350	13%	83%	1,007,626	1,310,991	303,365
4400 · Private Support Funding	125,613	2%	126%	100,000	200,000	100,000
4500 · Student Programs & Misc Fees	3,596	0%	72%	5,000	5,000	-
4919 · Misc Income					16,500	16,500
4716 · Interest / Investment Income	1,307	0%	0%	754	1,307	553
Total Revenues	6,564,053	100%	73%	8,988,380	8,897,954	(90,426)
Expenses						
5000 · Personnel Costs	4,412,481	67%	67%	6,554,000	6,380,273	(173,727)
5100 · Administrative Costs	379,331	6%	87%	435,000	451,000	16,000
5200 · Instructional Services	427,346	7%	88%	483,000	544,550	61,550
5300 · Other Student Services	112,904	2%	103%	109,500	150,300	40,800
5400 · Facility & Other Fixed Costs	967,549	15%	75%	1,291,652	1,401,471	109,819
9999 · Contingency		0%			-	-
Total Expenses	6,299,610	96%	71%	8,873,152	8,927,595	54,444
Change in Net Position	264,442	4%		115,228	(29,641)	(144,870)

Financial Highlights

Coversheet

Development Committee

Section: III. Committee Reports
Item: C. Development Committee
Purpose: FYI
Submitted by:
Related Material: 2023_04_04_monthly_development_committee_minutes.pdf

DRAFT



Libertas Academy Charter School

Minutes

Monthly Development Committee

Date and Time

Tuesday April 4, 2023 at 5:00 PM

Location

Join Zoom Meeting

<https://us04web.zoom.us/j/5069946767?pwd=QXEvbzlhb0tYZWE4VHI6MctrVFIGUT09>

Committee Members Present

D. Barrows (remote), D. Guertin (remote), K. Diamond Kayiatos (remote), L. Davis (remote), M. Montero (remote)

Committee Members Absent

None

Guests Present

K. Frett (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

K. Diamond Kayiatos called a meeting of the Development Committee of Libertas Academy Charter School to order on Tuesday Apr 4, 2023 at 5:04 PM.

C. Approve Minutes

D. Barrows made a motion to approve the minutes from Monthly Development Committee on 03-07-23.

K. Diamond Kayiatos seconded the motion.

The committee **VOTED** to approve the motion.

II. Development

A. Review Dashboard

David discussed dashboard with the committee. 841k raised! A few other grants pending. A couple we should hear from shortly, others we will know by May.

Exciting work and good things to come! Modesto updated the group on his efforts to add a new grant which is due end of April and we would hear back by early June. Dana went on to discuss the plan that both he and David developed for additional funding.

B. Update on Capital Campaign efforts

David to connect with Kari and Lauren for a sit down to talk further campaign strategy.

C. In-person Event

Kari questioned what we want for a spring event ?

Lauren wondered who we want to attend?

Need to look over past lists to see who hasn't been to the school recently / who hasn't given recently and should plan event around these guests.

Lauren to connect with Paul at Foundation and discuss a connection and his thoughts on next steps for getting this connection to the school.

D. New DC member recruitment

Kari has a thought for a marketing individual- great connector. Dana suggested she sit in on a DC meeting. Lauren will continue to reach out to her contact. Would like to add 2-3 to the group for next year.

III. 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 5:39 PM.

Respectfully Submitted,
K. Diamond Kayiatos

Coversheet

ED Evaluation Committee

Section: III. Committee Reports
Item: E. ED Evaluation Committee
Purpose: Vote
Submitted by:
Related Material: 2023_03_08_ed_progress_toward_goals_minutes.pdf
LACS_FY22_ED_Bonus_Structure__1_.pdf

DRAFT



Libertas Academy Charter School

Minutes

ED Progress Toward Goals

Date and Time

Wednesday March 8, 2023 at 5:00 PM

Committee Members Present

H. Zavala (remote), L. Davis (remote), M. Montero (remote), N. Barker (remote), P. Kkayego (remote)

Committee Members Absent

None

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

L. Davis called a meeting of the CEO Support And Eval Committee of Libertas Academy Charter School to order on Wednesday Mar 8, 2023 at 5:08 PM.

C. Approve Minutes

L. Davis made a motion to approve the minutes from CEO Support And Eval Committee Meeting on 01-05-23.

H. Zavala seconded the motion.

The committee **VOTED** to approve the motion.

II. CEO Support And Eval

A. MM Progress Toward Goals

Modesto led the committee through his goals, noting there has not been much movement in school culture, professional culture & family engagement as second rounds assessments (surveys etc) have not gone out just yet. Progress in student achievement from first tracking in January however there is still progress to be made. MM and team are tracking this data and he is optimistic about progress. Management and Ops continue to be solid.

B. Review & Approve Bonus Structure Doc

The Committee reviewed the updated Salary and Bonus Structure Document and approved all changes that were discuss from the previous meeting. Will bring to the Board for a formal vote at the March Board meeting.

H. Zavala made a motion to Approve the FY22/23 Salary and Bonus Structure Document.

P. Kkayego seconded the motion.

The committee **VOTED** to approve the motion.

Roll Call

M. Montero Abstain

P. Kkayego Aye

N. Barker Aye

L. Davis Aye

H. Zavala Aye

III. 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 5:40 PM.

Respectfully Submitted,
L. Davis

SY 22-23 LACS Executive Director Salary and Bonus Structure

**This document & Executive Director goals should be reviewed & adjusted by the Executive Director & Executive Director Committee annually at the start of the fiscal year.*

Executive Director Base Salary

- Executive Director’s Base Salary should be reviewed and adjusted annually by the Executive Director (“ED”) and Executive Director Committee (“EDC”).
- The ED & EDC should consider market rate, experience, budget and the financial health of the organization when determining an appropriate salary.
- Based on the above factors, the EDC will bring a suggested salary to the Board for vote at the end-of-year Board Retreat (no later than July 1st).

Executive Director Annual Increase and Bonus Structure

- The Executive Director will qualify for an annual COLA allowance of at least 3% as well as a potential 10% Performance Bonus, provided the budget allows for such an increase. The ED’s Performance Bonus should be based on the following structure:

10% Annual Bonus* Structure	
Standard	Meets = 1% Exceeds = 2 %
Student Achievement: LACS will earn, on average, 75% of the possible points on the DESE accountability report	EDC suggests:
Management & Operations: LACS will make progress towards the successful launch of a High School in 2021 and successfully obtain a charter renewal	EDC suggests:
School Culture: 60% of students and teachers report LACS is a safe and supportive	EDC suggests:

learning environment	
Parent & Family Engagement: 80% of families complete LACS surveys & 60% report LACS is meeting the academic and social-emotional needs of their students	EDC suggests:
Professional Culture: 100% of teachers and staff take the survey and LACS retains at least 80% of its teachers rated effective or highly effective	EDC suggests:

- The EDC will review & track the ED’s performance throughout the year and if appropriate, will bring a suggested Performance Bonus to the Board for vote at the end-of-year Board Retreat.
- A final bonus will be determined after MCAS/ACCESS scores are released, no later than November 1, for the previous year’s performance.

Coversheet

Legislator Mapping Task

Section: IV. Other Business
Item: B. Legislator Mapping Task
Purpose: Discuss
Submitted by:
Related Material: Relationship Mapping_ April 2023.pdf

Mapping Board Connections to Key Legislative Leaders

The following talking points can be helpful when discussing relationship mapping and its purpose with your school's board.

In order to build greater political support for charter public schools and effectively advance our priorities as a sector, we need to build authentic relationships and surround our elective officials, especially those in key positions of power, with consistent, positive narrative about our schools.

We need to ensure our leaders are hearing about our schools from key influencers in their network. **Key influencers** are people (or groups) who have significant “sway” with an elected official. They can include:

- Family/friends of the elected official
- Staff/advisors to the elected official
- Former business associates or college classmates of the elected official
- Local community leaders within the elected official's district
- Major political donors

While we're always interested in any connections our community has to elected officials, this month, we're specifically focusing on uncovering connections to two key leaders.

Please help us identify connections to these critical lawmakers by completing this quick [2-minute survey](https://ma4charters.org/Apr23-Mapping) now:
<https://ma4charters.org/Apr23-Mapping>.

What will our school or MCPSA do with the information you share in the survey? This information will all be kept internal and confidential. No one will not reach out to any of the key influencers that are identified without contacting you first. We will reach out to you to discuss opportunities to engage the key influencers you identify and help them become active partners in our efforts to build stronger relationships and deeper support with our elected officials.

DO NOT DISTRIBUTE – UTILIZE AS TALKING POINTS ONLY