



Libertas Academy Charter School

Monthly Board of Trustees Meeting

Published on May 12, 2023 at 10:05 AM EDT

Date and Time

Tuesday May 16, 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	2 m
C.	Record Attendance and Guests	Lauren Davis	1 m
D.	Approve Minutes : April Meeting	Approve Minutes Hector Zavala	2 m

- Please review minutes in advance and note any adjustments

	Purpose	Presenter	Time
E. Public Comment	Discuss		
II. Management Report			5:36 PM
A. Management Report	Discuss	Modesto Montero	30 m
<ul style="list-style-type: none"> • Modesto will present this months LACS management report 			
III. Committee Reports			6:06 PM
A. Academic Achievement Committee	FYI	Nick Barker	3 m
B. Finance Committee	Vote	Patrick Kkayego	5 m
<ul style="list-style-type: none"> • Vote to approve March Financials 			
C. Development Committee	FYI	Kari Diamond Kayiatos	3 m
D. Governance Committee	FYI	Hector Zavala	3 m
E. ED Evaluation Committee		Lauren Davis	
No report this month			
IV. Other Business			6:20 PM
A. Board Diagnostic Survey Results	Discuss	Hector Zavala	20 m
<ul style="list-style-type: none"> • Personalized dashboard illustrating the strengths and areas of growth for our board (results based off of a survey that several of us took a few months ago). 			
V. Closing Items			6:40 PM
A. Next meeting	FYI	Hector Zavala	
<ul style="list-style-type: none"> • Our next meeting will be the in person retreat scheduled for June 23rd from 8:30-12:30. 			

	Purpose	Presenter	Time
B. Adjourn Meeting	Vote	Hector Zavala	

Coversheet

Approve Minutes : April Meeting

Section: I. Opening Items
Item: D. Approve Minutes : April Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Monthly Board of Trustees Meeting on April 25, 2023

APPROVED



Libertas Academy Charter School

Minutes

Monthly Board of Trustees Meeting

Date and Time

Tuesday April 25, 2023 at 5:30 PM

Location

Zoom Meeting

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

Meeting ID: 506 994 6767

Password: 12345

Trustees Present

D. Barrows (remote), H. Zavala (remote), K. Diamond Kayiatos (remote), L. Davis (remote), S. Lapolice, S. Williams (remote)

Trustees Absent

A. Seymour, K. Stewart, L. Flynn, L. Velez, N. Barker, P. Kkayego, T. Curtis

Ex Officio Members Present

M. Montero (remote)

Non Voting Members Present

M. Montero (remote)

Guests Present

David Guertin (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 Apr 25, 2023 at 5:38 PM.

B. Board Chair Welcome

C. Record Attendance and Guests

D. Approve Minutes : March Meeting

H. Zavala made a motion to approve the minutes from Monthly Board of Trustees Meeting on 03-21-23.

D. Barrows seconded the motion.

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

H. Zavala made a motion to approve the minutes from Monthly Board of Trustees Meeting on 02-28-23.

D. Barrows seconded the motion.

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

E. Public Comment

II. Management Report

A. Management Report

Modesto led the team through LACS updates :

- First round of standardized testing took place ! A lot of time dedicated to prep for MCAs. Team was ready. 100% students in attendance. Energy and focus was exciting. Round 2 will be in 2 weeks for math and science and AP exams will also take place in the coming weeks. Feeling confident!
- Talent - goal is to retain 80% . . lower 100%, upper academy 90% Significant progress in hiring department for the open roles. Generally feeling good. AP level roles are current priority to fill as those are most mission critical to fill.
- Student recruitment - Survey went out to current families asking if students will go back. Moving target currently and connecting with families who are "maybes". High school options competitive and facility for LACs next year not ideal. Tracking and working hard to close the gap in upper academy with the exciting news of "Forever home"
- Daily attendance - hovering in 95%97% high bar goal.
- GPA- a lot of time has gone into growing GPA this year. Continue to work to move the needle.

- Facilities : meet with Mass devel on a bi weekly basis. Meet next week as away on retreat this week and will provide updates next month. -
- FY24 budget will be presented at June retreat. Budget next year is more complex versus past years due to capital campaign etc. Working through this and. will go into further detail at retreat.

III. Committee Reports

A. Academic Achievement Committee

No report

B. Finance Committee

H. Zavala made a motion to To approve financials for Feb and March.

D. Barrows seconded the motion.

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

Roll Call

T. Curtis	Absent
S. Williams	No
P. Kkayego	Absent
H. Zavala	Aye
K. Stewart	Absent
L. Davis	Aye
S. Lapolice	Aye
D. Barrows	Aye
L. Flynn	Absent
N. Barker	Absent
L. Velez	Absent
A. Seymour	Absent
K. Diamond Kayiatos	Aye

C. Development Committee

Kari -

Great news over past couple weeks which David and Modesto will share :

David : Raised 1.133 ! Increased campaign from 1.2 to 1.7 mill. There are pending grant requests to hear back from in coming weeks. Great success but more to do!

MM: We've had great approval but we do need additional funds ; want to do it right (i.e. tech needs :security etc.) .

D. Governance Committee

H. Zavala made a motion to Vote to approve Jeff Gunther.

D. Barrows seconded the motion.

Vote to approve board prospect, Jeff Gunther

- Works with TFA , looking for school to get involved with. Has visited LACS and very excited to be involved. Great fit.

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

Roll Call

S. Williams	Aye
A. Seymour	Absent
T. Curtis	Absent
K. Stewart	Absent
L. Davis	Aye
S. Lapolice	Aye
P. Kkayego	Absent
L. Flynn	Absent
N. Barker	Absent
H. Zavala	Aye
L. Velez	Absent
K. Diamond Kayiatos	Aye
D. Barrows	Aye

Hector : met to discuss addition trustees

Currently terms - several are coming to an end soon. (Hector and LD second terms ending next year). Also, some Trustees have taken a step back. Roles to fill and committee is discussing next steps.

One or two additional prospects in play and will update next month

LD questioned any specific needs ?MM : Legal , Development ..

E. ED Evaluation Committee

D. Barrows made a motion to Approve the updated Bonus Structure Doc.

H. Zavala seconded the motion.

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

Roll Call

H. Zavala	Aye
P. Kkayego	Absent
T. Curtis	Absent
K. Stewart	Absent
S. Williams	Abstain
L. Flynn	Absent
A. Seymour	Absent

Roll Call

S. Lapolice	Aye
N. Barker	Absent
L. Davis	Aye
L. Velez	Absent
D. Barrows	Aye
K. Diamond Kayiatos	Aye

IV. Other Business

A. Virtual Meetings- FY24

Virtual meetings were extended for 2 years.

MM recommends Board continues to meet virtually over 2 years except for 1) in Fall and 2) for the retreat.

Hector raised the issue with attendance and people not logging on. This is a deeper discussion that will have to take place, and be voted on, at the retreat.

B. Legislator Mapping Task

MM urged the group to spend 5 minutes at closing of meeting looking at the linked map.

This info will be provided to MSPCA . MM to work with Tim and team to look at this data and if there is a connection with Board and legislators.

V. Closing Items

A. Next meeting

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:24 PM.

Respectfully Submitted,
H. Zavala

Coversheet

Management Report

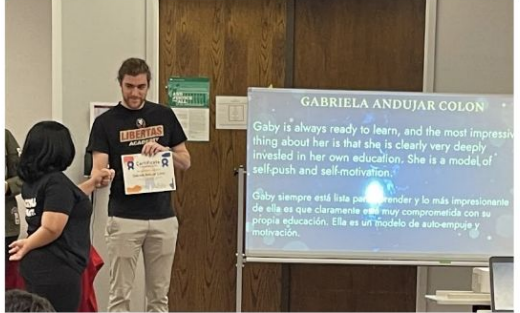
Section: II. Management Report
Item: A. Management Report
Purpose: Discuss
Submitted by:
Related Material: May BOT Management Report.pdf



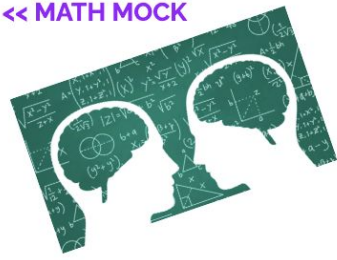
School Update



*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.***



<< MATH MOCK



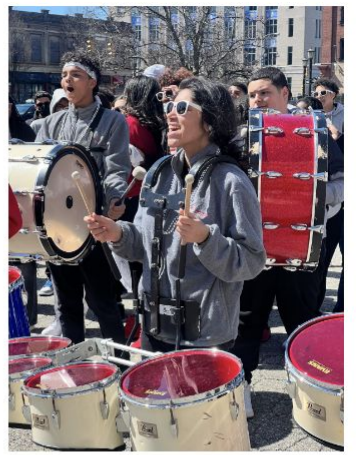
**CST IN GRADE LEVEL TEAMS RELAUNCHED
< G7 + G8 IN ACTION! >**



BALLOON POP MADNESS!



G8 DRUMLINE + CHANT!



GRADE 6 "THIS IS WHAT WE DO"



GRADE 7 "THIS IS WHAT WE DO"



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

23-24 FDOS Arrival Projections: ALL STUDENTS

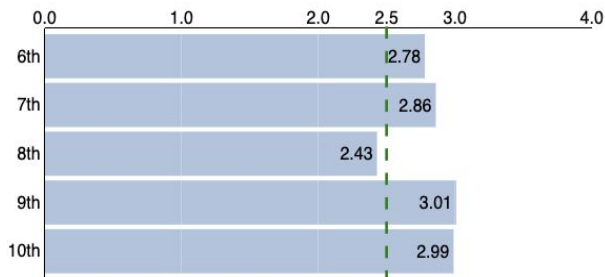
<as of 5/5/23>

Headline Goal
 92 students active and arrive by FDOS in all grades 6-8.
 90 students active and arrive by FDOS grade 9.
 88 students active and arrive by FDOS grade 10.
 84 students active and arrive by FDOS grade 11.

	HEADLINE GOAL	NEW STUDENTS <"ACTIVE">	REPEAT GRADE	INTENT TO RETURN = YES PROMOTION	CURRENT PROJECTION	% PTG	Progress to Goal >85% = Progressing <85% = Off Track
Incoming 6th	92	97	0	0	97	105%	On Track
Rising 7th	92	13	0	89	102	111%	On Track
Rising 8th	92	17	0	71	88	96%	Progressing
Rising 9th	90	9	0	71	80	89%	Progressing
Rising 10th	88	11	0	64	75	85%	Progressing
Rising 11th	84	0	0	65	65	77%	Off Track
TOTAL	538	147	0	360	507	94%	Progressing

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

May 2, 2023

Quarter 4 Data

Q4	50% > 3.0	75% > 2.5	90% > 2.0
Overall	55%	72%	85%
9th Grade	61%	79%	90%
10th Grade	51%	67%	82%

Yearlong Data

Y1	50% > 3.0	75% > 2.5	90% > 2.0
Overall	52% (+2)	77% (+1)	91% (+1)
9th Grade	52% (+3)	82% (+2)	94% (-2)
10th Grade	52% (+0)	74% (+1)	90% (+3)



FYIs & Approvals

Approvals:

- None

FYIs:

- Facilities Update
- FY24 Budget

Coversheet

Finance Committee

Section: III. Committee Reports
Item: B. Finance Committee
Purpose: Vote
Submitted by:
Related Material: 2023_05_11_monthly_finance_committee_meeting_agenda.pdf
April_FY23_Financials.xlsx.pdf



Libertas Academy Charter School

Monthly Finance Committee Meeting

Published on May 9, 2023 at 1:49 PM EDT

Date and Time

Thursday May 11, 2023 at 5:30 PM EDT

Location

Join Zoom Meeting

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

Meeting ID: 506 994 6767

Password: 12345

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
A. Record Attendance			1 m
B. Call the Meeting to Order			
C. Approve Minutes	Approve Minutes		1 m
II. Finance			5:32 PM
Financial Statements			

Purpose

Presenter

Time

A. Financial statements

Discuss

III. Other Business

A. Discussion of FY24 budget

- Review budget
- Review impact of construction project & relocation
- Current state of fundraising efforts

IV. Closing Items

A. Adjourn Meeting

Vote

**Libertas Academy Charter School
DESE Dashboard
April 30, 2023**

		DESE Measure of Risk					
		Low	Medium	High			
		<u>Unaudited</u>					
Current Ratio	3.21	1	>= 1.5	1.0 to 1.5	< 1.0	1.5	1
Current Assets divided by Current Liabilities							
Unrestricted Days Cash	37	2	>= 60 days	30 to 60 Days	< 30 days	60	30
Number of days expenses can be paid without another inflow of cash. Cash & Cash Equivalents divided by (Total Expenses less Depreciation/365)							
Percentage of Program Paid by Tuition	84%	2	>= 90%	75% to 90%	< 75%	0.9	0.75
Percentage of total expense funded by tuition. Tuition plus In-Kind Contributions divided by Total Expenses							
Percentage of Program Paid by Tuition & Federal Grants	99%	1	>= 90%	75% to 90%	< 75%	0.9	0.75
Percentage of total expense funded by tuition and Federal Grants. Tuition plus In-Kind Contributions plus Federal Grants, divided by Total Expenses							
Percentage of Total Revenue Expended on Facilities	16%	1	<= 15%	15% to 30%	> 30%	0.15	0.3
Operation & Maintenance plus Non-Operating Financing Expenses of Plant divided by Total Revenue							
Change in Net Assets Percentage	0%	1	Positive %	-2% to 0%	< -2%	0	-0.02
Change in Net Assets divided by Total Revenue							
Debt to Asset Ratio	0.31	1	<= .9	.9 to 1	> 1	0.9	1
Measures the extent to which the school relies on borrowed funds to finance its operations. Calculated as Total Liabilities divided by Total Assets.							

Libertas Academy Charter School and Friends of LACS
Statements of Net Position
April 30, 2023

	School			Friends		
	Unaudited 4/30/23	Audited at 06/30/22	Change	Unaudited 4/30/23	Audited at 06/30/22	Change
ASSETS						
Current Assets						
1000 · Cash and Cash Equivalents	907,755	709,065	198,690	1,038,876	241,660	797,217
1102 · Accounts Receivable	363,369	334,396	28,973	-	-	-
1207 - Due from Related Parties (School)	67,327	-	67,327	-	19,940	(19,940)
1308 · Prepaid Expenses	76,438	86,580	(10,141)	-	-	-
1510 - Deposit (Security, Other)	31,396	31,396	-	-	-	-
Total Current Assets	1,446,286	1,161,437	284,849	1,038,876	261,600	777,277
Fixed Assets						
1514 · Building/Leasehold Improvement	34,573	34,573	-	-	-	-
1515 · Furniture and Equipment	159,959	159,959	-	-	-	-
1616 · Less Accumulated Depreciation	(121,169)	(93,170)	(27,999)	-	-	-
Total Fixed Assets	73,364	101,362	(27,999)	-	-	-
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	(806,448)	(439,878)	(366,570)	-	-	-
1617.B · Lease Amortization Copiers	(16,002)	(5,501)	(10,501)	-	-	-
1617.C · Lease Amortization Van	(17,984)	-	(17,984)	-	-	-
Total Other Assets	3,262,424	3,576,543	(314,119)	-	-	-
TOTAL ASSETS	4,782,073	4,839,342	(57,269)	1,038,876	261,600	777,277
LIABILITIES						
Accounts Payable						
2024 · Accounts Payable	28,103	47,081	(18,978)	-	-	-
Total Accounts Payable	28,103	47,081	(18,978)	-	-	-
Credit Cards						
2050 · AMEX Credit Card	28,393	43,998	(15,604)	-	-	-

Other Current Liabilities			-			
1004 · Line of Credit	-	99,400	(99,400)			
2125 · Accrued Expenses/Accrued Payroll	446,962	446,206	756	-	-	-
2226 · Current Deferred Revenue	4,025	-	4,025	-	-	-
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	450,987	446,208	4,779	62,127	-	62,127
CURRENT LIABILITIES	507,483	656,624	(149,142)	62,127	-	62,127
Long Term Liabilities						
1005.A · Lease Liability Building	3,346,623	3,635,791	(289,168)			
1005.B · Lease Liability Copiers	48,537	58,143	(9,606)			
1005.C · Lease Liability Van	63,656	-	63,656			
2720. Other Liabilities		-	-			
LONGTERM LIABILITIES	3,458,816	3,693,934	(235,118)			
TOTAL LIABILITIES	3,966,299	4,350,558	(384,258)			
Equity						
3900 . Retained Earnings	488,785	460,195	28,588	261,600	261,600	-
Net Income	326,989	28,588	298,401	715,149	-	
TOTAL NET POSITION = TOTAL EQUITY = (assets - liabilities)	815,774	488,783	326,991	976,749	261,600	715,149
TOTAL LIABILITIES & NET POSITION = ASSETS	4,782,073	4,839,342	(57,270)	1,038,876	261,600	777,276

Notes:

**Libertas Academy Charter School
Statement of Revenues, Expenses and Change in Net Position Summary
April 30, 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	6,163,143	83%	78%	7,875,000	7,364,156	(510,844)
4100 · Government Grants & Funding	1,110,062	15%	110%	1,007,626	1,328,991	321,365
4400 · Private Support Funding	125,613	2%	126%	100,000	200,000	100,000
4500 · Student Programs & Misc Fees	4,697	0%	94%	5,000	5,000	-
4919 · Misc Income					16,500	16,500
4716 · Interest / Investment Income	1,477	0%	0%	754	1,477	723
Total Revenues	7,404,991	100%	82%	8,988,380	8,916,124	(72,256)
Expenses						
5000 · Personnel Costs	4,994,693	67%	76%	6,554,000	6,367,593	(186,407)
5100 · Administrative Costs	409,717	6%	94%	435,000	454,400	19,400
5200 · Instructional Services	460,103	6%	95%	483,000	578,781	95,781
5300 · Other Student Services	130,978	2%	120%	109,500	150,300	40,800
5400 · Facility & Other Fixed Costs	1,082,511	15%	84%	1,291,652	1,403,971	112,319
9999 · Contingency		0%			-	-
Total Expenses	7,078,002	96%	80%	8,873,152	8,955,045	81,894
Change in Net Position	326,989	4%		115,228	(38,921)	(154,150)

Financial Highlights



**Libertas Academy Charter School
Cash Flow Projction FY23**

		Actual	Actual	Actual	Actual	Actual	Actual
		July	August	September	October	November	December
Beginning Bank Balance (operating accounts only)		709,065	141,338	1,027,443	1,090,854	1,179,750	1,191,482
	Inflows						
	Tuition Revenue	0	1,333,950	666,975	664,832	664,832	566,880
	Government Grant Revenue	30,000	351,149	9,561	207,221	6,186	174,174
	Private Revenue	0					25,000
	Miscellaneous Revenue	30	6,000	13,232	148	5,698	1,187
	Outflows						
	Personnel Costs	456,588	506,189	496,765	492,785	464,387	664,142
	Expenditures and Liabilities	141,169	298,805	129,592	290,520	200,597	183,389
	Inflows less Outflows	(567,727)	886,105	63,411	88,896	11,732	(80,290)
	Draw on Line of Credit	0					
	Private Lending						
Ending Bank Balance		141,338	1,027,443	1,090,854	1,179,750	1,191,482	1,111,192

		Actual	Actual	Actual	Actual	Forecast	Forecast
		January	February	March	April	May	June
Beginning Bank Balance (operating accounts only)		1,111,192	1,062,988	1,088,576	992,097	907,755	688,651
	Inflows						
	Tuition Revenue	566,880	566,880	565,957	565,957	565,957	635,056
	Government Grant Revenue	70,095	139,801.00	48,310	47,493	122,500	122,500
	Private Revenue			100,000			
	Miscellaneous Revenue	19,511	161	8,639	1,870	500	500
	Outflows						
	Personnel Costs	482,303	473,799	513,265	512,146	652,611	652,613
	Expenditures and Liabilities	122,987	207,455	306,120	187,516	255,450	255,452
	Inflows less Outflows	51,196	25,588	(96,479)	(84,342)	(219,104)	(150,009)
	Draw on Line of Credit	99,400					
	Private Lending						
Ending Bank Balance		1,062,988	1,088,576	992,097	907,755	688,651	538,642

**Libertas Academy Charter School
A/P Aging Summary
April 30, 2023**

Payment already sent

Payment pause

Deleted

	Current	1 - 30	31 - 60	61 - 90	> 90	TOTAL
Amazon	1,059.50	0.00	0.00	0.00	0.00	1,059.50
Charter Technology Solutions, LLC	5,794.20	0.00	0.00	0.00	0.00	5,794.20
deRenzy Business Technologies, Inc.	4,227.49	0.00	0.00	0.00	0.00	4,227.49
Futures Education, LLC a Stepping Stones	14,114.00	0.00	0.00	0.00	0.00	14,114.00
NET Leasing Corp.	2,368.00	0.00	0.00	0.00	0.00	2,368.00
Quality Translations LLC	540.00	0.00	0.00	0.00	0.00	540.00
	28,103.19	0.00	0.00	0.00	0.00	28,103.19

	ERATE	FY22 Grants	ECF Grant (FY23 Grants)	FY23 151 (FY23 Grants)	FY23 240 SPED (FY23 Grants)	FY23 424 Grant (FY23 Grants)	FY23 598 CAP (FY23 Grants)	FY23 Esser III 119 (FY23 Grants)	FY23 Title I 305 (FY23 Grants)	FY23 Title II 140 (FY23 Grants)	FY23 Title III 180 (FY23 Grants)	FY23 Title IV 309 (FY23 Grants)	FY23 Grants - Other (FY23 Grants)	Total FY23 Grants	TOTAL
Income															
4100 - Government Grants & Funding															
4103 - Grants - Federal (thru DESE)	0	90	0	1,000.00	103,750.95	4,000.00	4,500.00	589,170.51	331,265.08	28,514.00	4,104.77	24,975.00	0.00	1,091,280.31	1,091,370.31
4104 - Grants - Federal (Direct/other)	17,091.41	0	1,600.00	0	0	0	0	0	0	0	0	0.00	0.00	1,600.00	18,691.41
Total 4100 - Government Grants & Funding	17,091.41	90	1,600.00	1,000.00	103,750.95	4,000.00	4,500.00	589,170.51	331,265.08	28,514.00	4,104.77	24,975.00	0.00	1,092,880.31	1,110,061.72
Total Income	17,091.41	90	1,600.00	1,000.00	103,750.95	4,000.00	4,500.00	589,170.51	331,265.08	28,514.00	4,104.77	24,975.00	0.00	1,092,880.31	1,110,061.72
Gross Profit	17,091.41	90	1,600.00	1,000.00	103,750.95	4,000.00	4,500.00	589,170.51	331,265.08	28,514.00	4,104.77	24,975.00	0.00	1,092,880.31	1,110,061.72
Expense															
5000 - Personnel Costs															
5121 - Salaries - Admin School Leader	0	0	0	0	0	0	1,500.00	0	0	0	0	0	0.00	1,500.00	1,500.00
5161 - Salaries - Admin IT	0	0	0	0	0	0	0.00	53,334.71	0	0	0	0	0.00	53,334.71	53,334.71
5181 - Salaries - Admin Clerical	0	0	0	1,000.00	0	0	0.00	81,446.35	40,407.81	0	0	0	0.00	122,854.16	122,854.16
5211 - Salaries - Instructional Leader	0	0	0	0	0.00	0	1,500.00	226,768.67	0	0	400	0	0.00	228,668.67	228,668.67
5221 - Salaries - Teachers Classroom	0	0	0	4,500.00	23,769.30	0	1,500.00	44,330.89	104,049.54	0	150	0	0.00	178,299.73	178,299.73
5222 - Salaries - Teachers Specialists	0	0	0	0	61,384.65	0	0	1,807.70	34,653.82	0	0	0	0	97,846.17	97,846.17
5231 - Salaries - Other Teaching Serv	0	0	0	0	0	0	0.00	0	59,120.00	0.00	150.00	0	0.00	59,270.00	59,270.00
5251 - Salaries- Guidance Psych & Test	0	0	0	0	0.00	0	0.00	60,865.30	0	0.00	1,250.00	24,975.00	0.00	87,090.30	87,090.30
5520m - MTRS Expense	0	0	0	0	0	0	0	34,839.65	0	0	0	0	0	34,839.65	34,839.65
Total 5000 - Personnel Costs	0	0	0	5,500.00	85,153.95	0	4,500.00	503,393.27	238,231.17	0	1,950.00	24,975.00	0.00	863,703.39	863,703.39
5100 - Administrative Costs															
5182 - Staff Recruitment/Advertising	0	0	0	0	0	0	0	0.00	9,000.00	12,514.00	0	0	0.00	21,514.00	21,514.00
5183 - Travel, Dues & Other Exp -Admin	0	0	0	0	0	0	0	0	0	0	1,000.00	0	0	1,000.00	1,000.00
Total 5100 - Administrative Costs	0	0	0	0	0	0	0	0.00	9,000.00	12,514.00	1,000.00	0	0.00	22,514.00	22,514.00
5200 - Instructional Services															
5234 - Contr Serv - Other Teaching	0	0	0	0	0	0	0.00	0	25,605.00	16,000.00	500	0	0.00	42,105.00	42,105.00
5253 - Contr Serv - Guidance & Testing	0	0	0	0	18,597.00	0	0.00	0	0	0	0	0	0.00	18,597.00	18,597.00
5261 - Books and Libraries	0	0	0	0	0	0	0.00	20,786.37	767.25	0	124.75	0	0.00	21,678.37	21,678.37
5263 - Instructional Equipment	0	0	0.00	0	0	0	0	12,146.19	0	0	0	0	0.00	12,146.19	12,146.19
5264 - General Supplies -Instructional	0	0	0	0	0	0	0	12,844.68	18,520.96	0	530.02	0	0.00	31,895.66	31,895.66
5266 - Classroom Instructional Tech	0	0	1,600.00	0	0.00	0	0.00	3,099.00	0.00	0.00	0	0	0.00	4,699.00	4,699.00
5268 - Instructional Software	0	0	0	0	0	0	0	21,041.70	0	0	0	0	0	21,041.70	21,041.70
Total 5200 - Instructional Services	0	0	1,600.00	0.00	18,597.00	0	0	45,777.24	69,033.91	16,000.00	1,154.77	0	0.00	152,162.92	152,162.92
5300 - Other Student Services															
5370 - Other Student Activities	0	0	0	4,470.38	0	0	0	0	0	0	0	0	0	4,470.38	4,470.38
Total 5300 - Other Student Services	0	0	0	4,470.38	0	0	0.00	0	0	0	0	0	0.00	4,470.38	4,470.38
5400 - Facilities & Other Fixed Costs															
5430 - Maint of Buildings & Grounds	0	0	0	0	0	0	0.00	40,000.00	0	0	0	0	0.00	40,000.00	40,000.00
5550 - Rental/Lease of Equipment	0	0	0.00	0.00	0.00	0	0.00	0.00	15,000.00	0.00	0.00	0	0.00	15,000.00	15,000.00
Total 5400 - Facilities & Other Fixed Costs	0.00	0	0	0.00	0.00	0	0	40,000.00	15,000.00	0	0	0.00	0	55,000.00	55,000.00
Total Expense	0	0	1,600.00	9,970.38	103,750.95	0	4,500.00	589,170.51	331,265.08	28,514.00	4,104.77	24,975.00	0	1,097,850.69	1,097,850.69
	17,091.41	90	0	-8,970.38	0	4,000.00	0	0	0	0	0	0	0	-4,970.38	12,211.03

Coversheet

Development Committee

Section: III. Committee Reports
Item: C. Development Committee
Purpose: FYI
Submitted by:
Related Material: 2023_05_02_monthly_development_committee_minutes.pdf



Libertas Academy Charter School

Minutes

Monthly Development Committee

Date and Time

Tuesday May 2, 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), M. Montero (remote)

Committee Members Absent

L. Davis

Guests Present

K. Frett (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Montero called a meeting of the Development Committee of Libertas Academy Charter School to order on Tuesday May 2, 2023 at 5:04 PM.

C. Approve Minutes

D. Barrows made a motion to approve the minutes from Monthly Development Committee on 04-04-23.

M. Montero seconded the motion.

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

II. Development

A. Review Dashboard

We are currently sitting at 1.1M. Lots of good news since our last DC meeting.

B. Update on Capital Campaign efforts

David shared an update. We received funds from the BFF. This was a great example of cultivating a new prospect and we hope this becomes a long term friend. We need to raise a little of 630k.

We currently have a few requests out. With all the requests we have out, the gap between new goal + balance is about 224k.

We should consider hosting a campaign closing event in October.

Donor wall? Or some other form of public recognition? We should work over the summer to design one and have it in place as part of LACS grand opening.

With new prospects, we will be working with People's Bank to connect with other financial institutions.

C. In-person Event

It's a lot of work but worth it if we can get the right people there.

We will work on 1-on-1 engagements.

We should consider bringing in donors that have given year after year to see the current space.

D. New DC member recruitment

KD reached out to a committee prospect. She will follow up to set up lunch and bring her to LACS.

We need to work to recruit additional Board members actively.

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 5:44 PM.

Respectfully Submitted,
K. Diamond Kayiatos

Coversheet

Board Diagnostic Survey Results

Section: IV. Other Business
Item: A. Board Diagnostic Survey Results
Purpose: Discuss
Submitted by:
Related Material: Libertas Academy Charter School - 2023 BED Report.pdf

Board Effectiveness Diagnostic

Libertas Academy Charter School
SY 2022-23



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How to Interpret the Data & Guiding Questions	Slides 6-9
Your Board Report Board Demographics Board Strengths & Growth Areas	Slides 10-30

Overview

In February 2023, **Massachusetts Charter Public School Association (MCPSA)** again partnered with **Education Board Partners@Bellwether** to conduct the second biennial statewide charter public school board effectiveness diagnostic survey. This dashboard shows your board's strengths and areas for improvement as compared to governance best practices. Statewide data is shared as a comparison point. We hope your board benefits from the opportunity to review and discuss this data.

Data from this important survey will enable MCPSA to develop and offer high quality support, resources, tools and training to directly address the most pressing challenges and needs across the state, and support school leaders and boards in best supporting their students.

- **59** out of **61** MCPSA member charter public schools participated (96%)
- **491** board members and school leaders responded to the survey (71%)

Research-Based Framework

Massachusetts charter public school boards have seven primary areas of responsibility, shown below, with people, culture and equity at the center. This framework for effective governance is grounded in research and best practices across the country. The Board Effectiveness Diagnostic survey measures how well boards govern in each of these areas.



We're here to help!
carrie.irvin@bellwether.org
www.bellwether.org



How to Interpret Your Board's Data

The survey questions are designed to serve as a rubric for best governance practice; the questions model what effective boards do. It is important to note that answers are subjective, and each board member comes to their own answers based on prior experience, perspective, points of comparison, etc.

- Questions to which all or most of board members respond *Strongly Agree* or *Agree* are likely areas in which the board is governing effectively.
- Questions to which all or most of board members respond *Strongly Disagree* or *Disagree* are likely areas in which the board is *not* governing effectively.
- Questions to which there is a wide range of responses may indicate a lack of alignment in perspective or board members' individual experiences, confusing or unclear information given to the board, or different interpretations of the question.
- A significant number of board members responding with *I Don't Know* may indicate communication challenges, a disengaged board, many new members, or a new school. Potential solutions include board professional development and/or clarification of board member roles and responsibilities.

Suggested Instructions: In Advance of Your Board Meeting to Discuss Results

We suggest your board set some meeting time aside to discuss the data and encourage each board member to review the dashboard in advance of this meeting. When reviewing the dashboard results, we invite you to consider and jot down notes on the following questions:

1. Considering the survey questions alone -- before even looking at your school's results -- what did you learn about good governance that can help strengthen your board?
2. After reviewing the survey results -- both for your school and in comparison to the statewide average -- what do you see as your board's top three strengths and top three growth areas?
 - Consider questions on which your board scored below the statewide average, where there was a higher percentage of responses that *Disagreed* or indicated *I Don't Know*, or where there was a wide range of responses among board members.
 - Also consider comparing these board results to external indicators -- academic outcomes, external evaluations of board governance (e.g., Department of Elementary and Secondary Education Site Visit reports or Summary of Reviews) -- to check and confirm your results.

Suggested Instructions: In Advance of Your Board Meeting to Discuss Results (Cont'd)

3. Statewide data suggest many boards could benefit from considering some key governance topics that are typically not top priority for boards across the state, including but not limited to:
- *Board composition*: Should the board expand to ensure that all necessary types of experience are represented, and to increase racial/ethnic diversity to more fully reflect the diversity of students served?
 - *Multi-year strategic planning*: Has the board approved a multi-year strategic plan that defines the vision for the school and the strategy to achieve it?
 - *Balance of governance/management*: Does your board regularly discuss and align on the roles and responsibilities of the board and the school leader, including in decision-making?
 - *Leader evaluation*: Does the range of stakeholders that provide input in the school leader evaluation (e.g., school leader direct reports, other staff & teachers, the full board, parents, students, etc.) give the board a true and comprehensive view of school leader performance, both to recognize and celebrate accomplishments and to provide support for continued growth and development?
 - *Family and community engagement*: In partnership with school leadership, does your board regularly engage families and the community, particularly around big decisions?
 - *Succession planning*: Does your board have a school leader succession plan in place to cover both emergency leave and planned departure?
 - *Advocacy*: Do all board members know who state legislators are, have most board members met them, and are board members communicating with them about charter public schools?

Suggested Instructions: At the Board Meeting

1. After the survey is introduced, board members and the school leader discuss their responses to the questions on slides 7 and 8, with the goal of aligning on the top 2–5 actions the board will take over the coming year to continue to strengthen its governance.
2. Then, discuss the following question: *Given the capacity of your board and your school, what is the right timeline for the actions you selected and what is the right priority order? Clearly document action steps, due dates, and owners in a work plan.*
3. Ask the board chair and/or school leader to share the specific actions that the board is taking with MCPSA so that MCPSA can 1) provide appropriate resources to support the board in making any changes; and 2) as appropriate, coordinate and connect with other boards doing similar work so you may be able to support each other.

Your Board's Responses

of Responses

Race

Gender

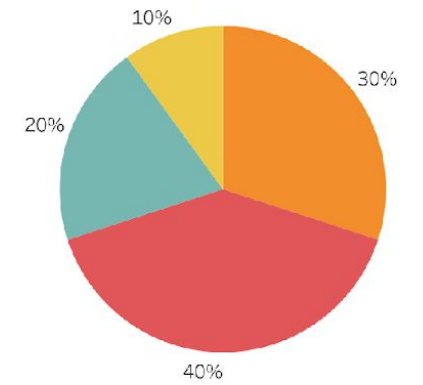
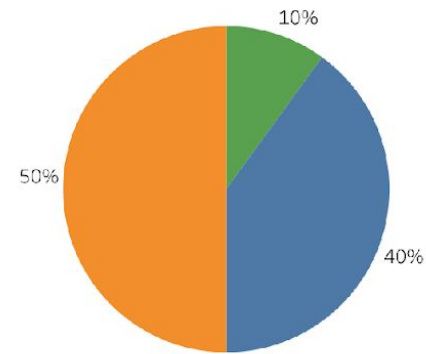
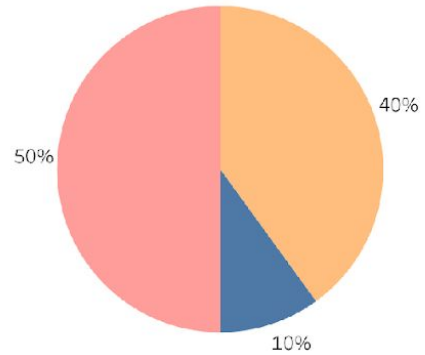
Age

10

School Year
SY2022-23

School Year
SY2022-23

School Year
SY2022-23



- Black/African American
- Latinx/a/o or Hispanic
- White/Caucasian/European American

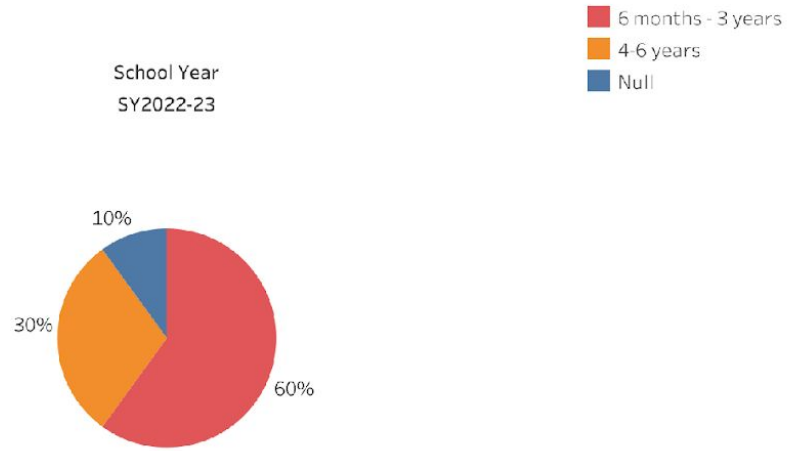
- Choose not to disclose
- Female & Female (cisgender)
- Male & Male (cisgender)

- 30-39
- 40-49
- 50-59
- 70+

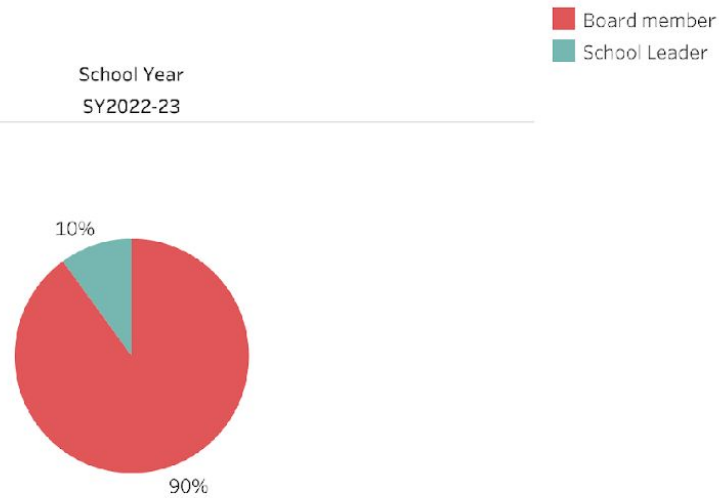
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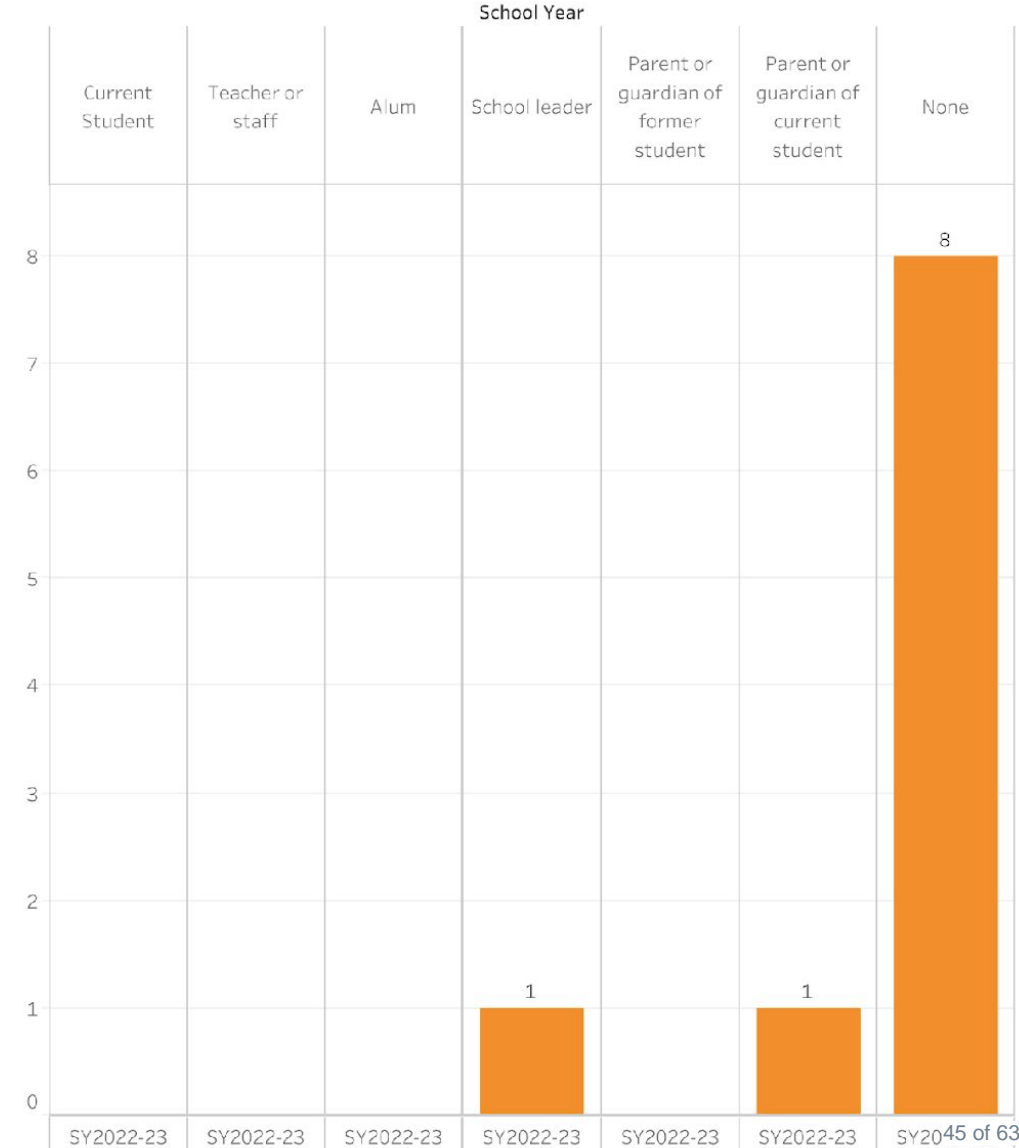
Years on board



Board role



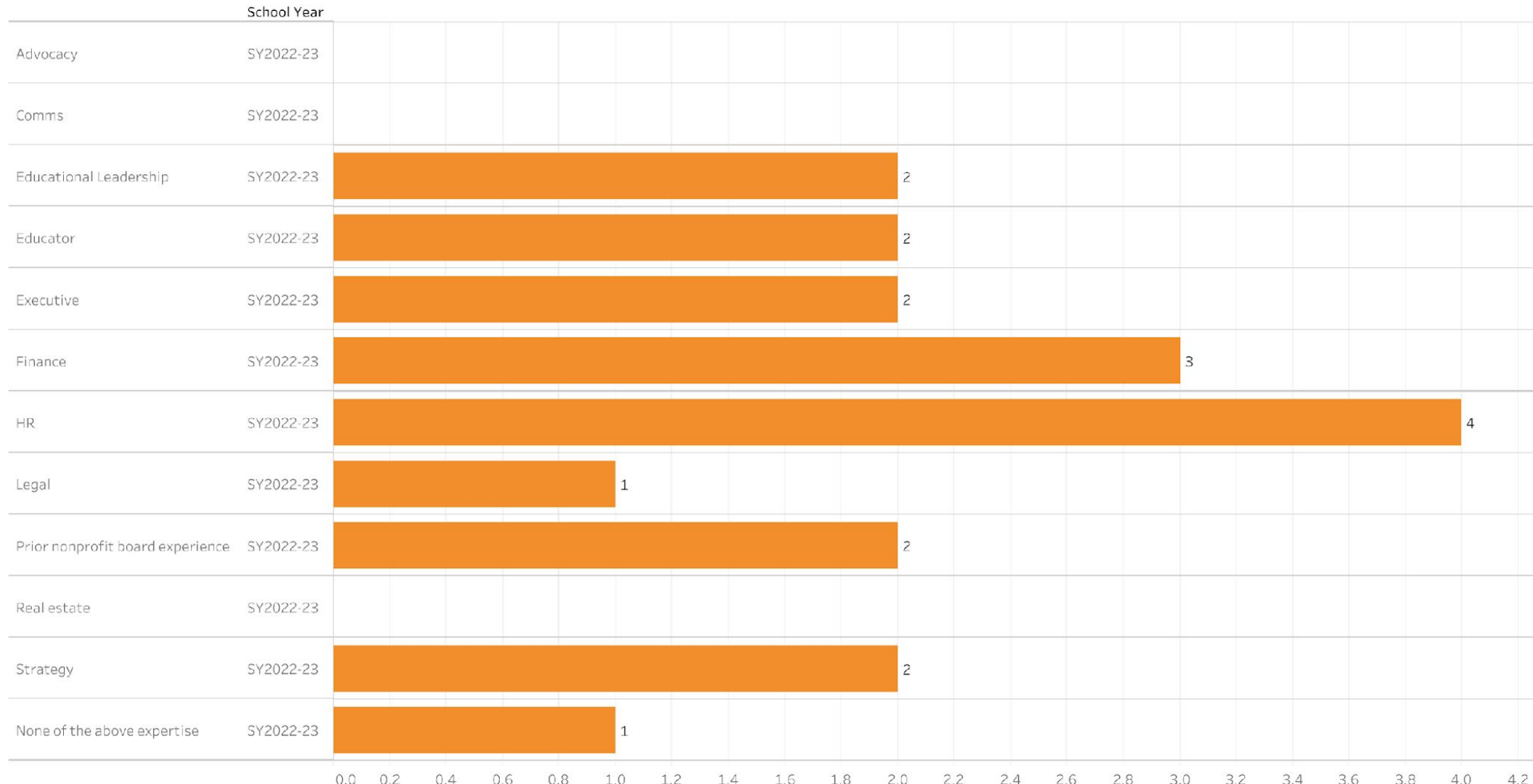
Professional/Personal connection to school



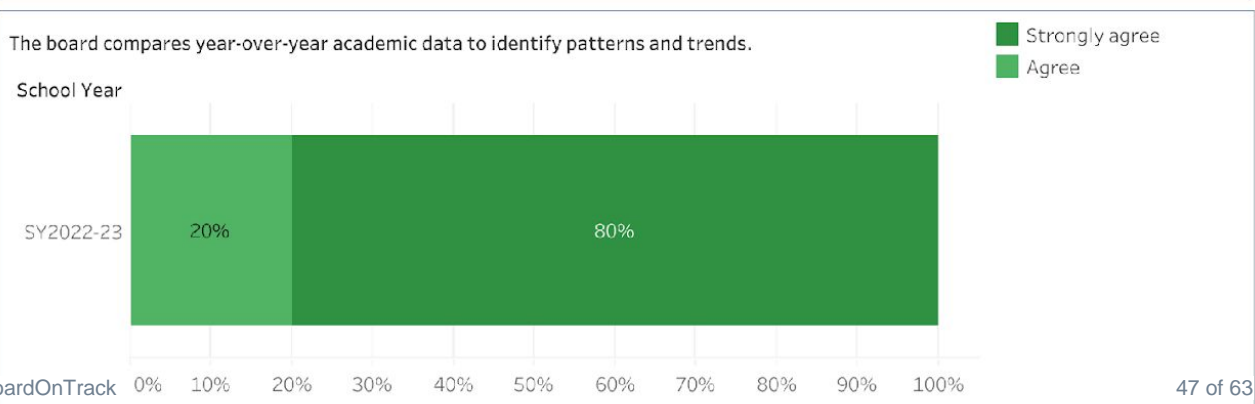
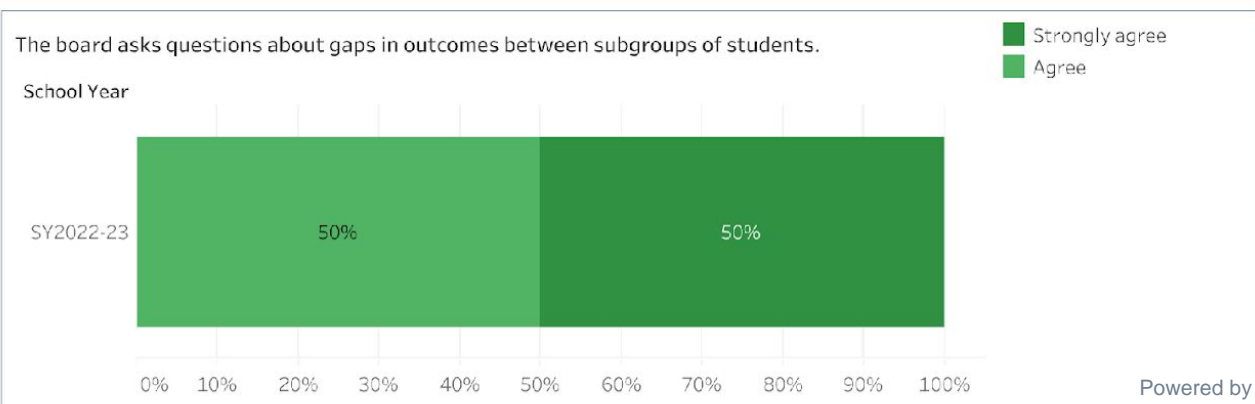
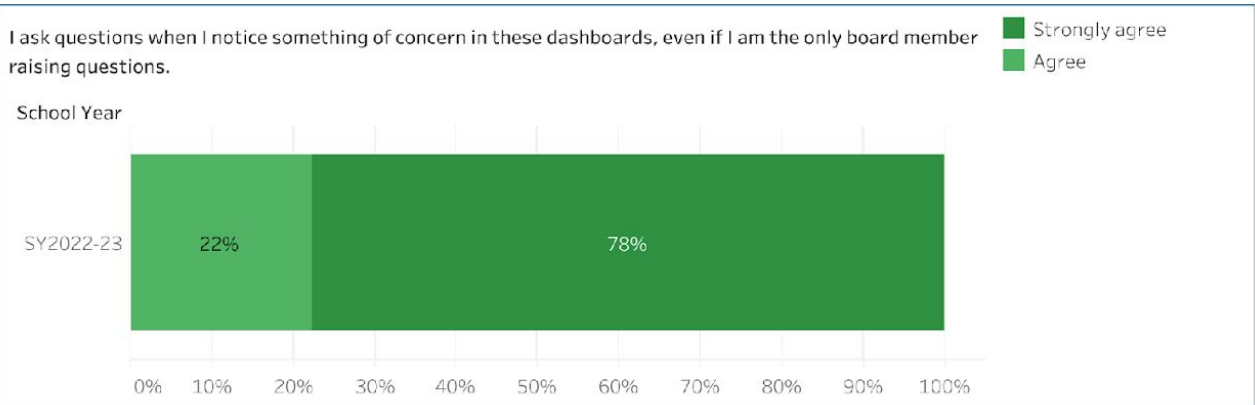
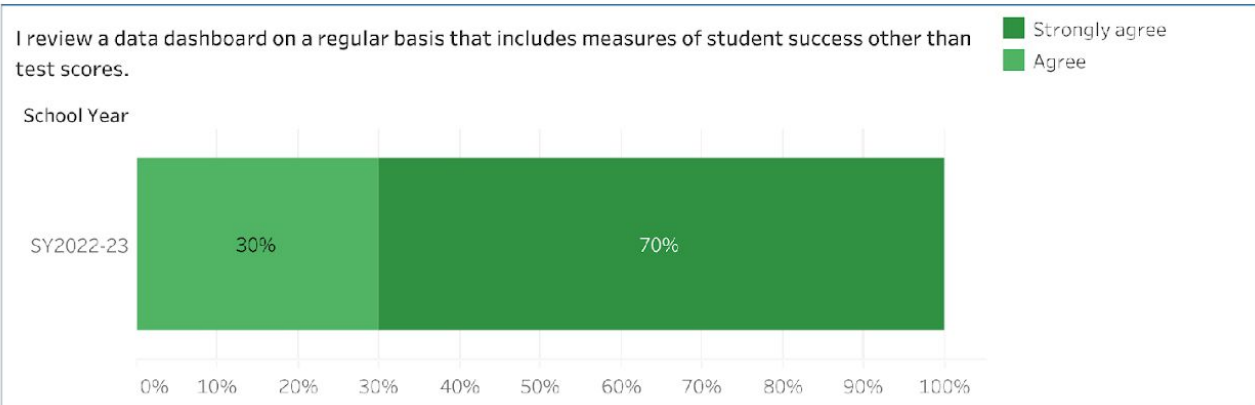
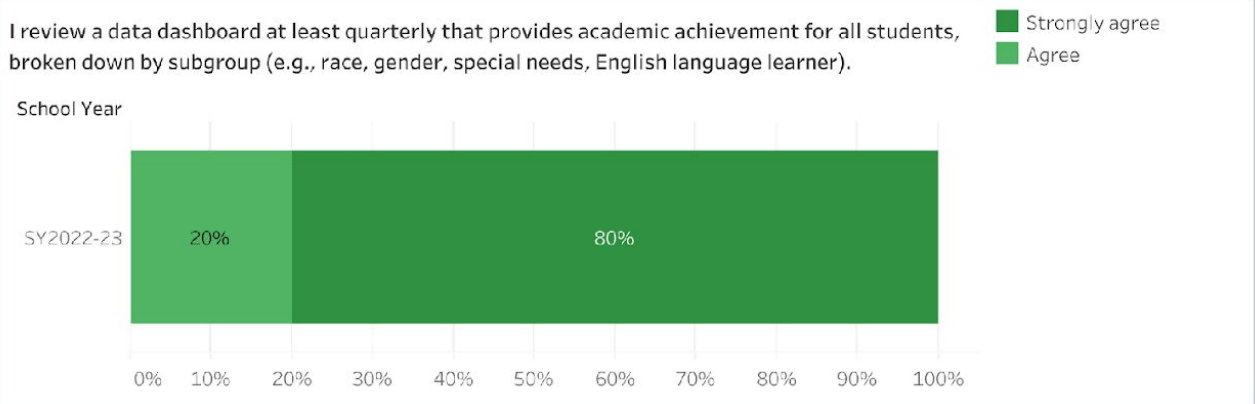
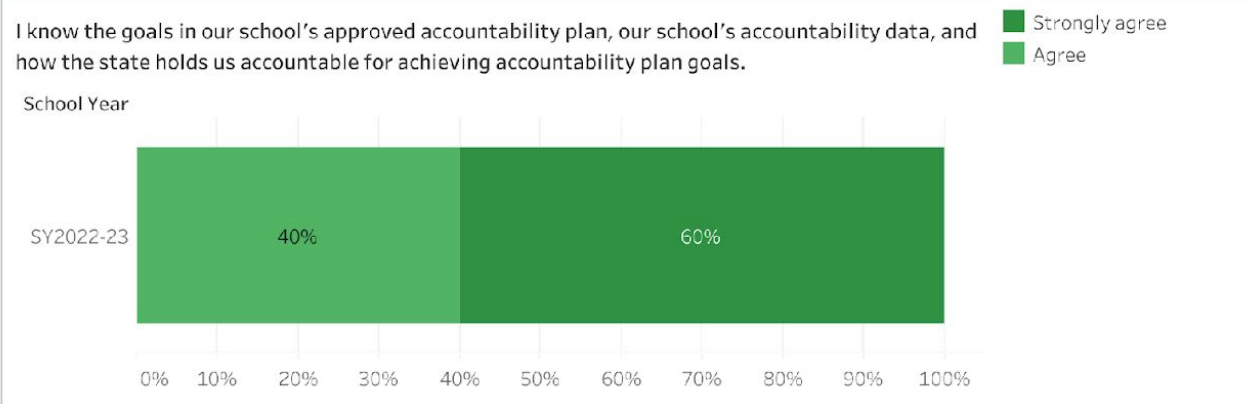
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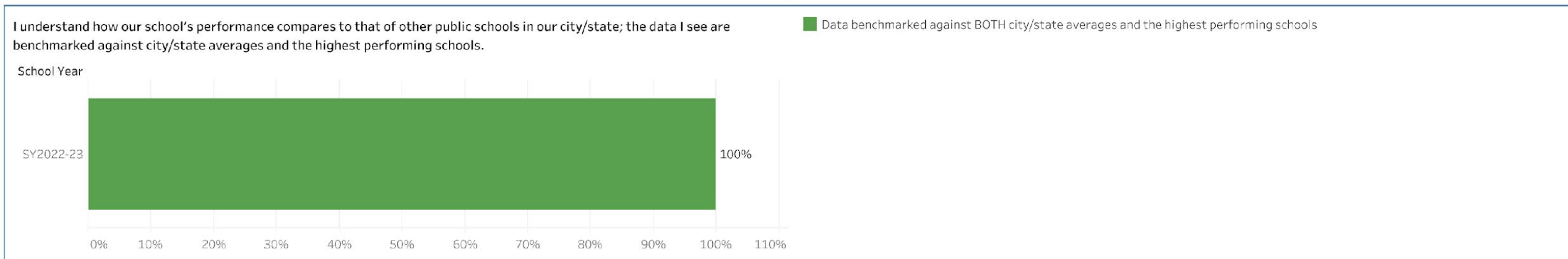
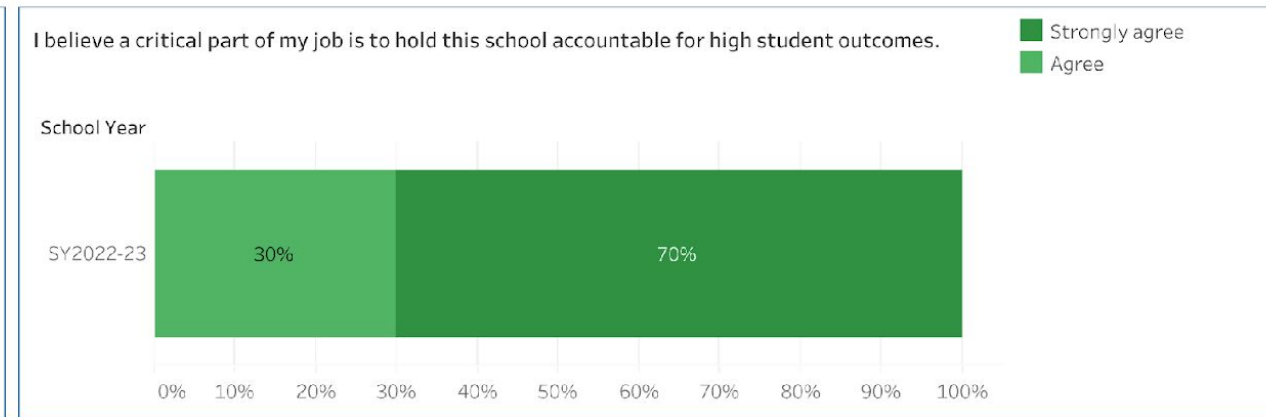
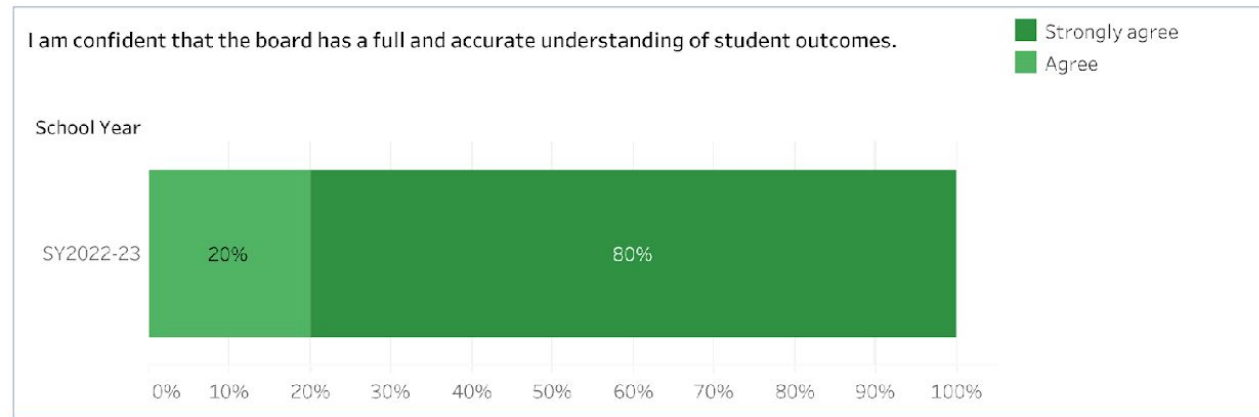
Areas of Professional Expertise



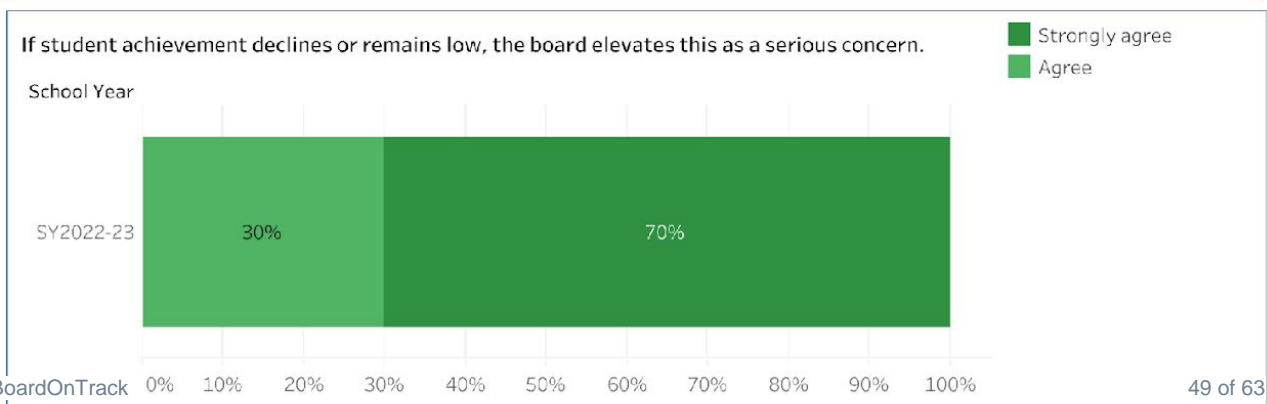
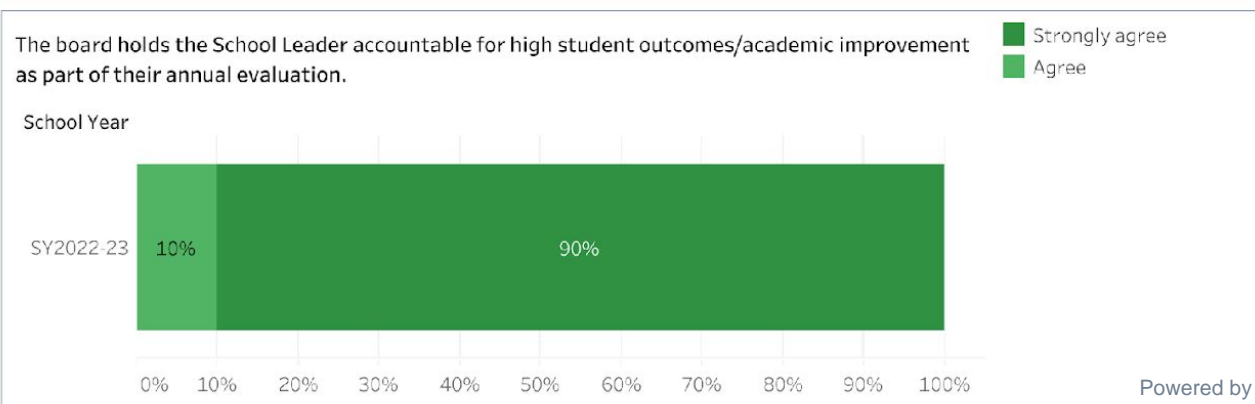
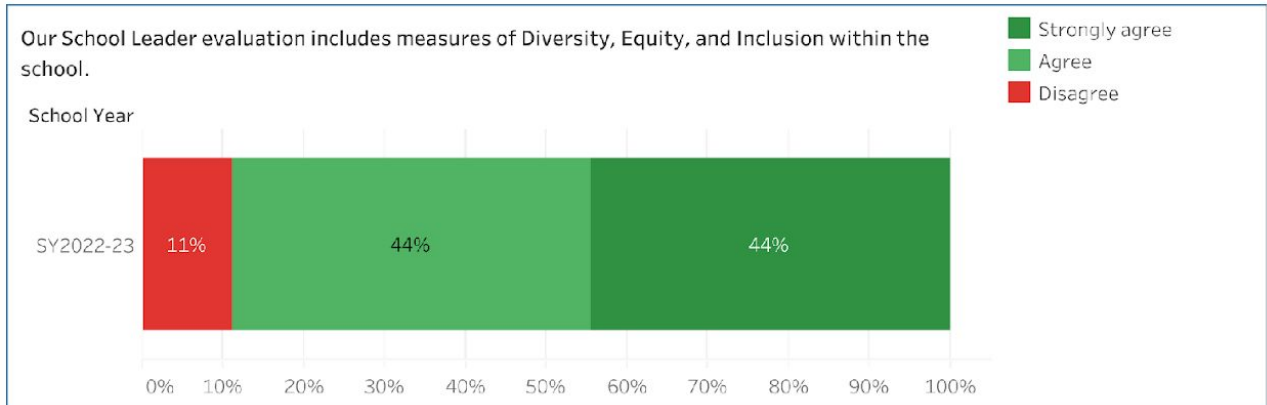
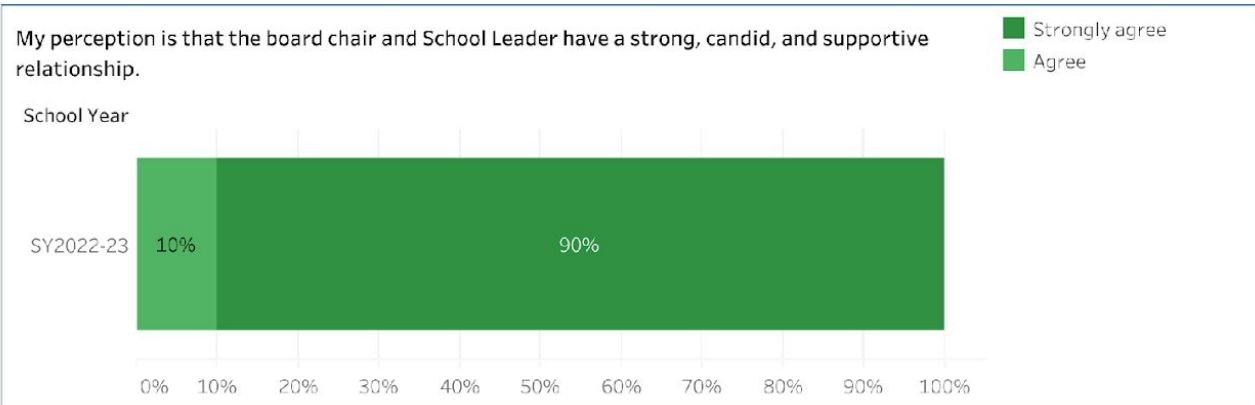
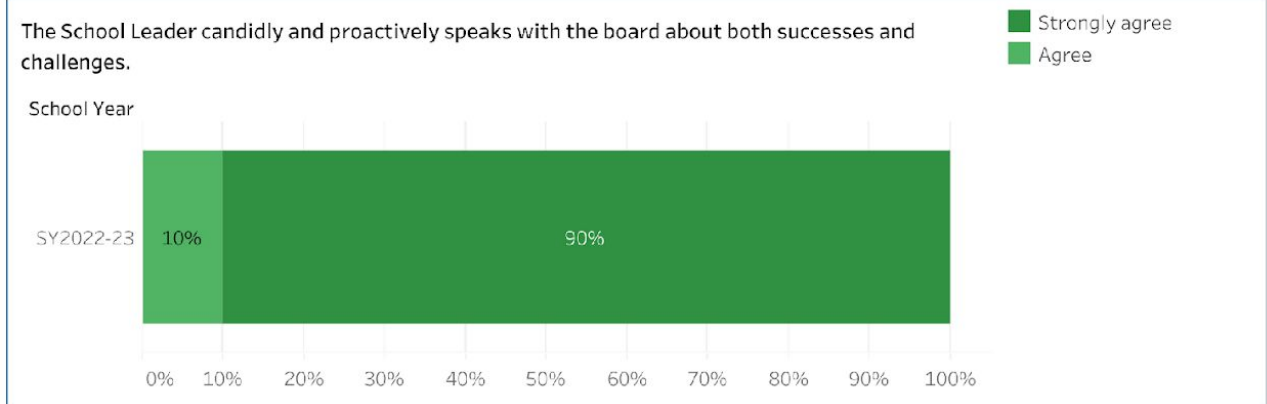
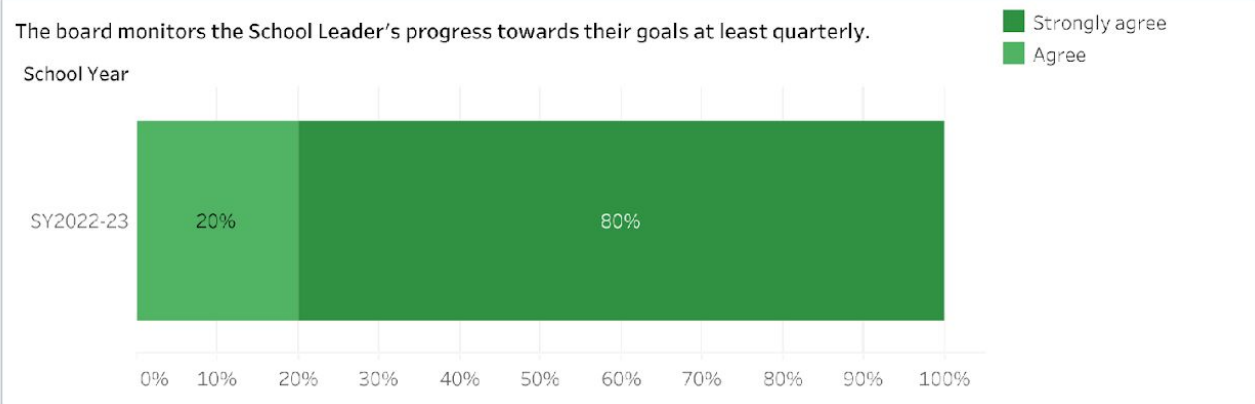
Standard 1: Focus Relentlessly on Student Achievement



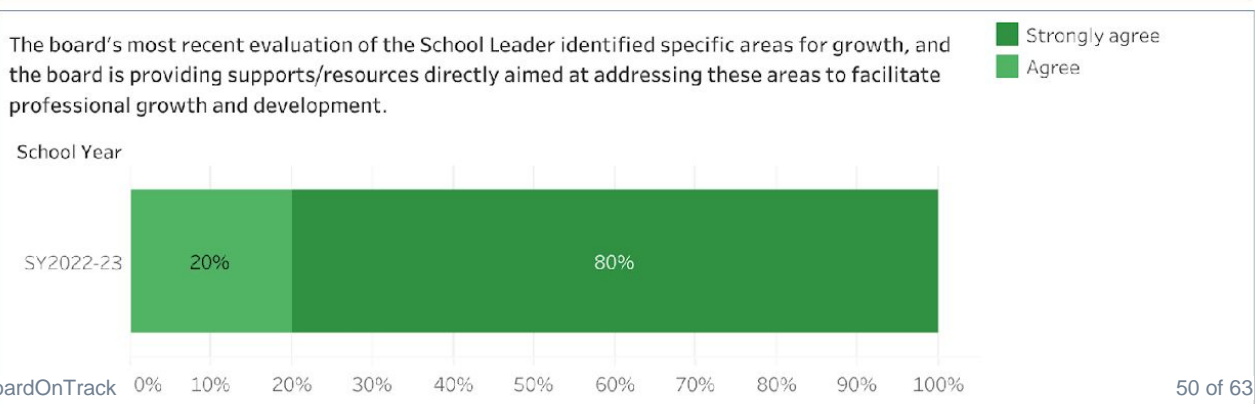
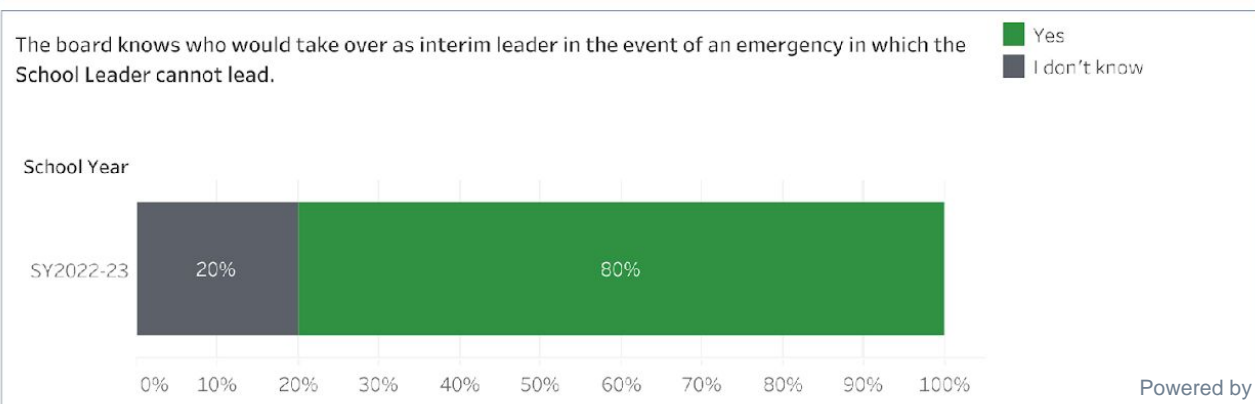
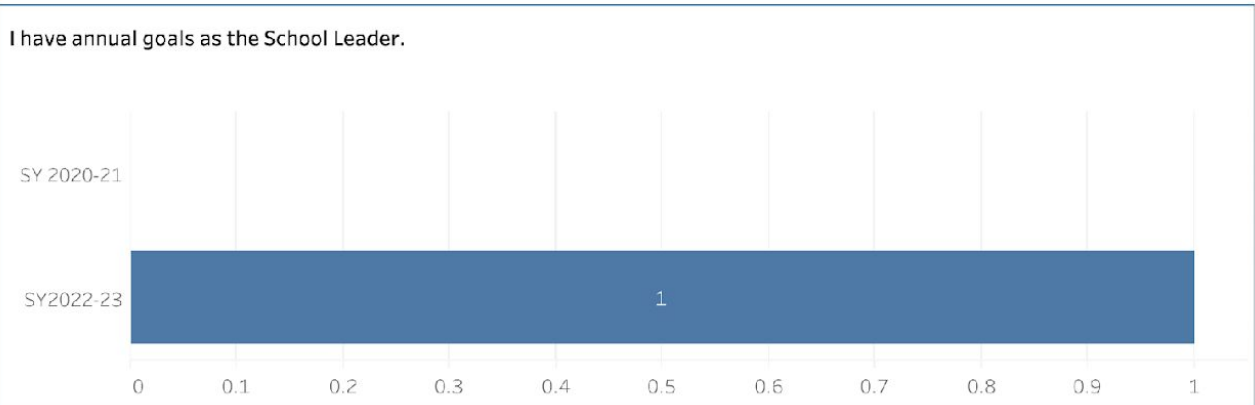
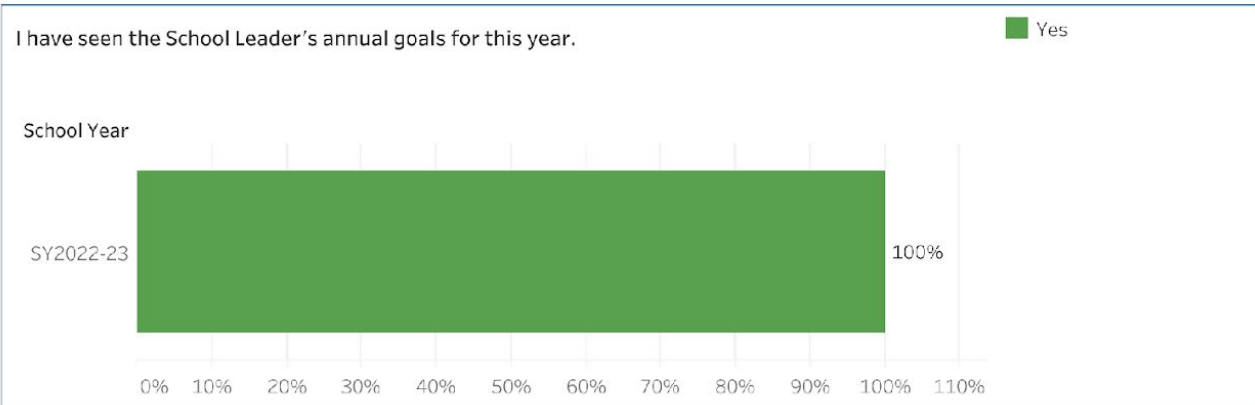
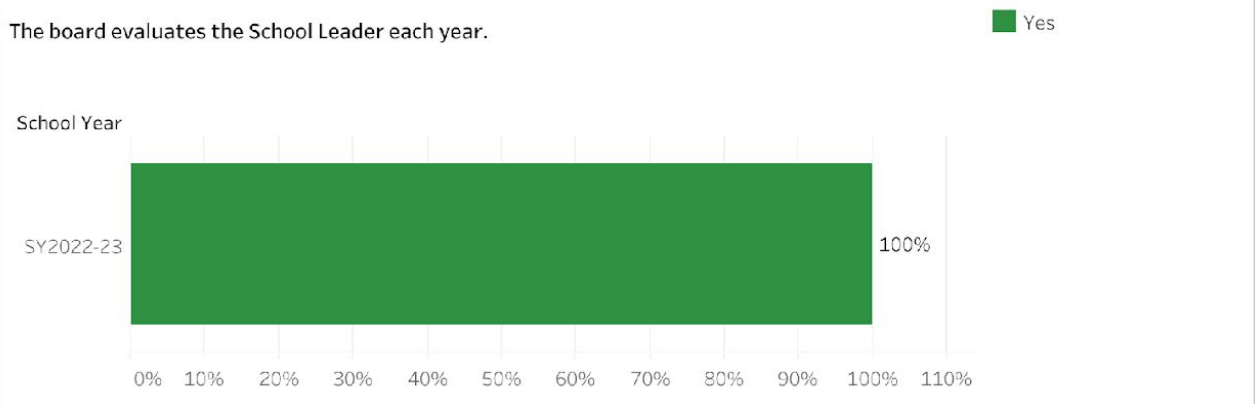
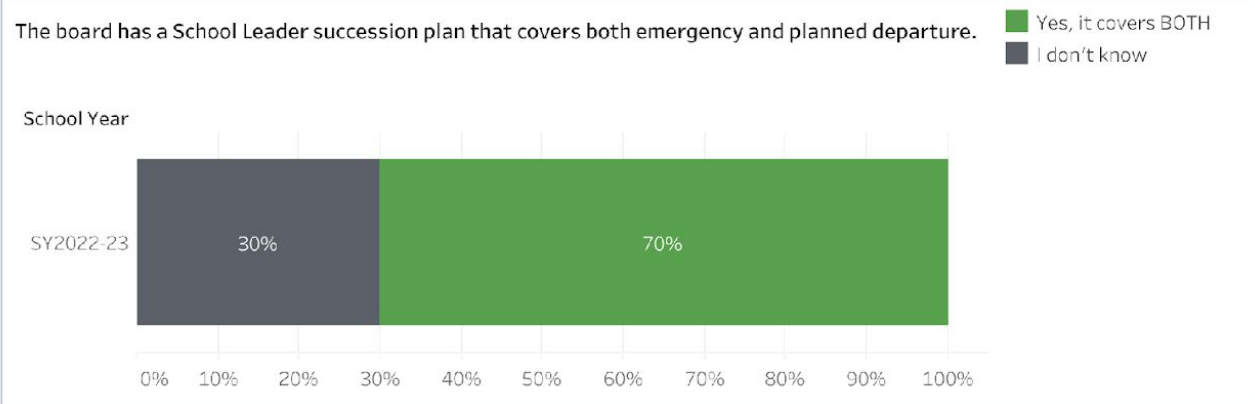
Standard 1: Focus Relentlessly on Student Achievement (2)



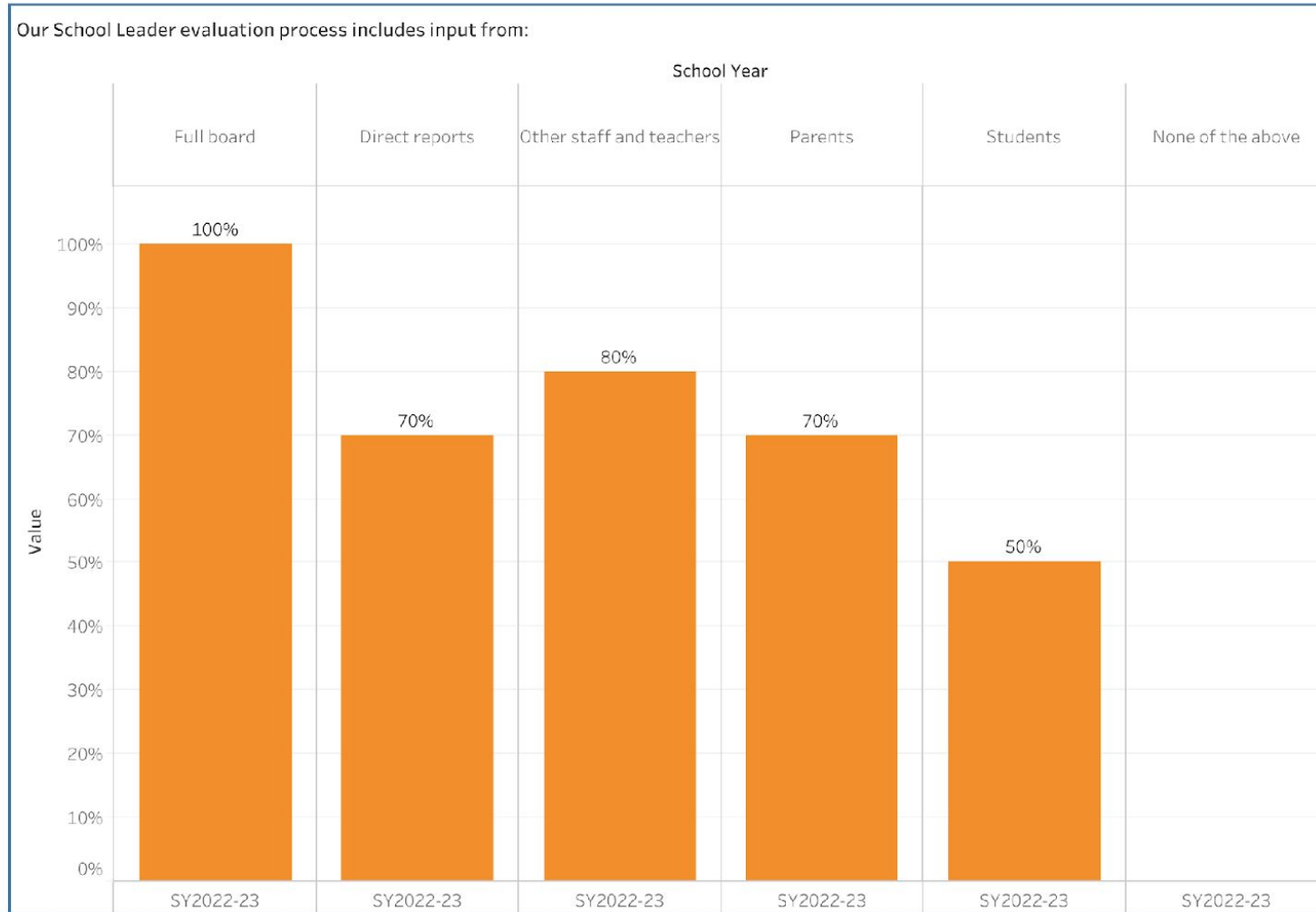
Standard 2: Ensure Exceptional Leadership



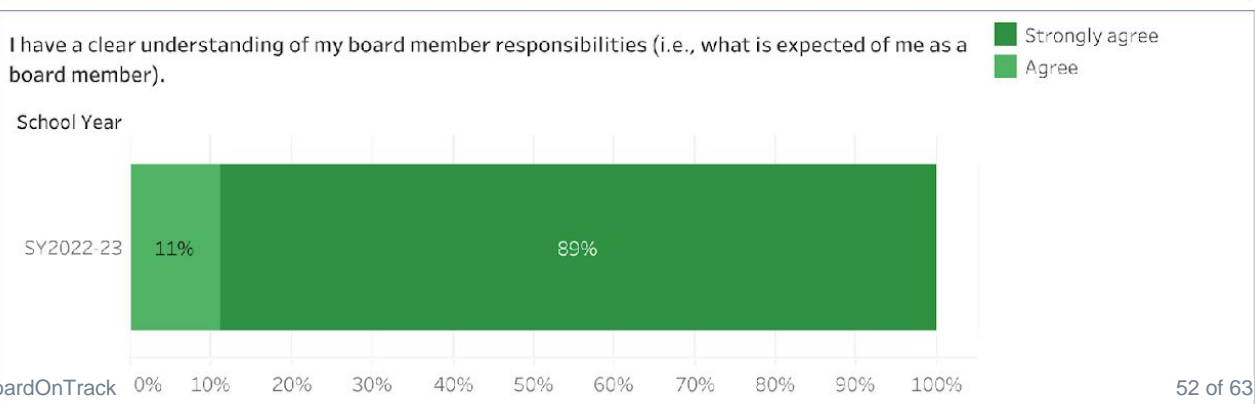
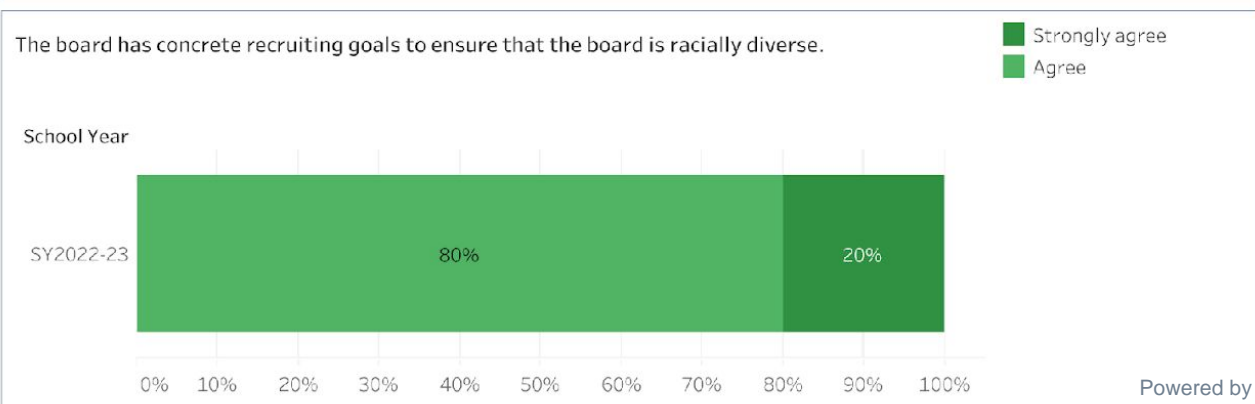
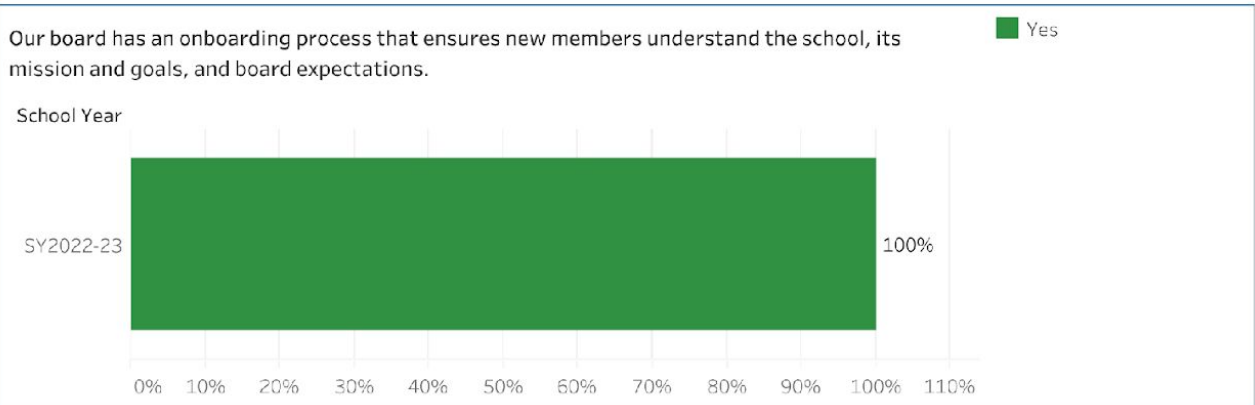
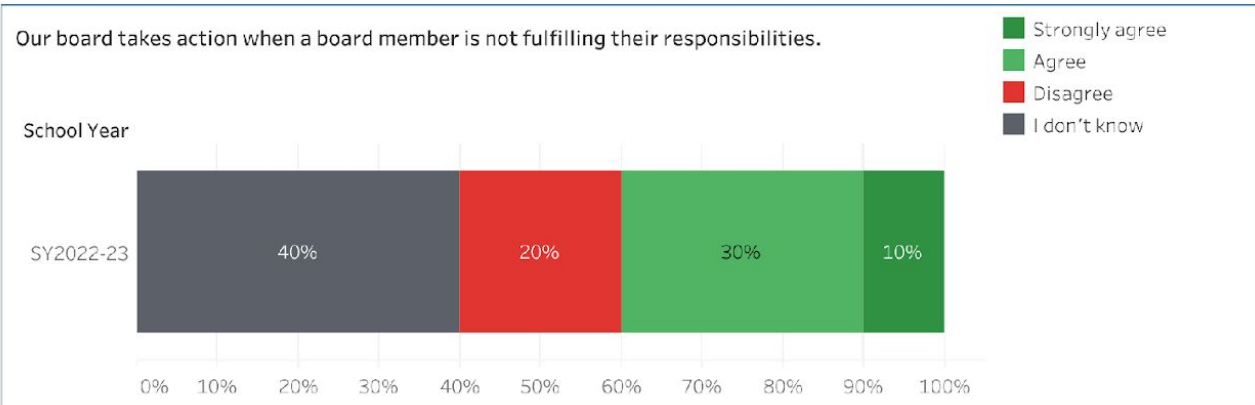
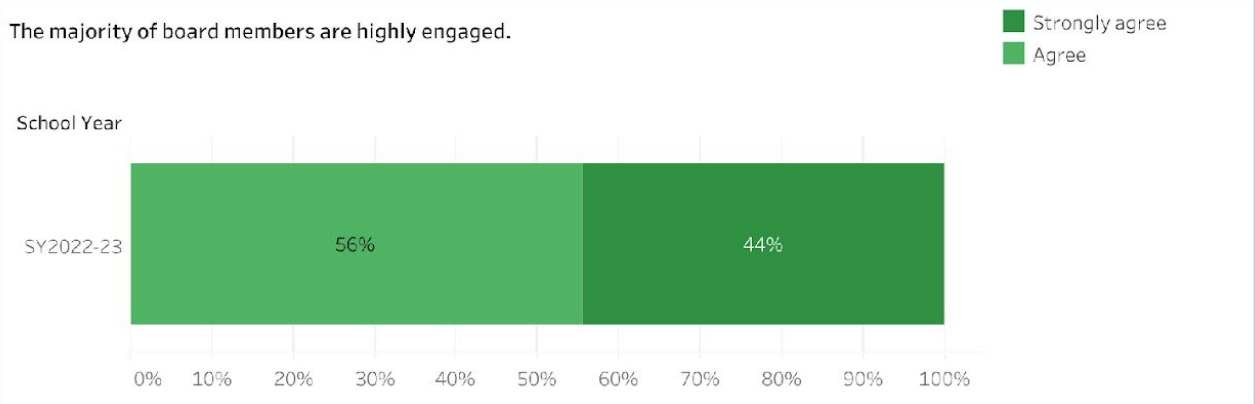
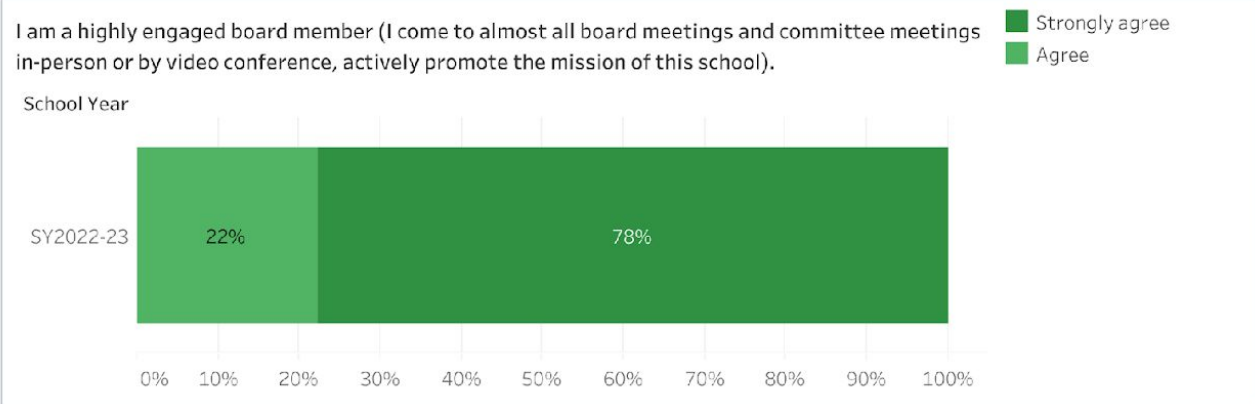
Standard 2: Ensure Exceptional Leadership (2)



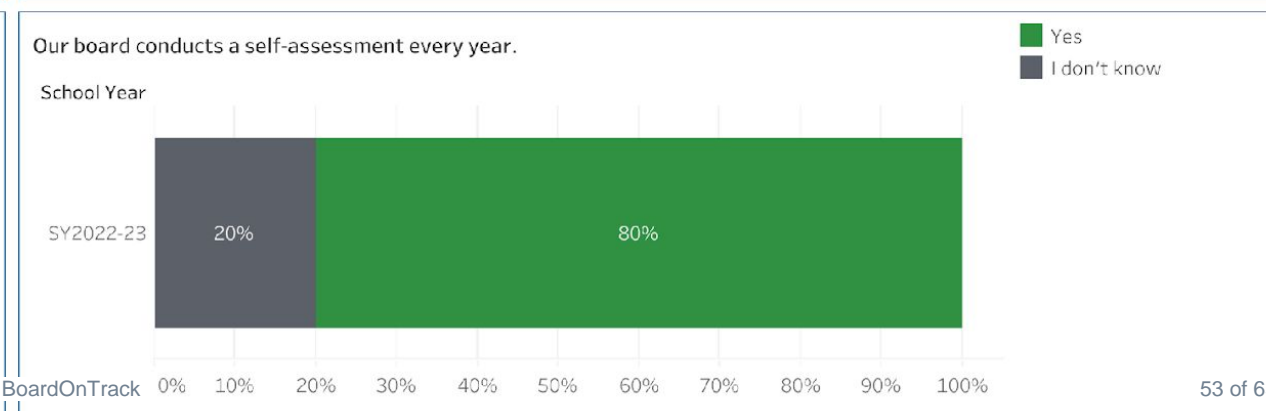
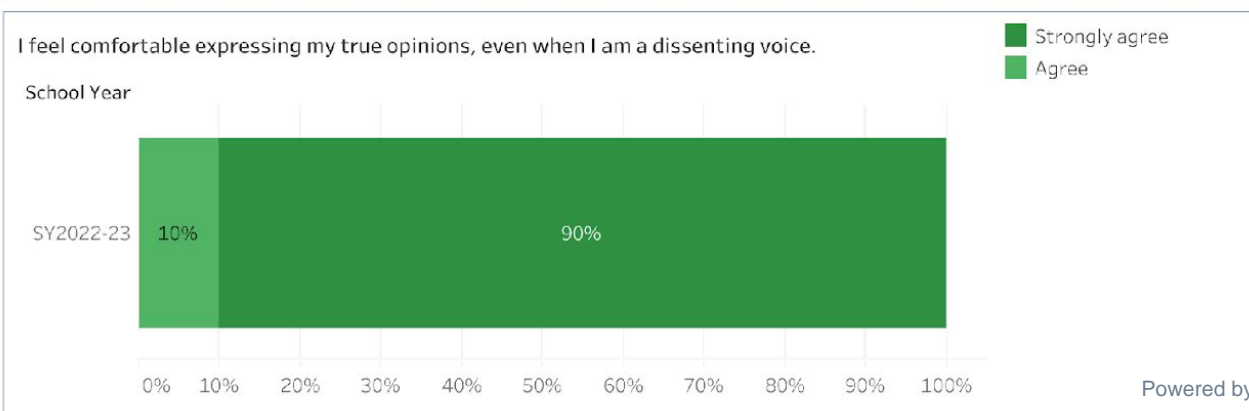
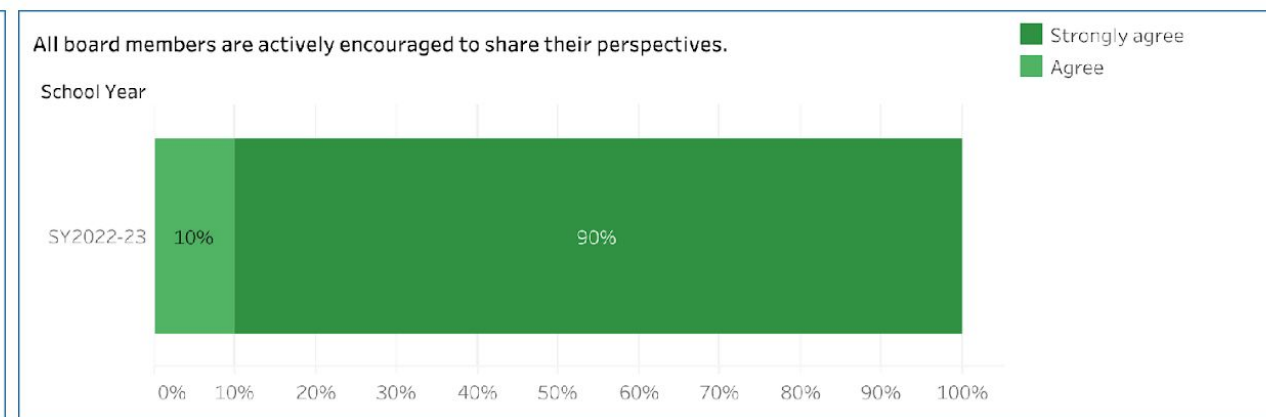
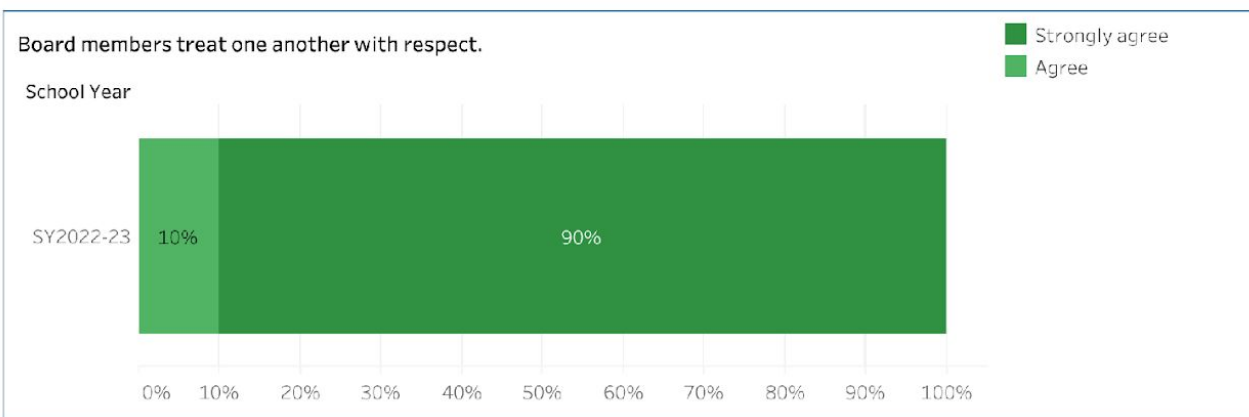
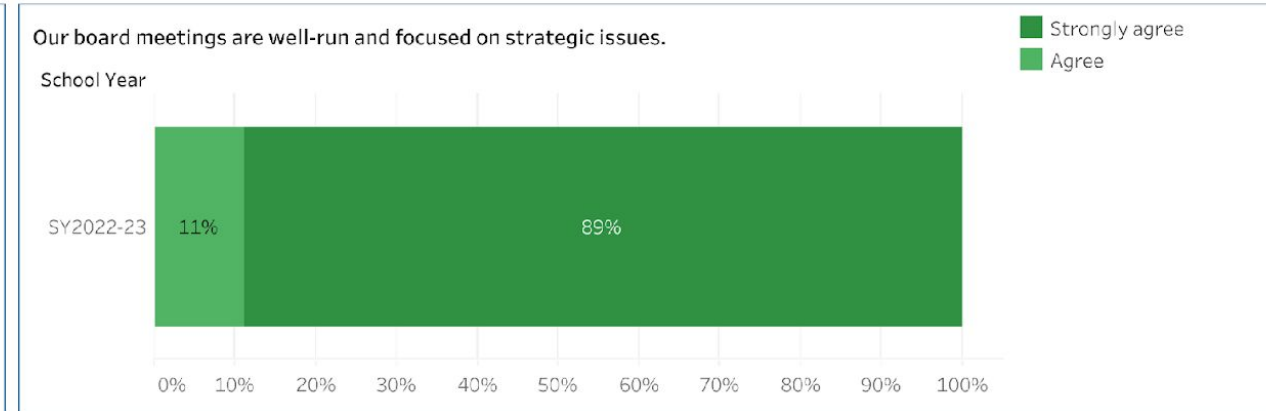
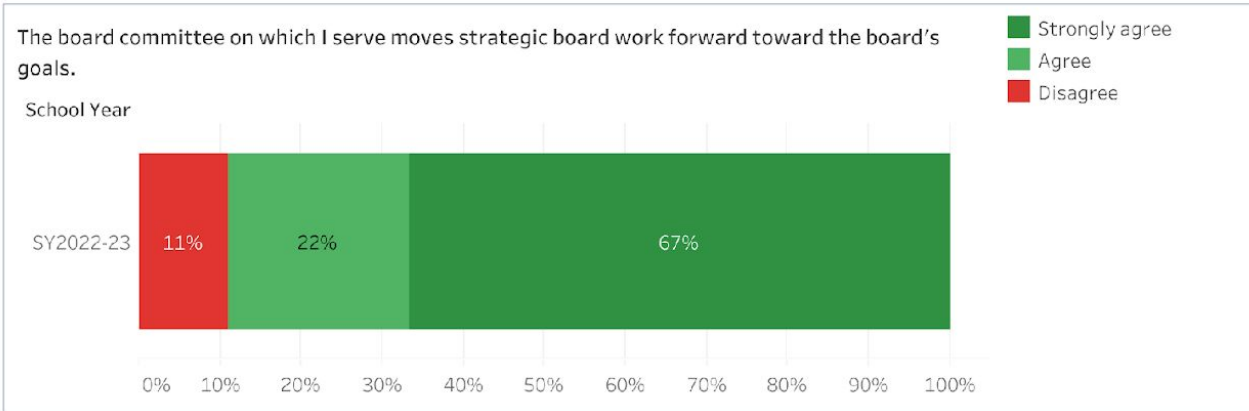
Standard 2: Ensure Exceptional Leadership (3)



Standard 3: Commit to Exemplary Governance

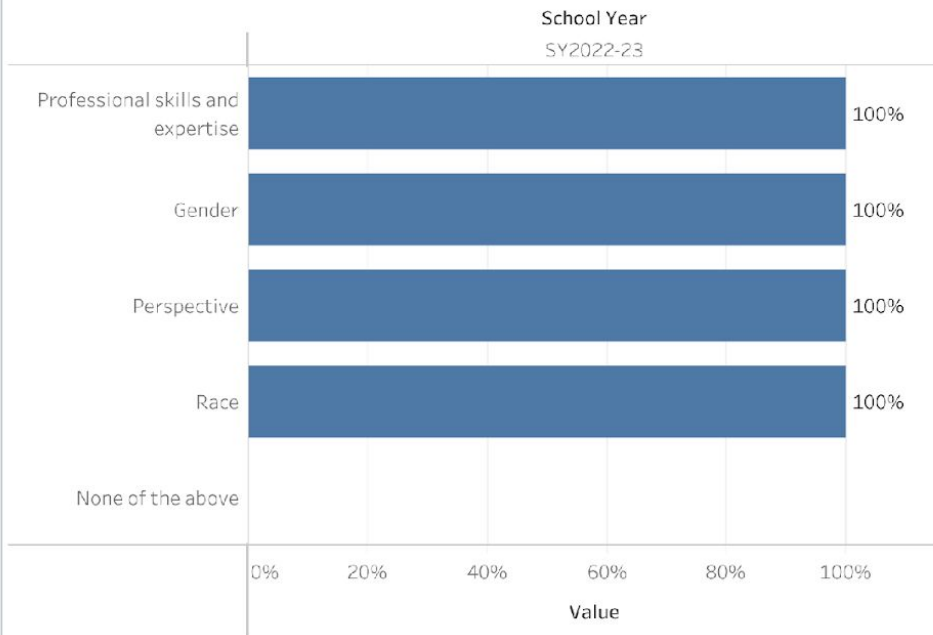


Standard 3: Commit to Exemplary Governance (2)

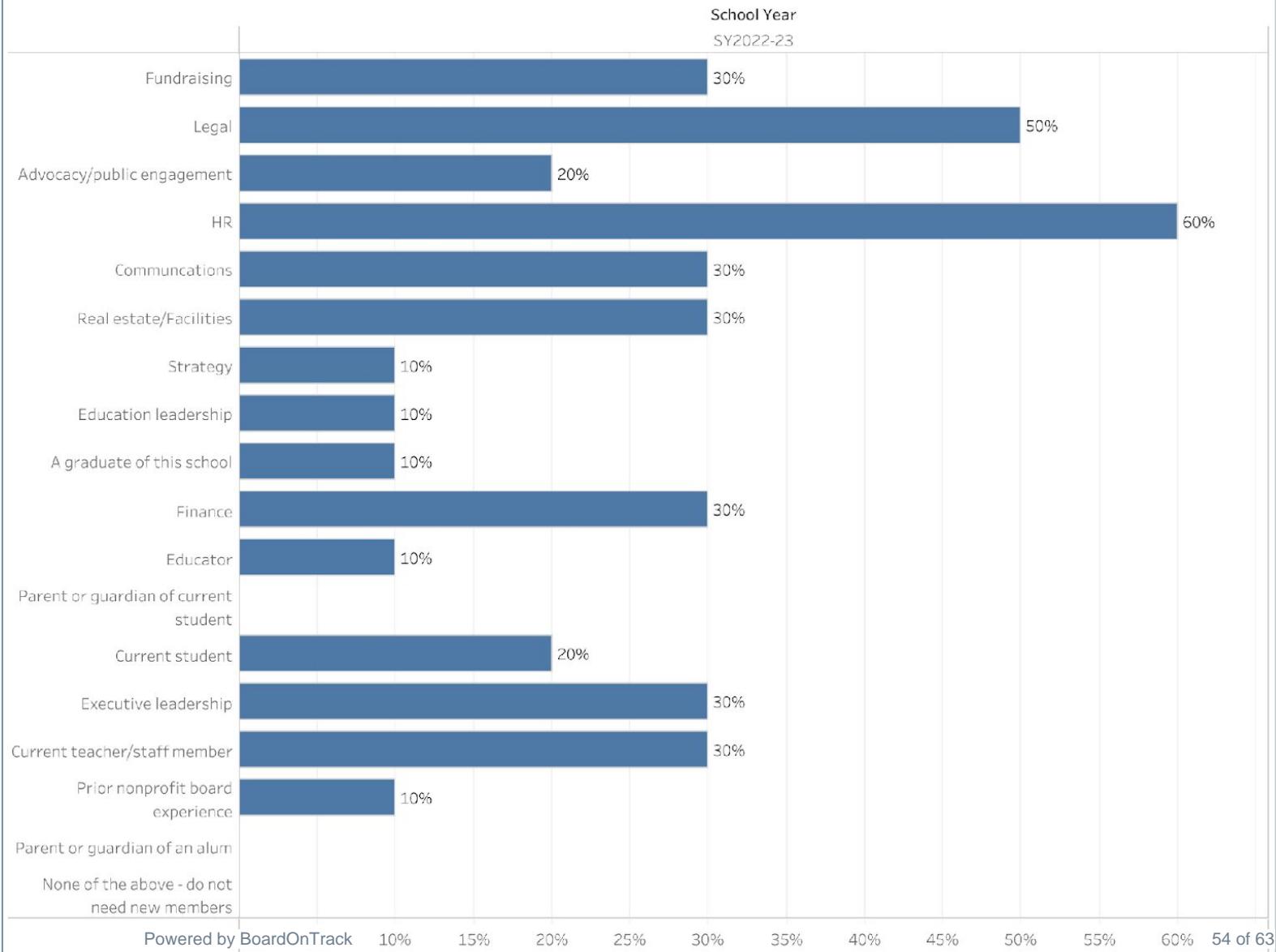


Standard 3: Commit to Exemplary Governance (3)

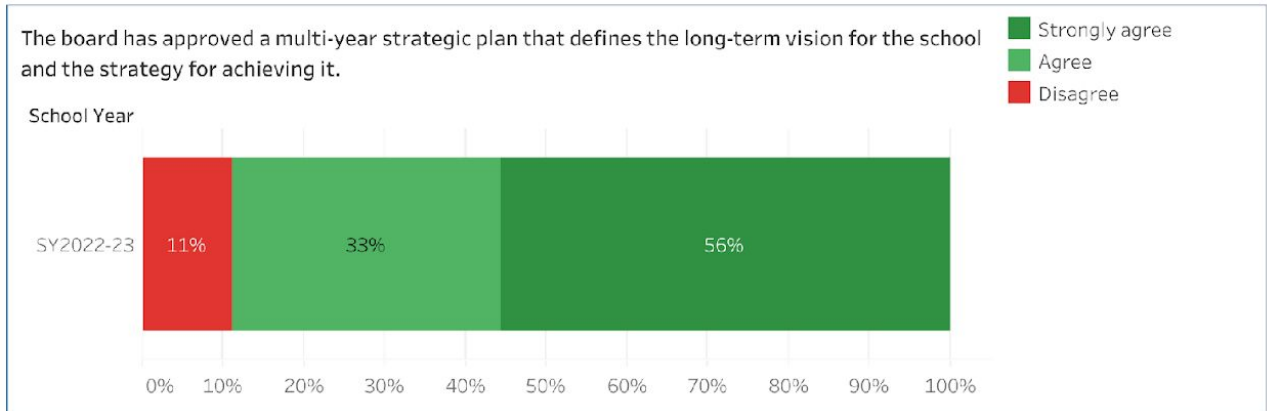
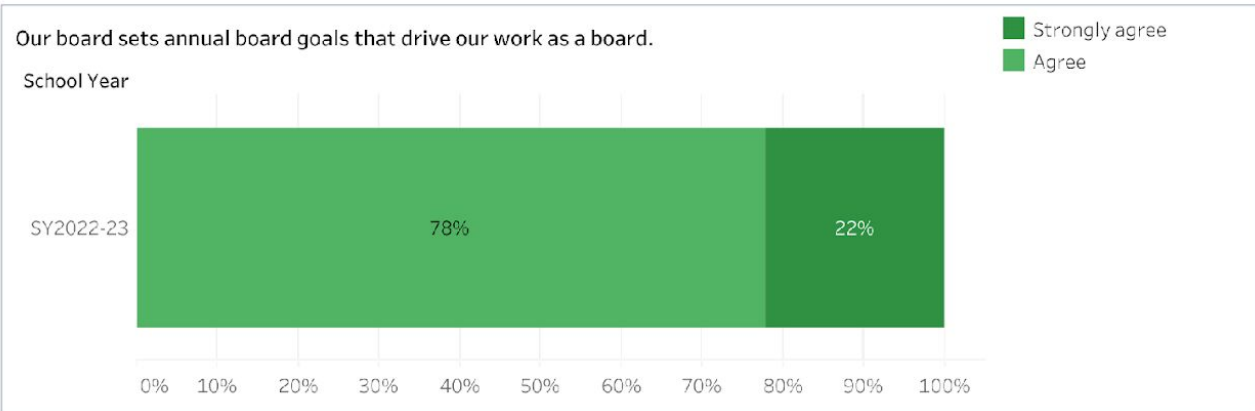
The board is diverse in terms of:



Our board needs to add board members with the following experience:

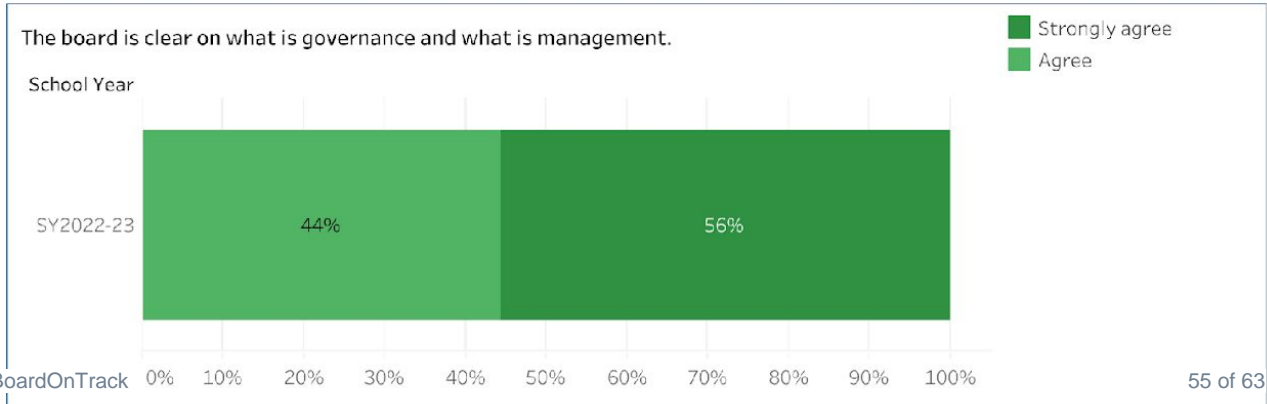
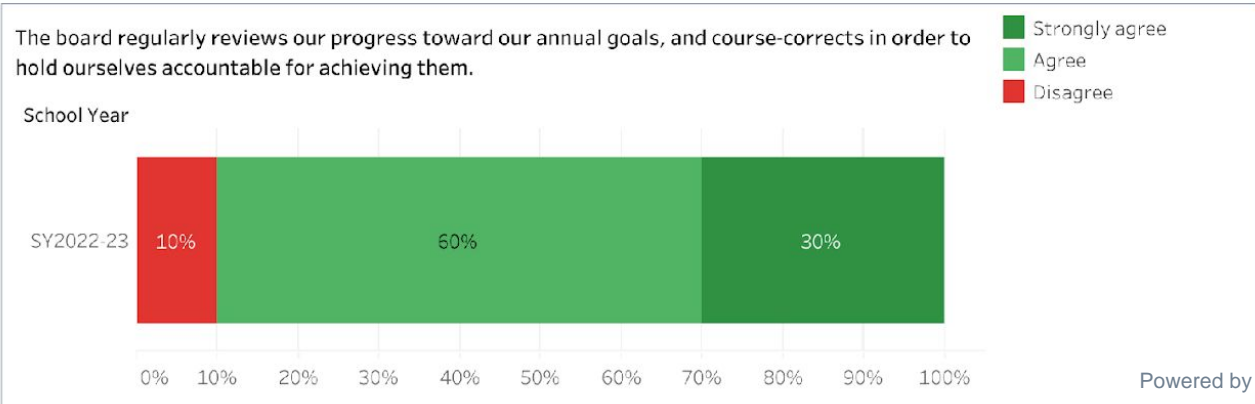


Standard 4: Act Strategically



When was the last time your board had a board retreat? (Note: only asked in 2023)

Does your board plan to hold a board retreat within the next 12 months? (Note: only asked in 2023)

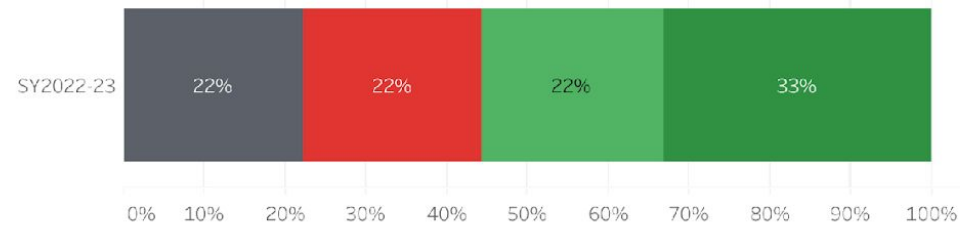


Standard 4: Act Strategically (2)

In the last 12 months, the board and the School Leader have had at least one substantive conversation clarifying the balance between governance and management and aligning on who makes what decisions.

- Strongly agree
- Agree
- Disagree
- I don't know

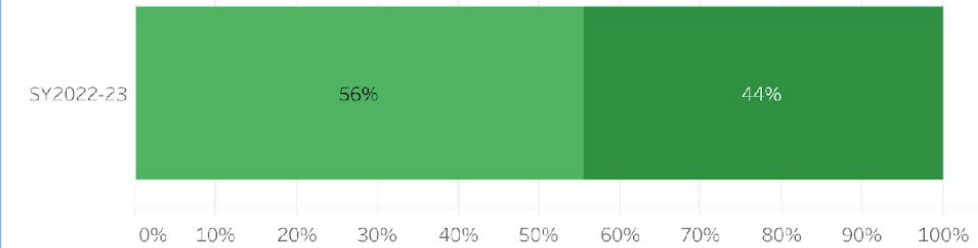
School Year



The board steps back from decisions that are the responsibility of the School Leader, even big decisions.

- Strongly agree
- Agree

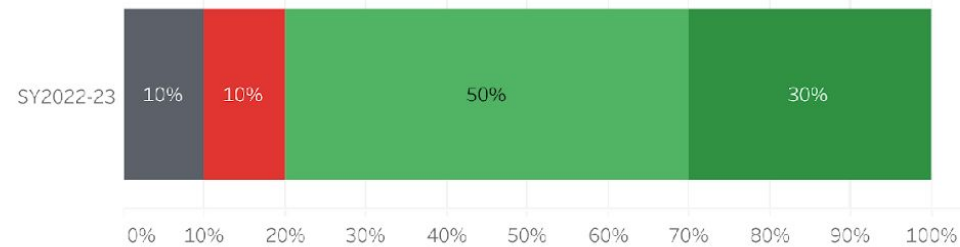
School Year



In partnership with the school leadership, our board regularly engages with stakeholders (e.g., families and community members) especially around big decisions.

- Strongly agree
- Agree
- Disagree
- I don't know

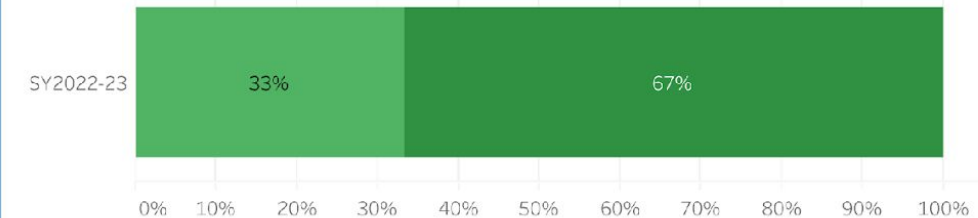
School Year



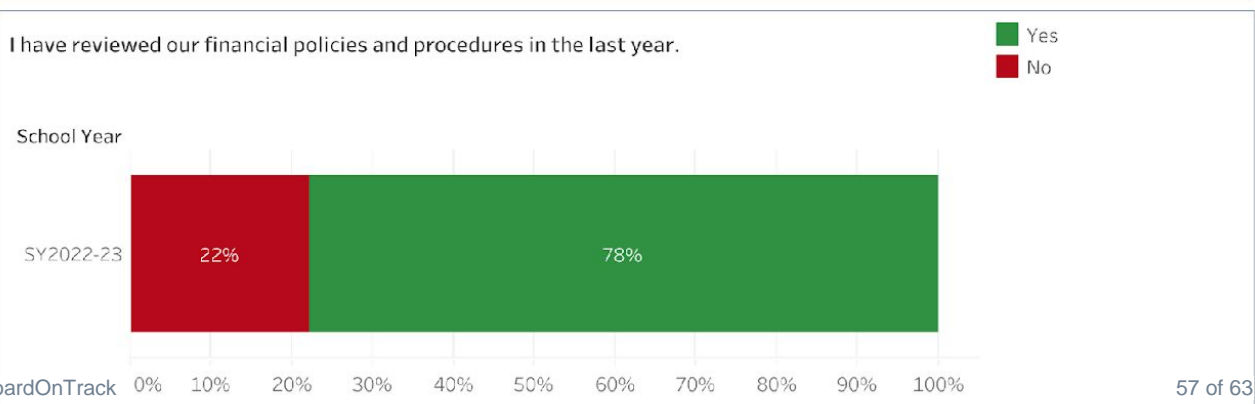
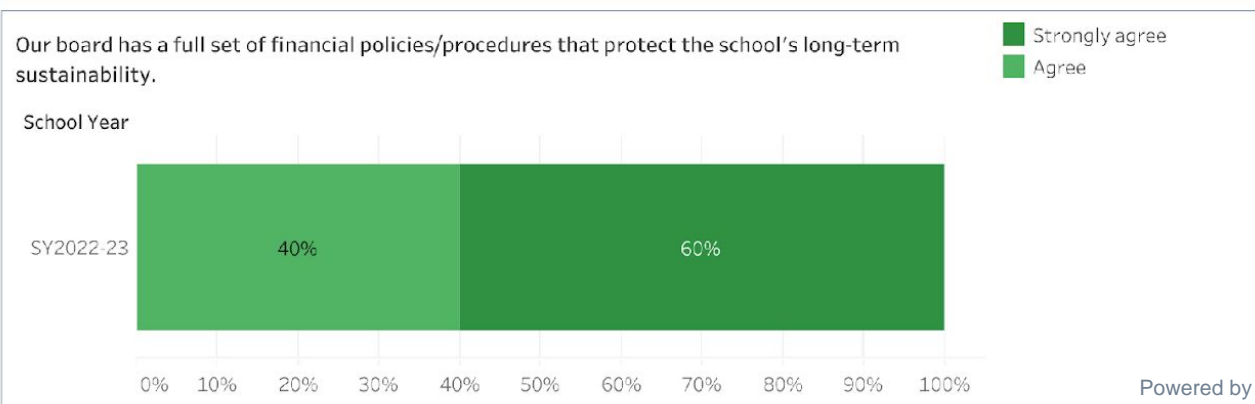
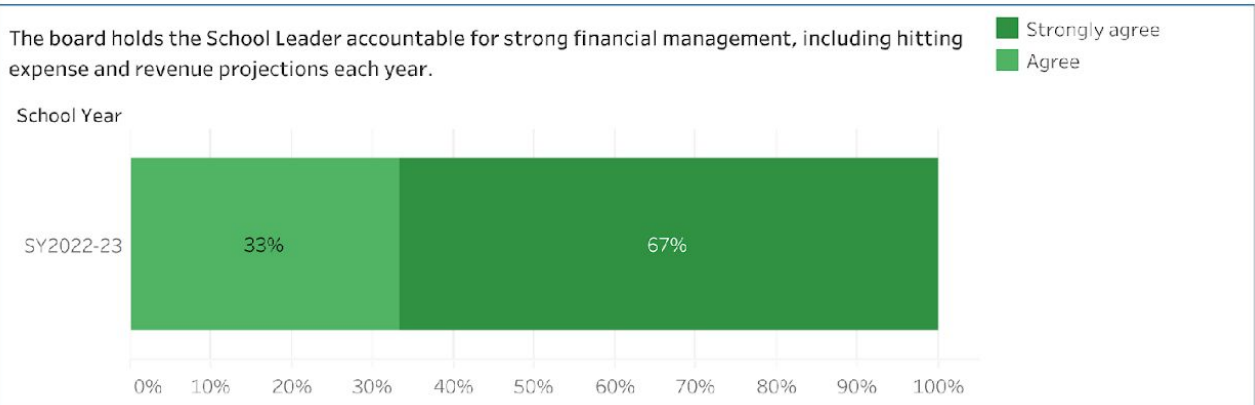
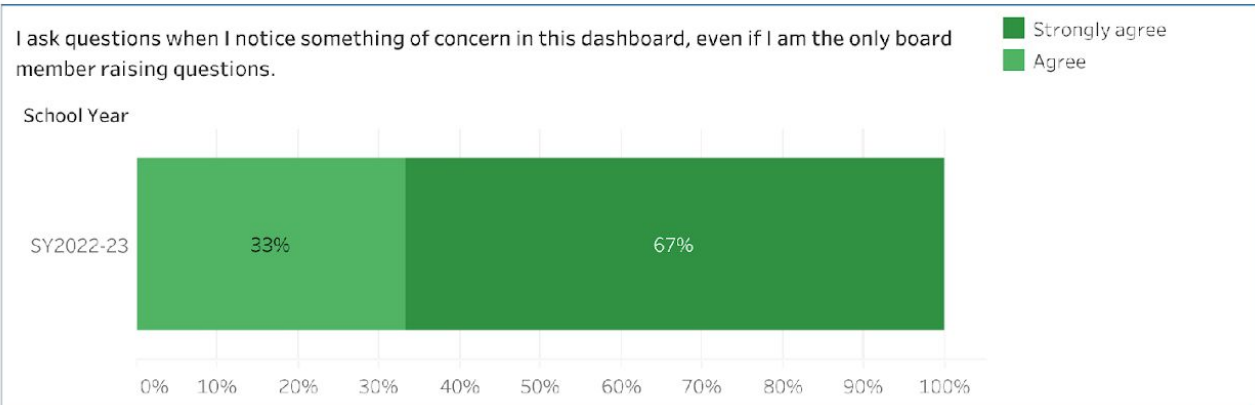
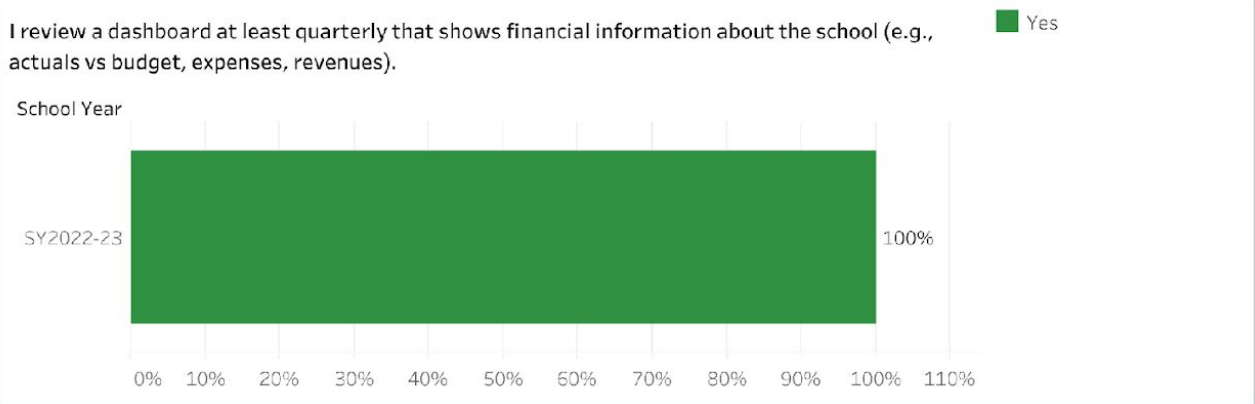
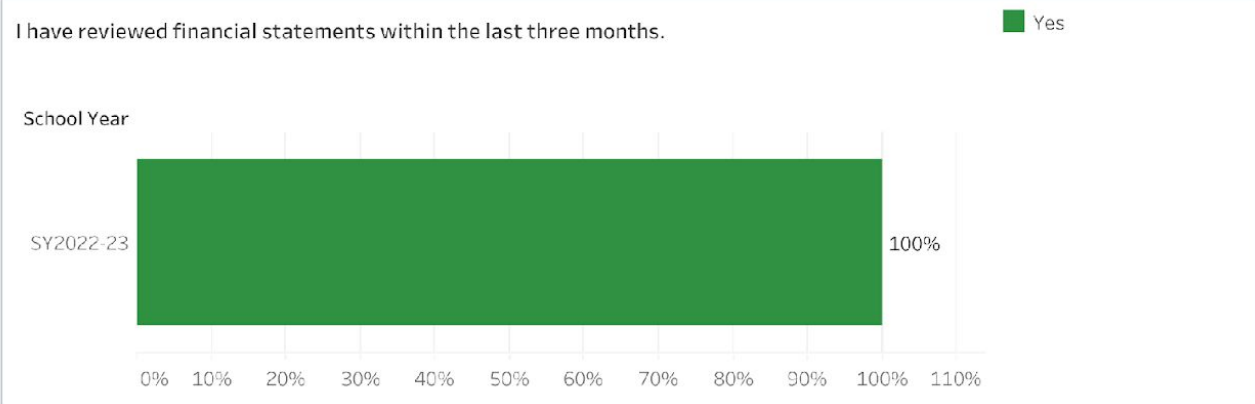
This board has demonstrated consistent willingness to discuss the impact of systemic racism or implicit bias within this school in relation to issues such as achievement gaps, teacher retention and recruiting, ED evaluation, and engaging parents/the community.

- This board has demonstrat..
- Strongly agree
 - Agree

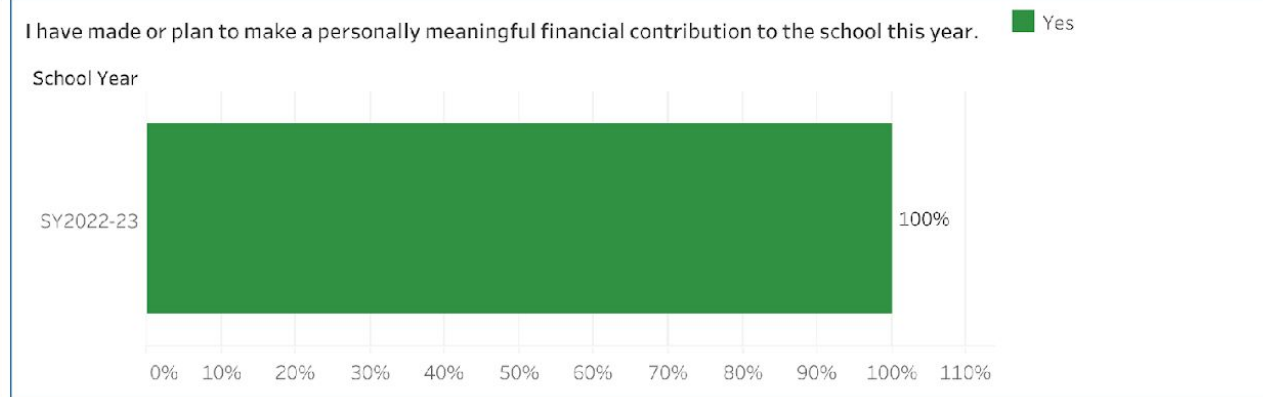
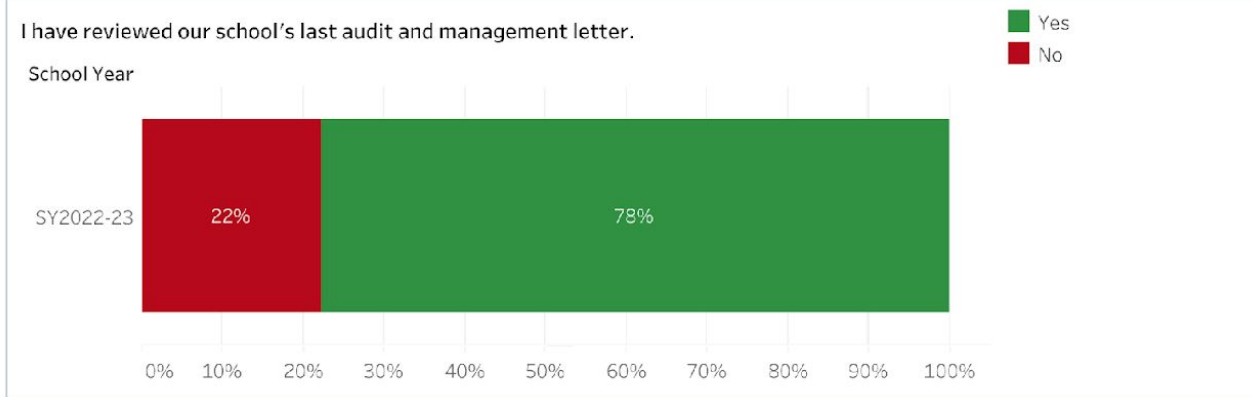
School Year



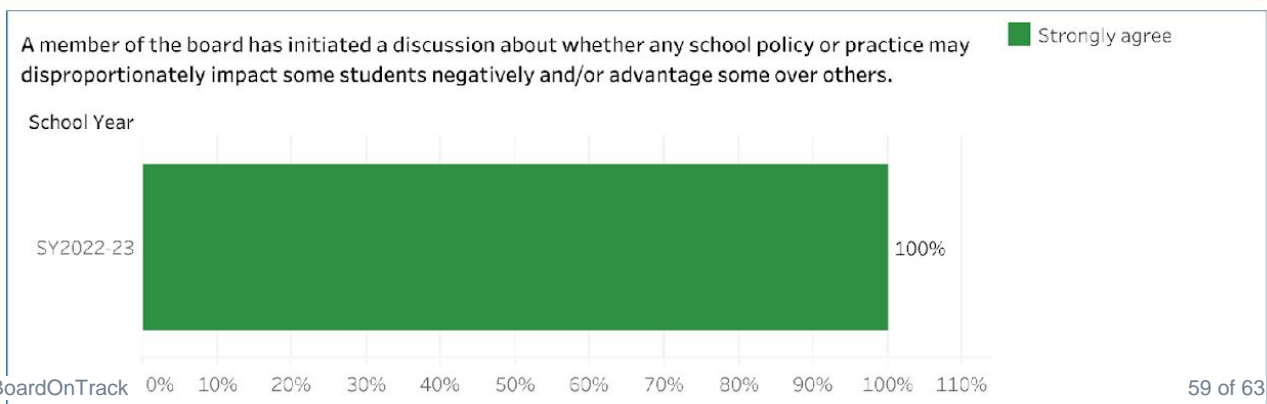
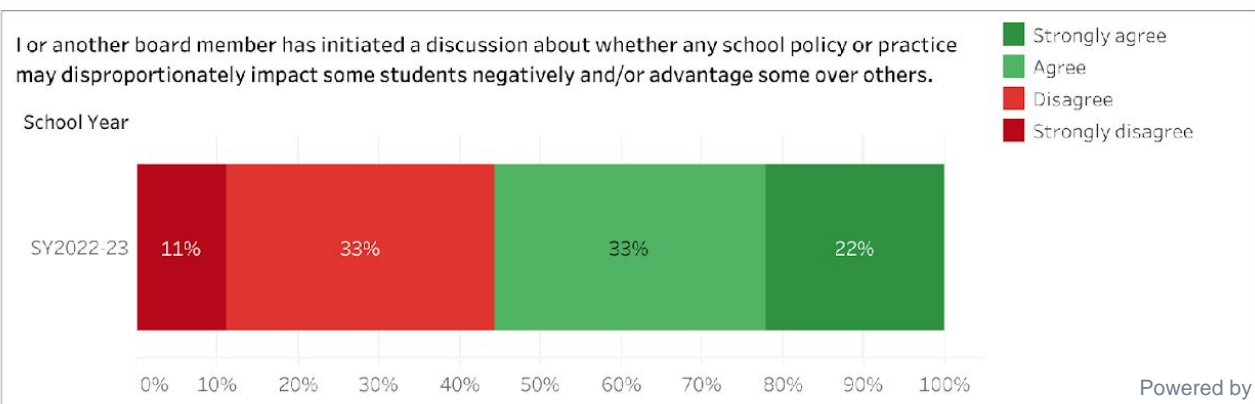
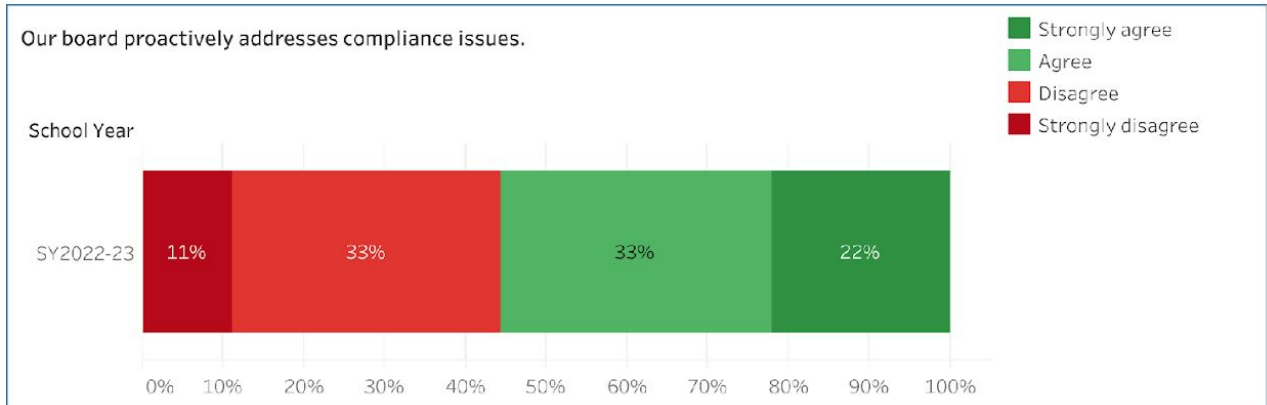
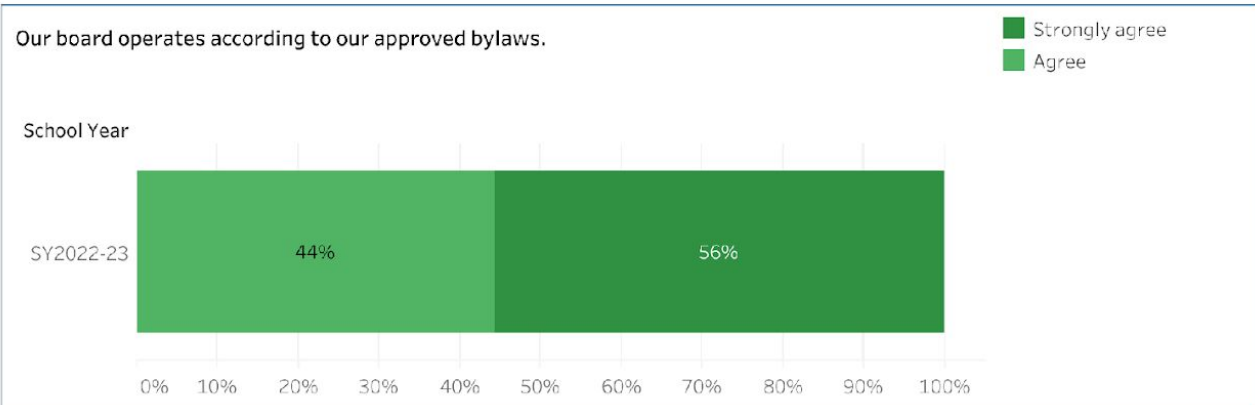
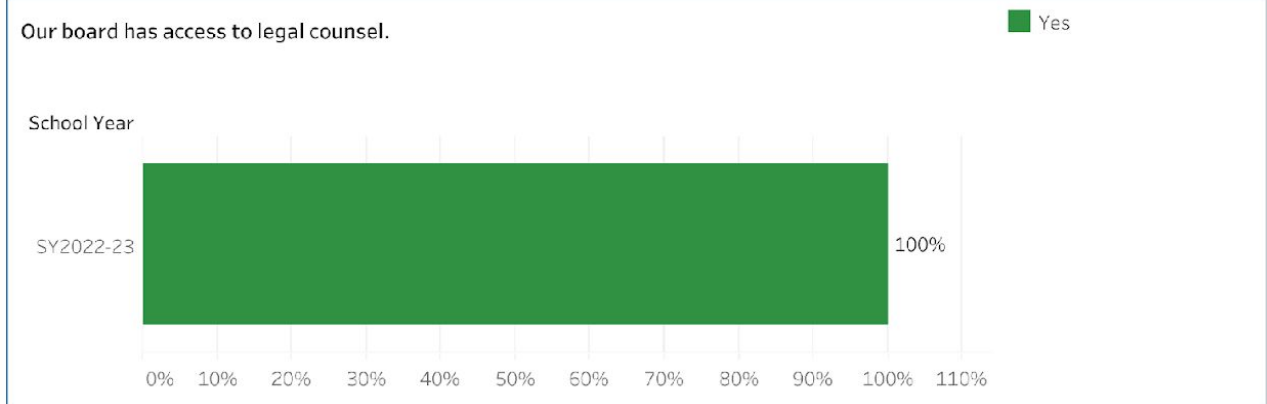
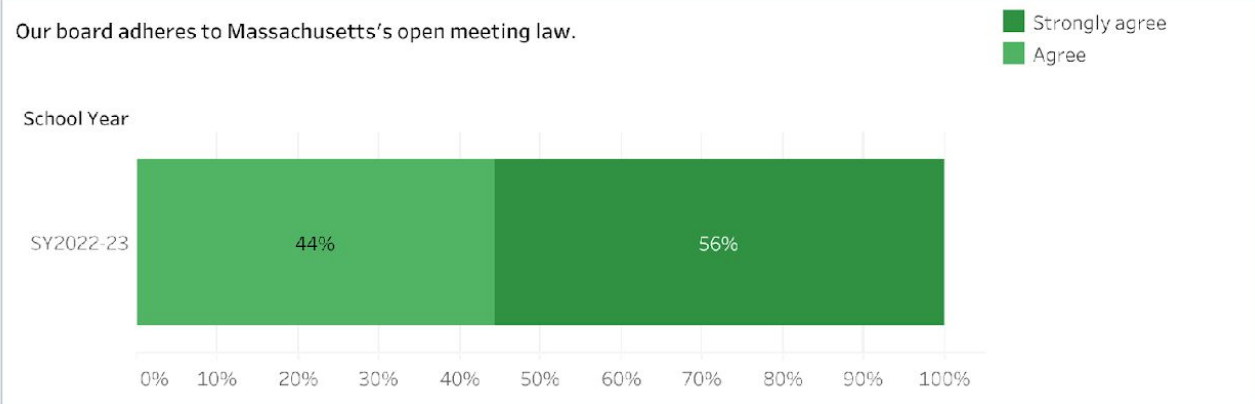
Standard 5: Raise and Use Resources Wisely



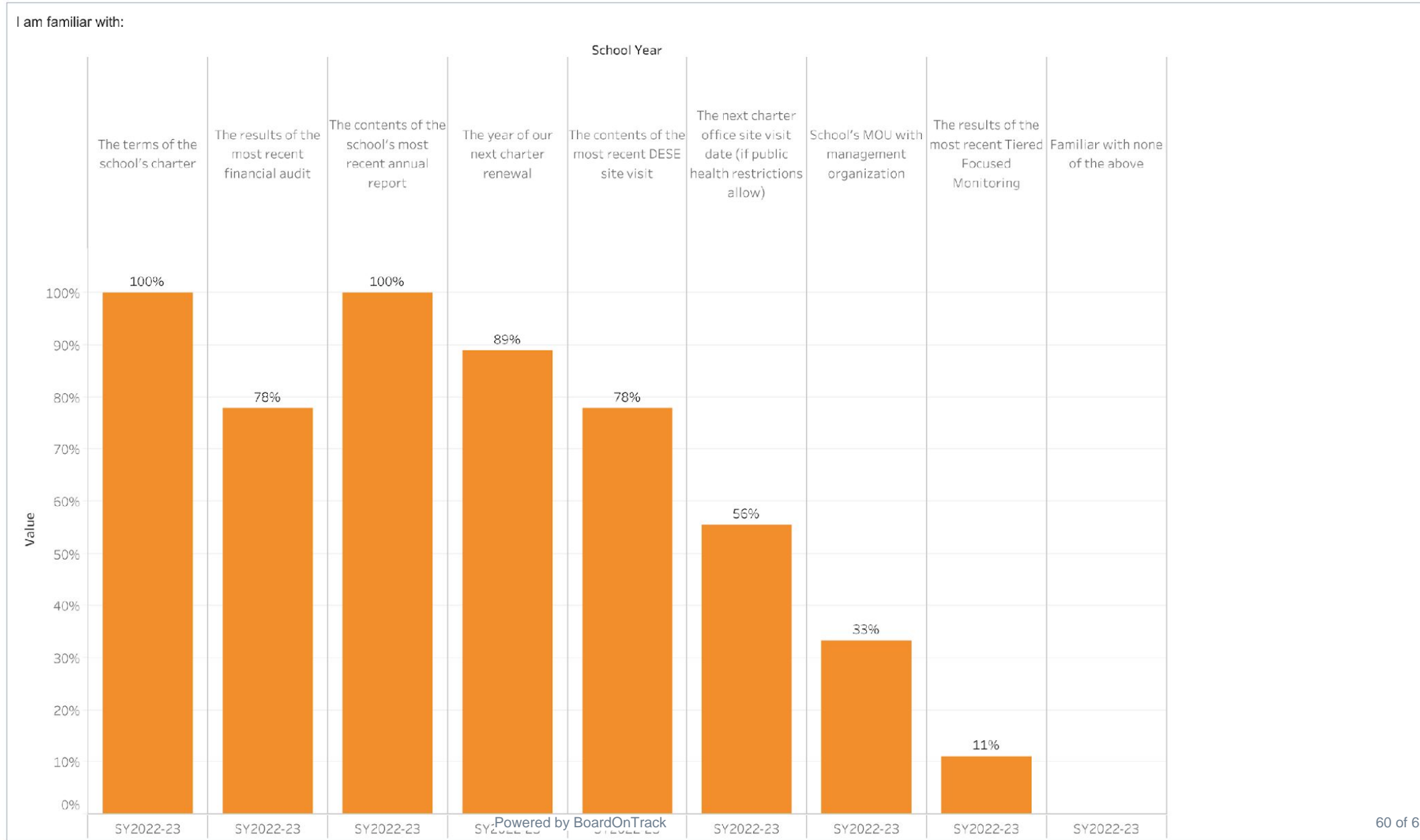
Standard 5: Raise and Use Resources Wisely (2)



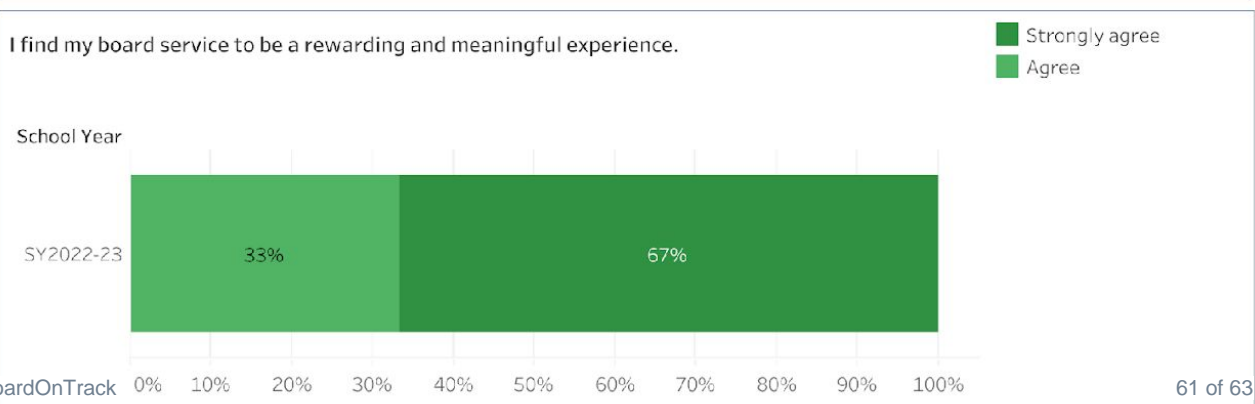
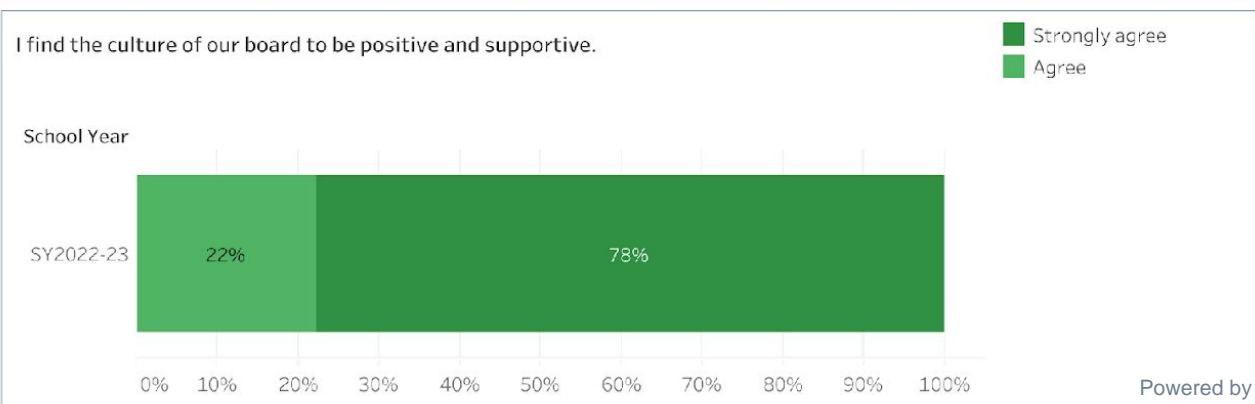
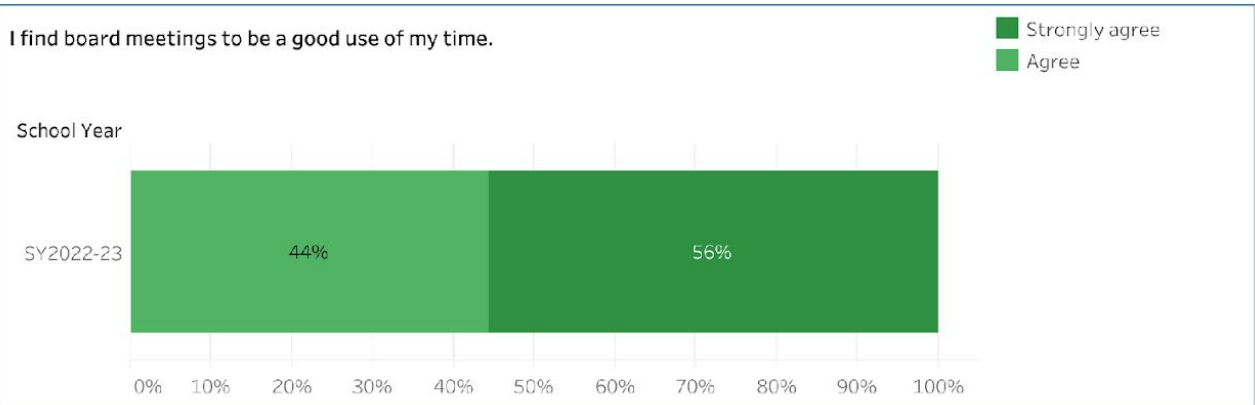
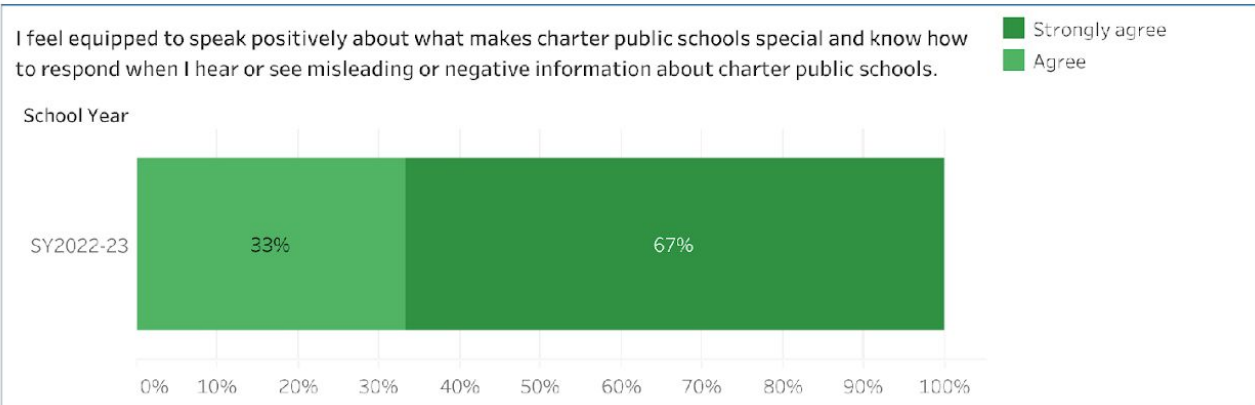
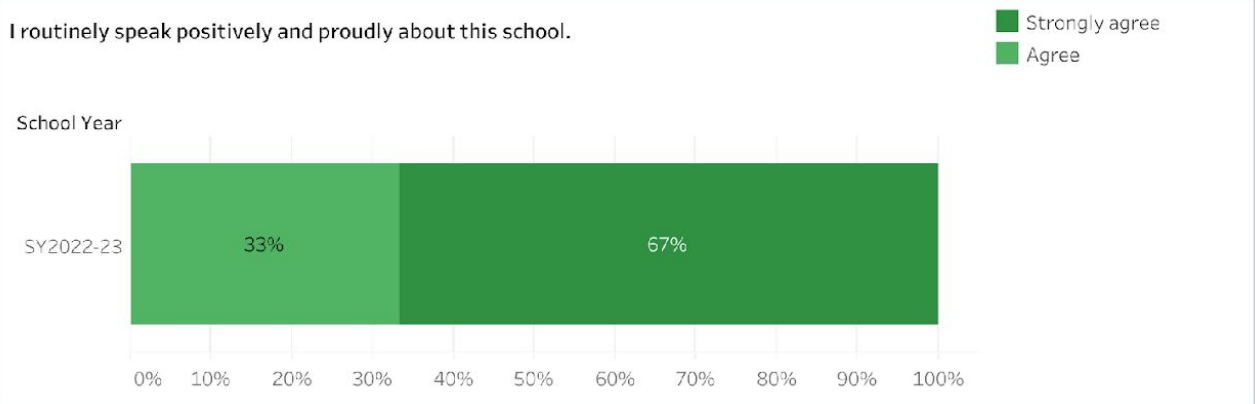
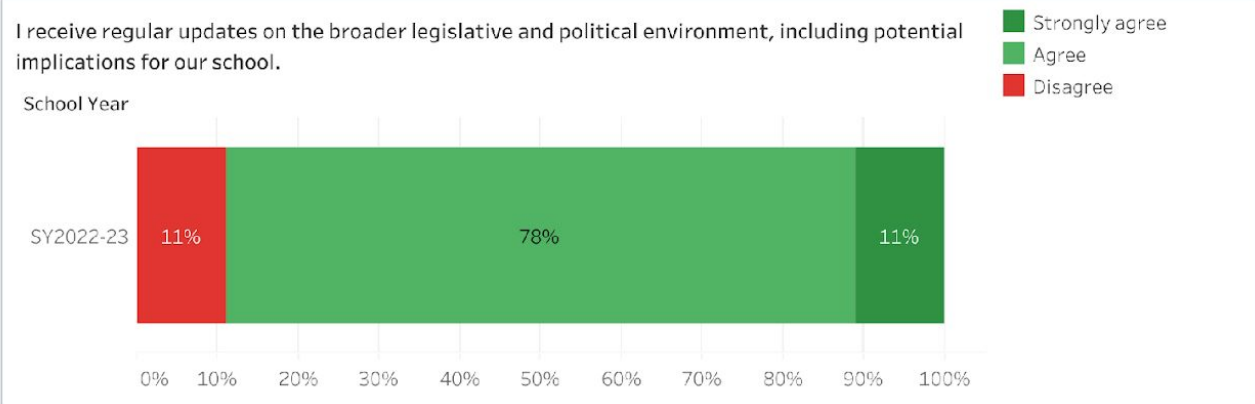
Standard 6: Commit Steadfastly to Legal and Regulatory Compliance



Standard 6: Commit Steadfastly to Legal and Regulatory Compliance (2)

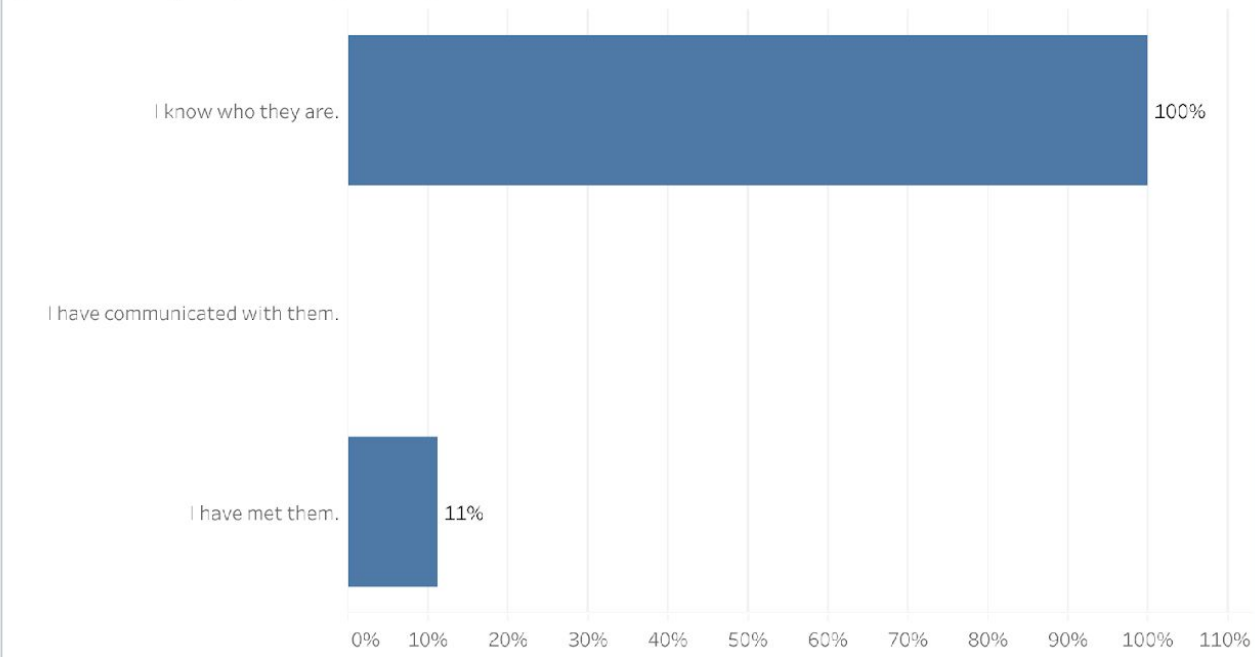


Advocacy and General Feedback

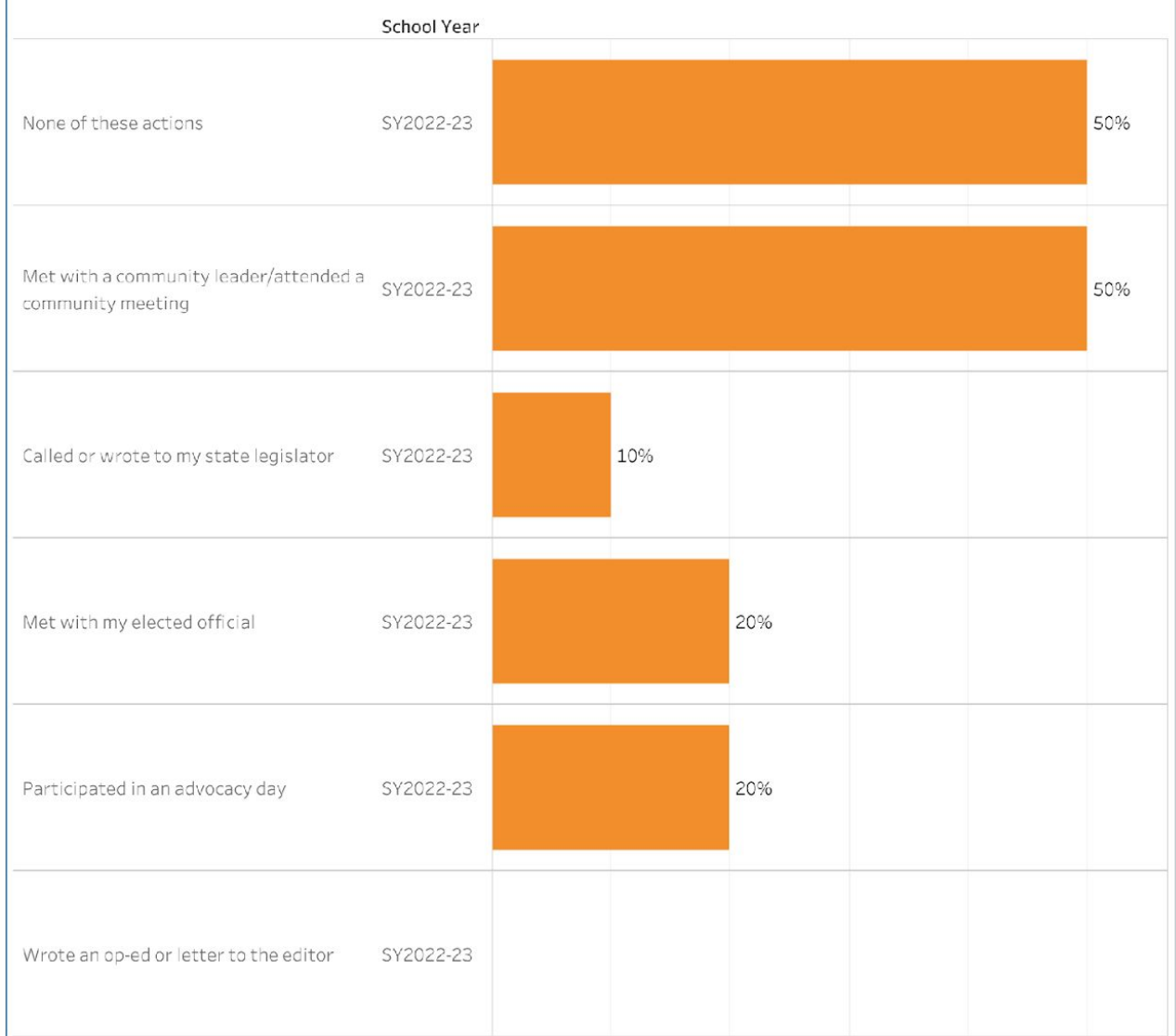


Advocacy and General Feedback (2)

(SY2022-23 only) In regards to my state legislators,



I have personally taken at least one action in the last 12 months to influence education legislation, policy, regulations, or public opinion, including:





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