



# Libertas Academy Charter School

## Monthly Board of Trustees Meeting

Published on May 25, 2024 at 1:21 PM EDT

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### Date and Time

Tuesday May 28, 2024 at 5:30 PM EDT

### Location

Libertas Academy Charter School  
146 Chestnut Street  
Springfield, MA 01103

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>5:30 PM</b>
Opening Items			
<b>A.</b>	Board Chair Welcome	Kari Diamond Kayiatos	3 m
<b>B.</b>	Record Attendance and Guests	Nick Barker	1 m
<b>C.</b>	Call the Meeting to Order	Kari Diamond Kayiatos	1 m
<b>D.</b>	Approve Minutes from Prior Meeting	Approve Minutes Kari Diamond Kayiatos	2 m
Please review minutes in advance and note any adjustments			

	Purpose	Presenter	Time
Approve minutes for Monthly Board of Trustees Meeting on April 23, 2024			
<b>E.</b> Public Comment	Discuss		
<b>II. Management Report</b>			<b>5:37 PM</b>
<b>A.</b> Management Report	Discuss	Modesto Montero	35 m
<ul style="list-style-type: none"> <li>• Modesto will present this month's LACS management report</li> </ul>			
<b>B.</b> Loan Approval Request	FYI	Modesto Montero	10 m
<b>III. Committee Reports</b>			<b>6:22 PM</b>
<b>A.</b> Academic Achievement Committee	FYI	Nick Barker	2 m
<b>B.</b> Finance Committee	Vote	Patrick Kkayego	10 m
<ul style="list-style-type: none"> <li>• vote to approve previous month's financials</li> </ul>			
<b>C.</b> Development Committee	FYI	Kari Diamond Kayiatos	2 m
<b>D.</b> Governance Committee	FYI	Shakenna Williams	2 m
<b>E.</b> ED Evaluation Committee	Discuss	Lauren Davis	2 m
<b>IV. Other Business</b>			
<b>V. Closing Items</b>			
<b>A.</b> Next meeting	FYI	Kari Diamond Kayiatos	
Our next meeting is the Board Retreat, scheduled for Friday, June 28 @ 8:30 AM.			
<b>B.</b> Adjourn Meeting	Vote	Kari Diamond Kayiatos	

# Coversheet

## Approve Minutes from Prior Meeting

**Section:** I. Opening Items  
**Item:** D. Approve Minutes from Prior Meeting  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** Minutes for Monthly Board of Trustees Meeting on April 23, 2024

APPROVED



# Libertas Academy Charter School

## Minutes

### Monthly Board of Trustees Meeting

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#### Date and Time

Tuesday April 23, 2024 at 5:30 PM

#### Location

Libertas Academy Charter School

146 Chestnut Street

Springfield, MA 01103

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#### Trustees Present

A. Seymour (remote), J. Gunther (remote), K. Diamond Kayiatos, K. Stewart (remote), N. Coakley (remote), S. Lapolice (remote), T. Curtis (remote)

#### Trustees Absent

C. Resto, N. Barker, P. Kkayego, S. Williams

#### Ex Officio Members Present

M. Montero

#### Non Voting Members Present

M. Montero

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### I. Opening Items

#### A. Board Chair Welcome

#### B.

## **Record Attendance and Guests**

### **C. Call the Meeting to Order**

K. Diamond Kayiatos called a meeting of the board of trustees of Libertas Academy Charter School to order on Tuesday Apr 23, 2024 at 5:33 PM.

### **D. Approve Minutes from Prior Meeting**

S. Lapolice made a motion to approve the minutes from Monthly Board of Trustees Meeting on 03-26-24.

N. Coakley seconded the motion.

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

### **E. Public Comment**

None in attendance

## **II. Management Report**

### **A. Management Report**

Report from Modesto:

Highlights:

- First class induction to the National Honor Society this week
- MCAS: ELA done, Math & Science coming up
- Drumline performance for new Springfield Police Department Superintendent (thank you for arranging Nicole!)
- Started crew program with Pioneer Valley Rowing Club
- Dance group competing at first dance competition this weekend

Communication of Delay to community:

- Reached out in stages to all groups prior to spring break.
- Received understanding and supporting response especially since it's disappointing news.
- Sending a survey to parents and students so will be interesting to see what comes of it.
- Been very purposeful with communications
- Creating FAQ document

Talent progress - slightly off but expecting to be ok. Especially looking for teachers for AP level classes. 95% of staff asked to return accepted offers. Did experience some mid-year loss so looking at these more closely. This would adjust the overall return to 85%.

Student Recruitment - fully enrolled with 6th grade with healthy waitlist. 8th grade class is full as well - healthy waitlist

Headline Goals - discussion on out of school suspensions and feel they were the right decisions but looking at how we can do better to deter. One area is installing vapor sensors in new building to help deter.

GPA/Attendance - Close to goals across the board, trending slightly below last year on attendance.

Waiting on MassDevelopment loan of \$400k for technology in new building.

Report from Emma G.:

New School building update - weather tight by end of June

Satellite Campus update - Tech Park on Federal Street

- Exact space changed over spring break. This is a better space but some more discussions underway for the details including negotiating rent and who's paying for what. Will be sharing specific lease and other details to board once ready.

- T. Curtis asked about nutrition aspect and if Springfield Public Schools will be providing for this campus. M. Montero answered that this is still being discussed and TBD. Will have to re-sign the agreement soon anyway.

- M. Montero noted that he is working on the impact to the budget - expects it to be a wash - will present to Finance committee in May for approval by board in June.

Liberty Street project -

- Expecting to finalize technology plans. moving company and cleaning companies by end of next week.

- Furniture plan and quote being finalized by end of next week

- Legacy Ambassador Committee - second meeting held in early April looked at color/fabric designs and updated on building delay. Received good feedback with questions and how to communicate. Next meeting in early May.

Tiffani C. - suggestion to consider layoffs that are happening because of decreased funding. Example being Hartford laying off over 100 teachers. Many happening now so may have more options coming up.

### **III. Committee Reports**

#### **A. Academic Achievement Committee**

Report by Tiffani C.

Lots of overlap with Modesto's report.

Working on more college planning for families and students  
Connecting with Shannon at MLK org  
Students took SATs - looking for SAT summer tutoring options for students

**B. Finance Committee**

Report by Jeff G.

Reviewed March Financials - in very good shape again  
Spending projections looking good compared to budget  
No concerns with cashflow

J. Gunther made a motion to Approve March 2024 Financials.  
S. Lapolice seconded the motion.  
The board **VOTED** unanimously to approve the motion.

**C. Development Committee**

Report by Kari K.

Officially have raised and received over \$2M in donations! Huge accomplishment and congrats to Modesto for achieving this - double the original goal!

Planning Hard Hat Tours for board, and key donors for early June. Stay tuned for invite.

Discussing Naming Opportunities for donors - giving option to those who may want to name a space.

**D. Governance Committee**

No report

**E. ED Evaluation Committee**

Report by Kari D.

Reviewed Progress to Goals - almost all in a good place. If not, Modesto is aware and working on.

Reviewed Salary and Bonus structure/guidelines for next year (not actual amounts yet).  
No changes made from this year. Will bring recommendations to board with results at June retreat for discussion and approval.

Next meeting is in June to review results to goals.

#### **IV. Closing Items**

##### **A. Next meeting**

Tuesday, May 28th 5:30 pm

##### **B. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:22 PM.

Respectfully Submitted,  
K. Diamond Kayiatos



# Coversheet

## Management Report

**Section:** II. Management Report  
**Item:** A. Management Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** SY23-24 May- BOT Management Report.pptx

# School Update



# Core Values



**INCLUSIVE  
COMMUNITY**



**EXCELLENCE IN  
ALL EFFORTS**



**OUR PEOPLE  
MATTER**



**SPRINKLE  
JOY**



**PURSUE YOUR  
BEST SELF**



**LEAVE A  
LEGACY**

*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.***

# Highlights

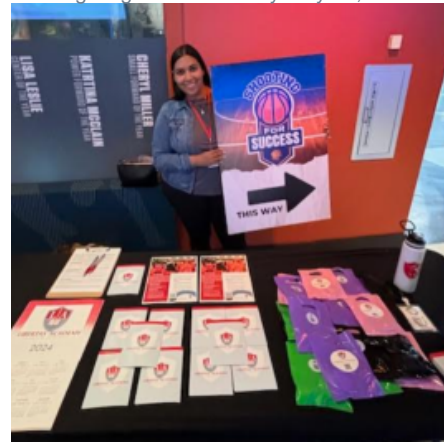




# HIGHLIGHTS- Recruitment

## Highlights for Recruitment

1. Applications are coming in **Hot!**  
This weekend I got 10 applications one of them was a 10th grader.
2. We were at the largest breakfast this weekend Drumline and dance team did a great job.
3. Joined Follow my steps mentoring program at the basketball hall of fame for a basketball tournament.





# Student Life- highlights



## Launched Events/Programs

- Royal Ambassadors
- Teacher Appreciation Week
- Spring Fling
- UConn Field Trip
- SGA Fundraising initiatives
- 9th Grade Field Trip
- 10th Grade Field Trip
- Royal Ambassadors- Tour Support
- NHS
- Cirque Du Soleil Trip
- Gardening Club
- Spoken Word Club
- Book Club

## Upcoming

**Junior Week:** Interskate, Revolution Bowling, Junior Awards Ceremony, Prom, Six Flags

**Top 10% Dinner**





## HIGHLIGHTS - ELL

ACCESS Celebration May 28th 7:30 - 9!

- Inviting 41 students (and families!) who met target, reclassified, or grew more than 1 full point.
- Breakfast buffet
- Certificates for everyone
- Medals w/ names engraved for Special Awards

I am REALLY proud of our kids and my team!







# COLLEGE OFFICE HIGHLIGHTS

**We have officially launched the new junior schedule!**

This new format is to ensure students are able to focus on what is needed for their junior portfolios:

- **Resume**
- **Letter of Recommendation**
- **College/Career List**
- **Personal Statement**
- *FSA ID (for FAFSA)*

[Junior Portfolio Tracker](#)

11th Grade Schedule, 5/16 - 5/31		
Arrival & Morning Entry		
Advisory & CCR 304, 305, 306 (Tancredi advisory move to 302)		
ESSAY GROUPS 306, 506, 505 (German 1 move to 403)		
SAT ELA (Santos) 505	SAT ELA (Collins + Cowley) 302	Conferences (College Team + Filion) 304
	Conferences (College Team + Filion) 402	SAT ELA (Collins + Cowley) 303
Lunch		
Physics Robles 306	Math Holladay 304	Health Hawker 305
Health Hawker 302	Physics Robles 508	Math Holladay 305 (move AP sem to royal ambassador)
Math Holladay 305	Health Hawker 402	Physics Robles 506



# COLLEGE OFFICE HIGHLIGHTS

## The FSA ID (for FAFSA)

Students & families will get guidance on how to create the FSA ID at Financial Aid Night on **Thursday, May 23rd from 5:30-7:30pm** & get information about FinAid resources.

This is step one of the FAFSA process. All students need their own individual ID separate from their parents.

We are encouraging ALL parents to come in, regardless of if they plan on actually providing financial support. Without the FAFSA, students cannot receive federal funding (grants, need-based scholarships, loans) & it will make it difficult for schools to offer institutional aid.

*We are partnering with the Springfield Promise Program. They will be present to assist with answering Financial Aid specific questions. They will be available to provide additional support throughout the year, and in the fall and points of contact for parents.*

**We will host a FAFSA completion night in the fall.**



**ATTENTION FAMILIES OF JUNIORS!**

**FINANCIAL AID NIGHT**



**5:30 PM – 7:30 PM**

**THURSDAY | MAY 23, 2023**

**LACS PRIDE CAFE**

Parents & Students in the 11th Grade are invited to join the College Counseling team & a representative from the Springfield Promise Program, to learn all about the Financial Aid process and ask questions!

**Please bring your laptops to create your FSA IDs!**

**DINNER WILL BE PROVIDED**





# Summer Program - Updates

The following students have applied to summer programs:

## **Grade 9 | Massenberg STEM institute | UMass Amherst | 10 students applied**

Nashley Colon | Samuel Marin | Jenisha Sarki | Jade Rivera | Jaydriel Diaz | Destani Ayala | Davian Feliciano | Jaslene Gonzalez | Ariannah De Jesus | Luis Campos

- *In lieu of interviews, students had to submit a 2-minute video after their nomination forms were submitted. All students submitted videos and selections should be announced soon.*

## **Grade 10**

- Jadalize Brown Vazquez: Tufts Medical Program | Accepted
- Sherlline Mercado - Yale Young Global Scholars - Waitlisted
- Eli Challenger - STCC Airbrushing program | Under Review

### **UMass Programs** (all still under review)

- Adrian Cedano: The Graphic Novel
- Vanessa Martin: The Graphic Novel
- Destiny Barfield: Entrepreneurship - Becoming a Game-changer
- Cardion Collins - Entrepreneurship - Becoming a Game-changer
- Jose Mulero: Summer Engineering Institute
- Tavoy Bryan: Summer Engineering Institute



# Summer Pre-College Program - Updates

The following students have applied to summer programs:

## Grade 11

- Adeychalis Andino | **Bentley - Wall Street 101** | Application submitted
- Sa'ad Maigari | **Bentley - Analytics Academy** | Application submitted
- Ismael Maranon | **Boston University Calculus 3** | Application submitted
- Luis Umpierre Atilano - Carleton College - Accepted
- Cliff Salgado Bermudez - Global Glimpse (D.R.) & Germany Trips
- Ruth Monserrate - Global Glimpse (D.R.) & Brown (still pending)
- Ana Ramirez Hernandez - Incomplete/Need support

Additional opportunities have become available as well, for ex. **Make-It-Springfield** - a visual art/fashion design summer program. More updates to come.

Many students opting to work - Six Flags, MassHire, Retail, Food Service, etc.

**All Final Summer Plans will be updated in tracker by 5/31**



# HIGHLIGHTS- TALENT

- New Office Manager Naomi Colon!
- Teacher appreciation week! The committee planned a variety of ways to celebrate the love language of all teachers
- TAP Kickoff! Strong communication and support plan for incoming teachers



# 262 Liberty St. Update



# Construction Update

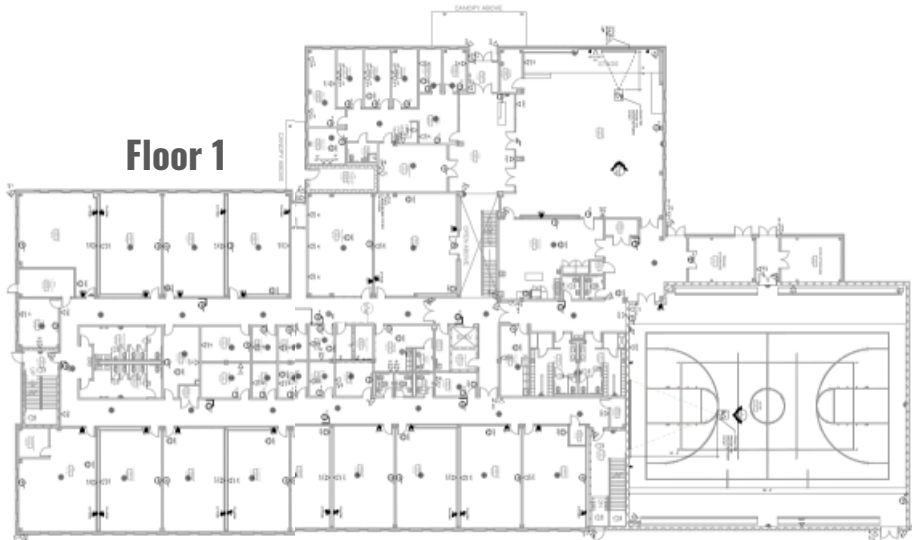


*Current aerial photos of site (5/19/2024)*

- **Steel structure complete**
- **First floor exterior studs installed**
- **Kitchen layout revisions complete**
- Exterior sheathing - begins this week
- Roofing on one story - begins this week
- Concrete deck on second floor - complete 5/29
- Underground MEP (mechanical, electrical and plumbing) - installed by end of this week
- Elevator masonry is 50% complete - done by end of this week
- Additional projects in progress:
  - Interior framing
  - HVAC in gym
  - Exterior underground utilities

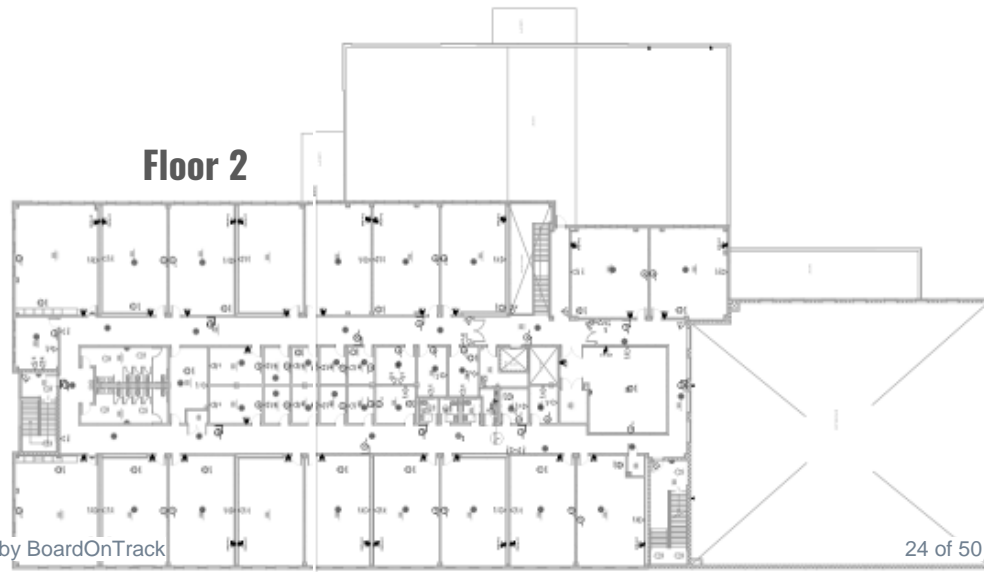
# Technology Planning Update

Floor 1



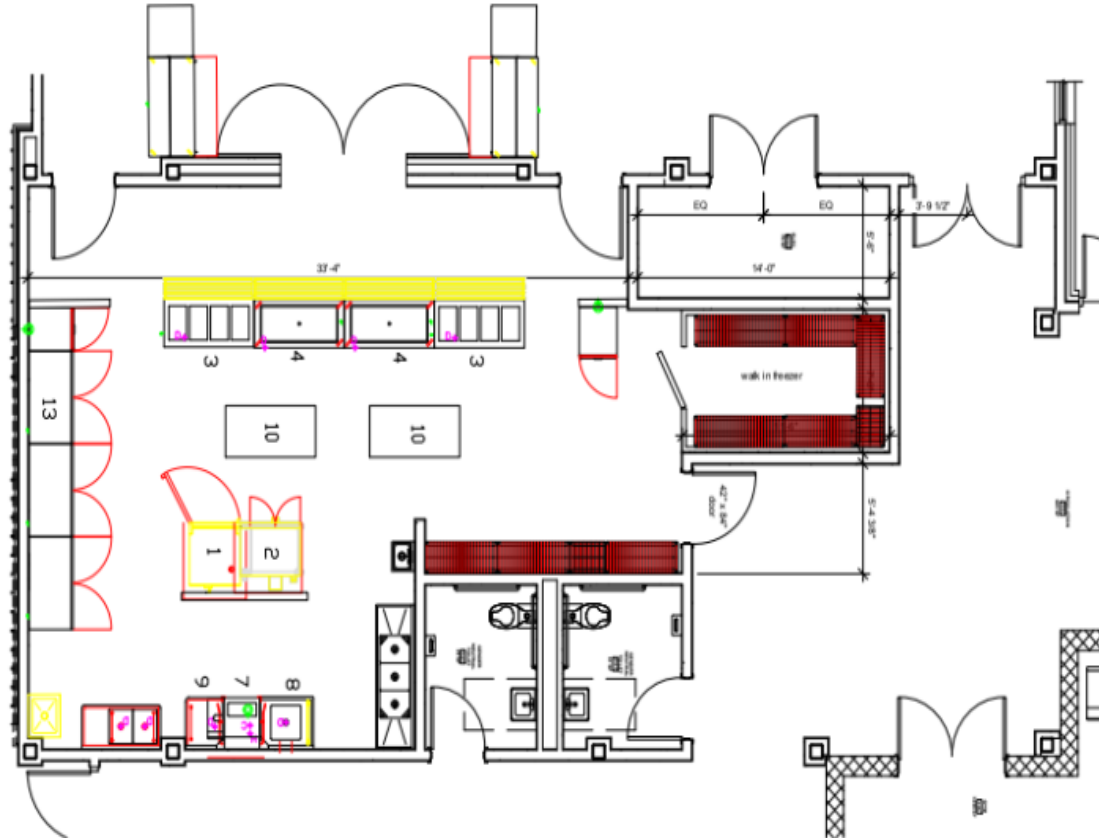
- Three Liberty Street tech quotes signed 5/16
  - Gym/Cafeteria AV
  - E-Rate
  - Low voltage, cabling, equipment
- Coming up: Gymnasium scoreboards

Floor 2

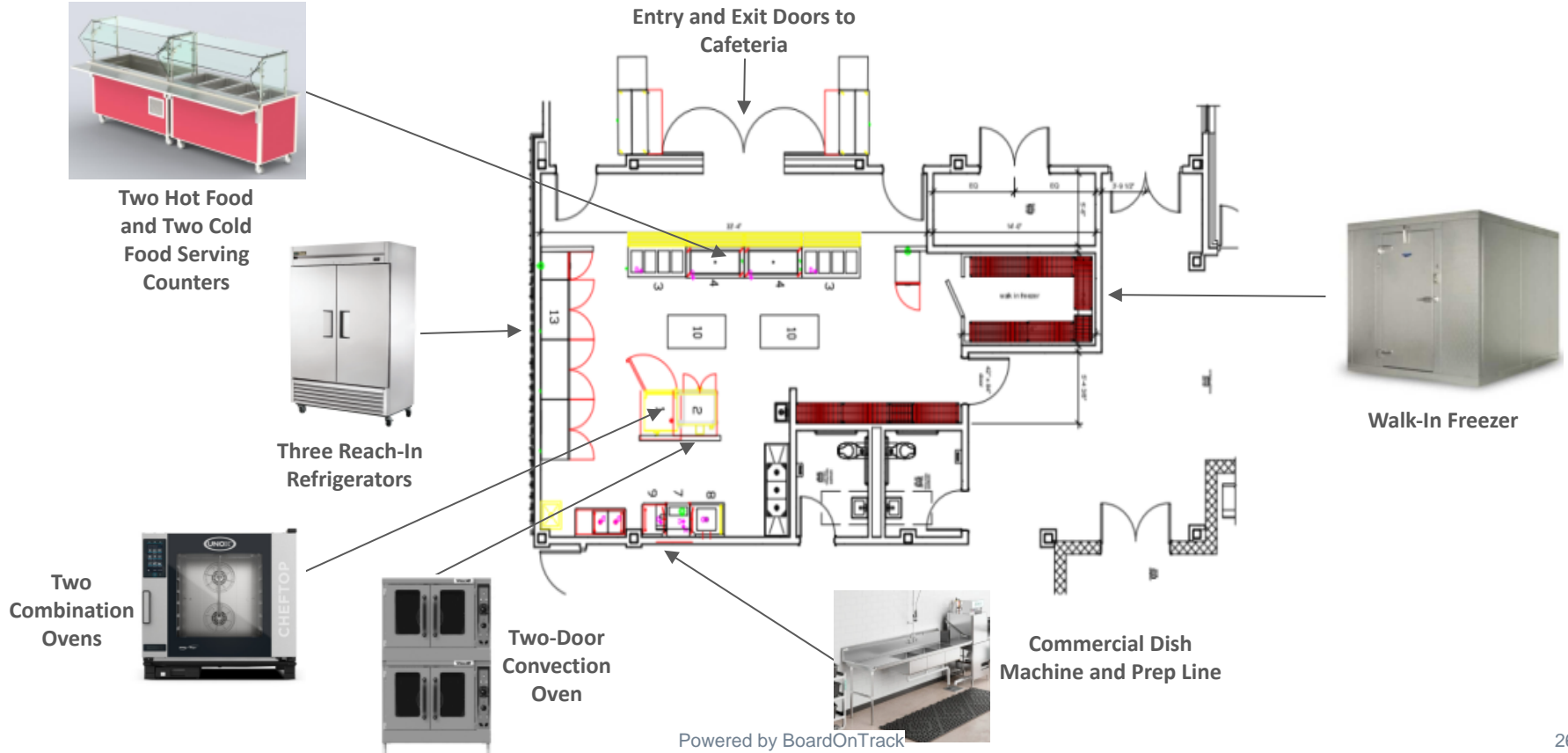




# Kitchen Equipment Update



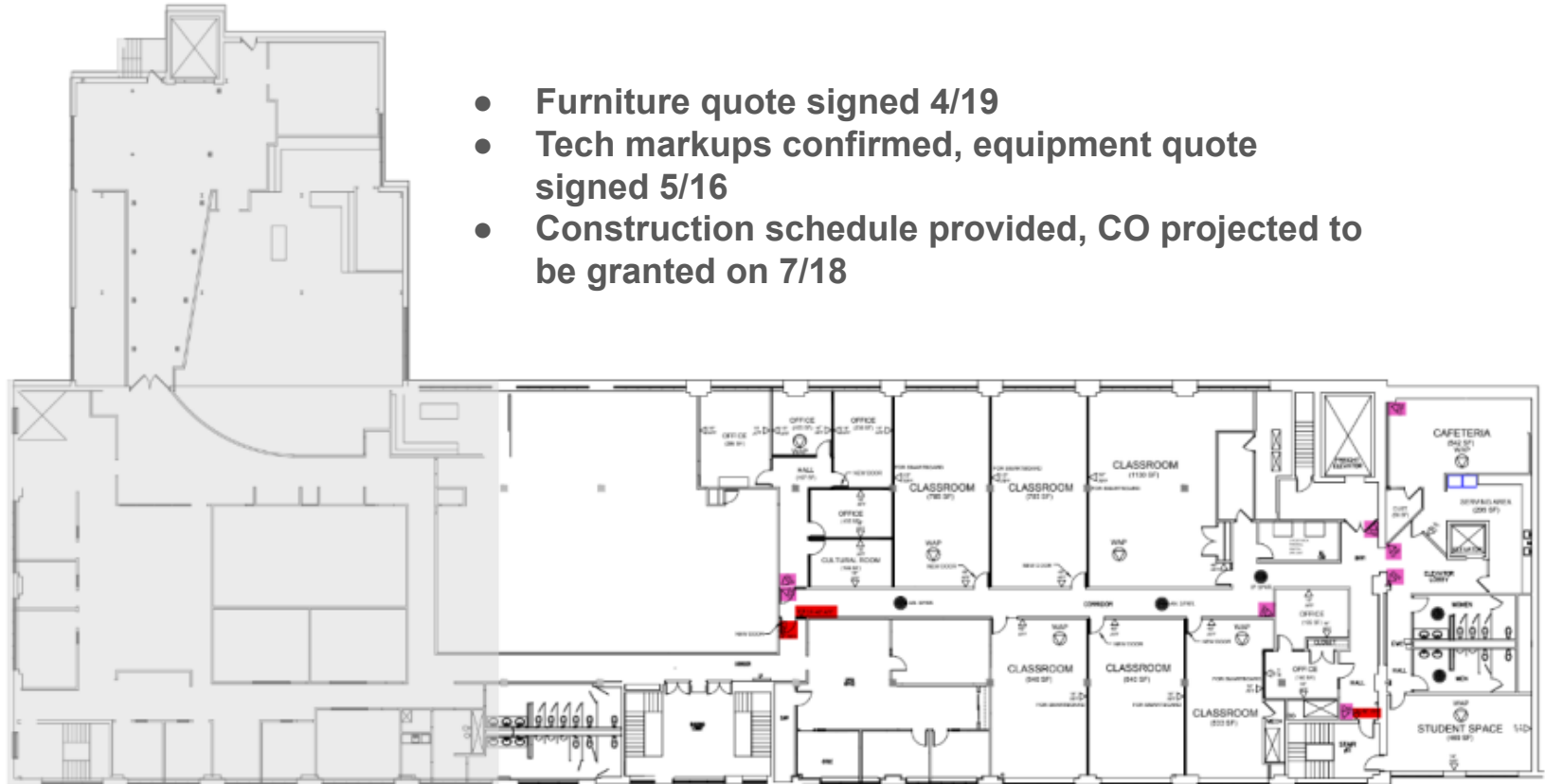
# Kitchen Equipment Update





# Satellite Campus Update

- Furniture quote signed 4/19
- Tech markups confirmed, equipment quote signed 5/16
- Construction schedule provided, CO projected to be granted on 7/18



# Legacy Ambassador Committee



*Legacy Ambassador Committee members tour the Liberty Street construction site with Modesto, Emma, and Vaas Builders (5/7/2024).*

# Key School Data





# GOALS & DATA- TALENT

- Fill 100% of Priority roles by July 1, 2024 (somewhat on track)

24/25 Open Roles	Filled	PTG%
45	30	67%
Priority Roles	Filled	PTG%
30	16	53%
<b>Open Priority Roles (UA)</b>	<b>Open Priority Roles (LA)</b>	<b>Open Priority Roles (Org)</b>
Principal Foreign Language Dean of Academics SST -10th SST- 9th AP Human Geography Dean of Special Services Algebra I	ELA- GR 7 Dean of Culture (LA) Math 2- GR 7/8 ELL-GR 8 ELA - GR 8 LA Nurse	Special Services Coordinator

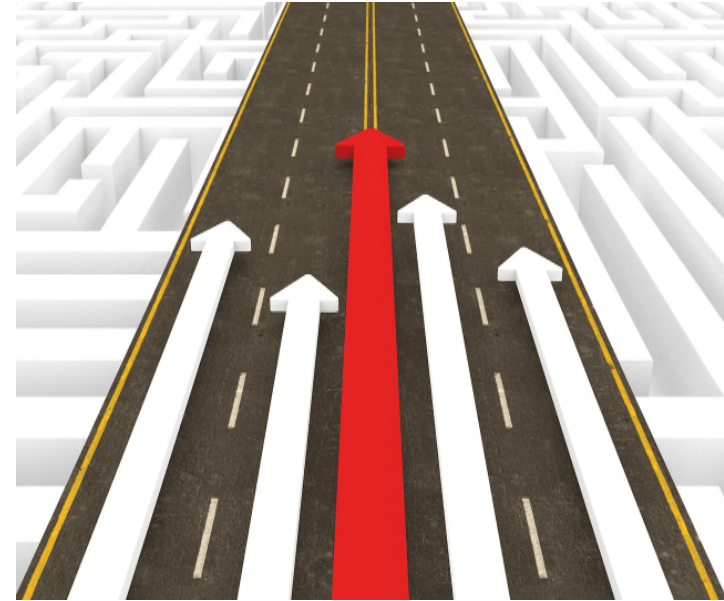
## SUB-GOALS

- Fill 70% of priority roles by 5/1 (not met)
- Fill 90% of priority roles by 6/1 (off track)



# STRATEGIES- TALENT

- \$1,500 Sign On Bonus for AP roles
- Libertas tagged as “Featured Employer” on Indeed - ensuring LACS roles have increased visibility on the platform
- Partnership with TFA - lead to (3) new hires for the 24-25 SY
- Partnership with School Works- supporting a pipeline of candidates for Principal/PIR role
- Internal references- 6 new hires have been referred by internal staff
- He is Me- Black Male Teacher Summit on 6/1- opportunity to network and expand the LACS brand in Boston







# Recruitment

## Recruitment - Lottery and ITR

Families who were pulled, who accepted, and ITR ino.

Grades	Goal FDOS	Current pprojection with ITR	New students		Returning students		Have to pull form waitlist
			Accepted	Declinded	ITR Yes	Waitlist	
6	96	96	98	47	0	22	
7	96	90	12	4	78	9	4 more
8	96	75	0	0	75	32	10 8th graders
9	96	75	13	16	62	5	10 9th graders
10	96	97	10	3	87	0	
11	68	68	0	0	68	0	
12	68	66	0	0	66	0	
<b>Total</b>	<b>616</b>	<b>567</b>	<b>133</b>	<b>70</b>	<b>436</b>	<b>68</b>	



# Recruitment

## Recruitment - Lottery registration information.

Registration Completion	notified not started	started	Pending Approval / Registration Complete	total unsubmitted	% Complete	IEP	504 Plan	Unknown
6	24	32	36	56	39%	17	5	36
7	4	2	4	6	40%	1	0	3
8	0	0	2	0	100%	0	0	0
9	5	3	5	8	38%	4	1	3
10	1	6	1	7	13%	0	0	4
<b>TOTAL</b>	<b>34</b>	<b>43</b>	<b>48</b>	<b>77</b>	<b>38%</b>	<b>22</b>	<b>6</b>	<b>46</b>



GOAL	80% of advisors at $\geq$ Strong	< 7.5% Chronic Abs	90% Compliance	$\leq$ 10% ISS	$\leq$ 5% OSS	<p><b><u>OUR FOCUS:</u></b></p> <p><b>GPA + CHRONIC ABSENTEEISM</b></p> <p>We have locked in family survey - <b>now we need to pick up those points to ensure students are in <u>good standing</u> for promotion!!!</b></p>
Current Data	<b>58%</b> <14/24>	<b>12%</b>	<b>99%</b>	<b>10%</b>	<b>7.3%</b>	
On/Off Track?	OFF Track	OFF Track	ON	OFF Track	OFF TRACK	
Trending?	Upticking!! We have moved a third	Trending Down -2% - <b>Next BB is 3/22!</b>	+7% - Shine to Santiago!	GRADE 6 - 6 GRADE 7 - 8 GRADE 8 - 14	GRADE 6 - 6 GRADE 7 - 5 GRADE 8 - 9 <+3>	



## BIG GOALS Reporting

GOAL	80% of advisors at ≥ Strong	< 7.5% Chronic Abs	90% Compliance	≤ 10% ISS	≤ 5% OSS	<b>OUR FOCUS:</b> > Survey Round #2 - There are 7 teachers currently who can move into strong by earning +2 on the next round on family survey!! - <b>PLAN AHEAD</b> and make sure you have a strategy to hit that 80% by 3/13 !
Current Data	<b>33% &lt; 8/24 &gt;</b>	<b>14%</b>	<b>99%</b>	<b>10%</b>	<b>5%</b>	
On/Off Track?	OFF Track	OFF Track	ON	OFF Track	OFF TRACK	
Trending?	Flat - Plan ahead to Survey ROUND #2!	Trending Down -1% - Next BB is 3/1 !	+7% - Shine to Santiago!	GRADE 6 - 6 GRADE 7 - 8 GRADE 8 - 14	GRADE 6 - 6 GRADE 7 - 5 GRADE 8 - 6	



# 23-24 GAP & Attendance

## GPA & Attendance

Category	Goal	9th Grade	10th Grade	11th Grade	School Wide
% over 2.0	90%	92%	93%	88%	91%
% over 2.5	75%	81%	75%	74%	77%
% over 3.0	50%	60%	48%	55%	55%
Attendance Average	92%	92%	92%	92%	92%
% CA	7.5%	19%	13%	18%	16%

# Upcoming LACS Events



# Upcoming LACS Events

Event	Date	Time
ACCESS Celebration	May 28th	7:30 - 9 AM
Top 10% Dinner	May 30th	5 to 6 PM
8th Grade Promotion	June 13th	4-5:30 PM



# FYIs & Approvals

## ***Approvals:***

- Tech Park Lease

## **FYIs:**

- Construction Update
- MassDevelopment & Budget



*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.***

# LACS Strategic Plan 2023-2027

1

We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward career success.

2

We will dramatically increase student achievement performance.

3

We will recruit, develop, and retain highly effective teachers.



**Theme #1- We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward career success.**

Strategic Goal 1.2: 100% are accepted to a 2- or 4- college.

Strategic Goal 1.2: 60% of students who attend a 4-year college are on-track to graduate within 6 years.

- On-Track Benchmarks**
- 1.1.1 By the end of Freshman year, 90% of students have a cumulative GPA of 2.0.
  - 1.1.2 By the end of Junior, 100% of students have a cumulative GPA of 2.0.
  - 1.1.3 By the end of Junior year, 100% of students will have completed a College and Career Plan Portfolio.
  - 1.1.4 100% of students will perform 40+ hours of community service.
  - 1.1.5 100% of students will participate in at least one extra-curricular activity (sports, club, internship, job etc.)

- On-Track Benchmarks**
- 1.2.1 By SY23-24, hire and grow our post-secondary team.
  - 1.2.2 By SY24-25 establish alumni support program.
  - 1.2.3 By SY25-26 95%+ of students enrolled in a 4-year college are on track to graduate within 6 years.

**Theme #2- We will dramatically increase student achievement performance.**

<p>Strategic Goal 2.1: By SY26-27 we will be meeting or exceeding the state proficiency average on Middle School ELA and Math MCAS assessments.</p>		<p>Strategic Goal 2.2: 75% of graduating seniors pass at least 1 AP exam during their time at LACS.</p>	
<p>On-Track Benchmarks</p>	<p>2.1.1 SY26-27 On average, 60% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.</p>	<p>On-Track Benchmarks</p>	<p>2.2.1 By SY24-25 80% of juniors must take at least 1 AP class.</p>
	<p>2.1.2 SY24-25 On average, 50% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments</p>		<p>2.2.2 By SY24-25, 50% of juniors are consistently passing at least 1 AP class.</p>
	<p>2.1.3 SY23-24 On average, 40% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.</p>		<p>2.2.3 By SY26-27, 100% of senior students are enrolled in 1+ AP course.</p>
	<p>2.1.4 SY22-23 On average, 30% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.</p>		<p>2.2.4 By SY26-27, 80% enrolled score a 3 or better in at least one of course.</p>
	<p>2.1.5 SY26-27 Less than 10% of our students are beginning or emergent readers (BGL/ER).</p>		
	<p>2.1.6 SY24-25 Less than 20% of our students are beginning or emergent readers (BGL/ER).</p>		

Strategic Goal 3.1: By SY26-27, 80% of retained teachers with 2+ years teaching at Libertas are rated effective or highly effective as rated on the LACS Teacher Effectiveness Tool.

Strategic Goal 3.2: By SY26-27, we will retain 90% highly effective teachers and 80% of effective teacher annually as defined by the LACS Teacher Effectiveness Tool.

- On-Track Benchmarks**
- 3.1.1 By SY25-26 65% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.
  - 3.1.2 By SY24-25, 55% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.
  - 3.1.3 By SY23-24, 45% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.

- On-Track Benchmarks**
- 3.2.1 SY24-25 Implement a “highly effective teacher” retention initiative with a goal of retaining no less than 70% of highly effective teachers.
  - 3.2.2 SY25-26 adjust retention initiative as needed in order to retain 80%+ of highly effective teachers.

# Upcoming LACS Events

1. Look at school calendar:

<https://docs.google.com/spreadsheets/d/1GdGJGI4IYizFUWEpR7mSQp9Rwj9N2mT3PPbaaUGFe9Y/edit#gid=1594803582>

2. LA [tinyurl.com/FY24LACalendar](https://tinyurl.com/FY24LACalendar)
3. UA: [tinyurl.com/FY24UACalendar](https://tinyurl.com/FY24UACalendar)
4. Look at recruitment events! (Student and Staff)



# Upcoming LACS Events

Event	Date	Time
Club Showcase	12/20	5 PM
	3/8	7 PM



# Coversheet

## Finance Committee

<b>Section:</b>	III. Committee Reports
<b>Item:</b>	B. Finance Committee
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	FY23-24 April Financials.xlsx Proposed SY24-25 Budget.xlsx



## Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

FY23-24 April Financials.xlsx

## Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

Proposed SY24-25 Budget.xlsx