



Libertas Academy Charter School

FY25 BOT Monthly Meeting

Published on May 26, 2025 at 9:48 AM EDT

Date and Time

Tuesday May 27, 2025 at 5:30 PM EDT

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
Opening Items			
A. Board Chair Welcome		Kari Diamond Kayiatos	3 m
B. Record Attendance and Guests		Nick Barker	1 m
C. Call the Meeting to Order		Kari Diamond Kayiatos	1 m
D. Approve Minutes from Previous Meeting	Approve Minutes	Kari Diamond Kayiatos	2 m
Please review minutes in advance and note any adjustments			
Approve minutes for FY25 BOT Monthly Meeting on March 25, 2025			
E. Public Comment	Discuss		

	Purpose	Presenter	Time
II. Management Report			5:37 PM
A. Management Report	Discuss	Modesto Montero	45 m
• Modesto will present this month's LACS management report:			
B. Approval of 2025-26 Calendar	Vote	Modesto Montero	5 m
III. Committee Reports			6:27 PM
A. Academic Achievement Committee	FYI	Nick Barker	2 m
B. Finance Committee	Vote	Patrick Kkayego	10 m
C. Development Committee	FYI	Kari Diamond Kayiatos	2 m
D. Governance Committee	FYI	Shakenna Williams	2 m
E. ED Evaluation Committee	Discuss	Kari Diamond Kayiatos	2 m
IV. Other Business			
V. Closing Items			6:45 PM
A. Next meeting	FYI	Kari Diamond Kayiatos	1 m
Our next meeting is our Annual Retreat, scheduled for Friday, June 20th at 8:30 AM			
B. Adjourn Meeting	Vote	Kari Diamond Kayiatos	

Coversheet

Approve Minutes from Previous Meeting

Section:	I. Opening Items
Item:	D. Approve Minutes from Previous Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for FY25 BOT Monthly Meeting on March 25, 2025

APPROVED



Libertas Academy Charter School

Minutes

FY25 BOT Monthly Meeting

Date and Time

Tuesday March 25, 2025 at 5:30 PM

Trustees Present

A. Seymour, C. Resto, J. Gunther (remote), K. Diamond Kayiatos, K. Stewart, N. Barker, P. Mancinone, S. Lapolice (remote)

Trustees Absent

N. Coakley, P. Kkayego, S. Williams

Ex Officio Members Present

M. Montero

Non Voting Members Present

M. Montero

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 Mar 25, 2025 at 5:36 PM.

D. Approve Minutes from Prior Meeting

P. Mancinone made a motion to approve the minutes from FY25 BOT Monthly Meeting on 02-25-25.

A. Seymour seconded the motion.

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

E. Public Comment

None in attendance

II. Management Report

A. Management Report

MM- on track with applications with waitlist in 6-9th grade. Seeking slight over-enrollment in lower grades to account for some attrition. Tracking attrition between 8-9th. Standing hour for small group tours to get accepted families or new families into the building. On track for 611 enrollment. Beginning next year, upper grades will be more filled out. Marketing success of college and career pathway will continue to help bring interest and applications in. Budgeting will be in place with a conservative student number; ideally the final enrollment will be even higher.

AS asked about the decline category- that refers to families who choose not to attend.

Director of student recruitment calls families who decline to find out why- we do tend to lose students to Hampden Charter often due to transportation offerings.

85% teacher retention goal- anticipating that

4% increase in salaries for all- no formalized evaluation for all this year, but will be ready for next year. Piloting performance and evaluation through Christien's work through this year.

AS asked about framework for salaries- MM responded that Libertas can make independent decisions as it operates as its own district.

AS asked if evaluations would be tied to merit pay and if it would drive people out or attract new staff- MM responded that this model is being evaluated. When there is faculty/staff attrition, MM wants to know who, because he only wants to retain those who can do the work well. Not a unionized staff.

Seniors- College process- team is helping students with FAFSA process.

Building- punch list- completing final steps and smaller details to keep using the space effectively and keeping it in shape.

FYIs- Ribbon cutting ceremony on Thursday 3/27- Mayor Sarno and VIP's will be attending

Reception follows at 6:30-7

DESE site visit (virtual)- Focus Group of Board Members (4 or fewer)- April 8 at 11 AM

Hybrid meetings ending on 3/31/2025- so board meetings will need to be entirely in person beginning with April meeting

Chestnut lease still in negotiations- lawyers continuing to work

Push from Charter School Association to connect with the Governor's office- new commissioner of education incoming and Healey administration is communicating anti-Charter School sentiment. MM asking board to email/ call the governor's office to advocate for charter schools.

P. Mancinone made a motion to make an Amendment Request to reduce LACS academic year from 180 days to 185 for the current school year.

K. Diamond Kayiatos seconded the motion.

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

Van proposal- LACS has leased vans since Fall of 2021

Leased price is \$1184 per month per van- roughly \$85K since leasing began

We can lease for two more years for \$56,832

or

Purchase existing vans for \$35K each for \$70,000

Finance committee in support of purchasing

AS asked about maintenance- MM responded that maintenance costs fall on LACS when leased. The vans are in good shape

J. Gunther made a motion to Purchase two vans at end of lease term.

K. Diamond Kayiatos seconded the motion.

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

III. Committee Reports

A. Academic Achievement Committee

B. Finance Committee

K. Diamond Kayiatos made a motion to approve February Financials.

K. Stewart seconded the motion.

JG- DESE dashboard continuing to have strong showing. Budget tracking as expected. Overall net position is close to expectations. Anticipating lower tuition revenue but foundation funds can help replace that shortfall. Net operating position tracking as expected.

KDK asked about impact of federal funding- JG responded that the federal grants that LACS relies on appear to be steady. Impact could come next year. MM added that next year is unknown and believes that entitlement grants will continue. LACS does rely on close to \$1 million in funding. Internally MM will prepare a budget that looks at how the budget would be impacted if that funding was lost- likely staff headcount would be the major impact.

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

C. Development Committee

KDK- committee discussed event on Thursday 3/27
Spring appeal upcoming
Newsletter came out recently to keep people informed of events and progress
Plug for private tours

D. Governance Committee

Looking to bring in new support and trustees through tours and events.
PM mentioned that there was consideration of the possibility of a Foundation committee
KDK has connected a potential trustee with Modesto

E. ED Evaluation Committee

Will meet in May

IV. Closing Items

A. Next meeting

April 29 at 5:30 in person at LACS

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:35 PM.

Respectfully Submitted,
N. Barker

Documents used during the meeting

- SY24-25 March- BOT Management Report.pptx
- LACS Vans Proposal 2025.docx
- FY24-25 February Financials.xlsx

Coversheet

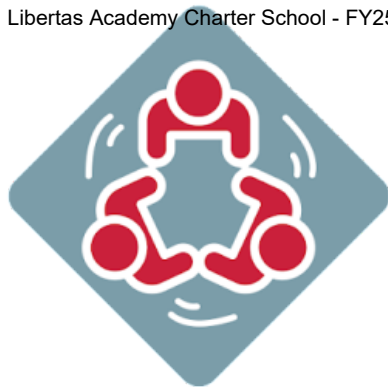
Management Report

Section:	II. Management Report
Item:	A. Management Report
Purpose:	Discuss
Submitted by:	
Related Material:	SY24-25 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.***



School Updates



Highlights





Highlight Recruitment

- Waitlist list for 6th ,7th, 8th,and 9th grade
- Job fair/ Recruitment at a mall event this Monday .
- 19 - out of 25 IEP and 504 received at our ice cream social





Highlights





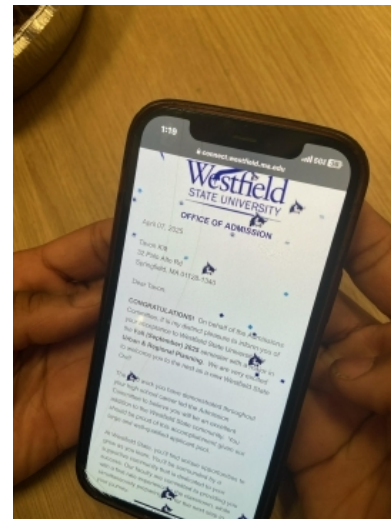
Highlights



Yiselle visiting Bentley & Babson



Shiloh & Shewa :)



Tavon's acceptance to Westfield State!



Visit to Westover Job Corps





Highlight: The Launch of Spring Sports

- Boys Baseball played their first game vs Longmeadow and lost by a final score of 13-18
- Boys Volleyball played their first game vs. Veritas and lost 3-0 but was able to score 18 points in the first set.



Senior Send Off



Powered by BoardOnTrack



Key School Data





Progress Towards Goal Recruitment -Lottery

March Lottery	Numbers of application From Dec to March	Total #Families Run Through Lottery	#Families who said yes	No Response	Declined and missed deadline	#on Wait list	% PTG to our lottery goal (the # you care about/total) e.g. yes/total
Incoming 6th	132	131	89	4	38	1	68%
Rising 7th	31	14	11	0	3	19	79%
Rising 8th	26	15	12	0	3	11	80%
Rising 9th	41	27	18	0	9	14	67%
Rising 10th	9	9	5	1	1	0	56%
TOTAL	239	196	135	5	54	45	69%

We did not meet our 90 % goal for our first lottery



Progress Towards Goal Recruitment - Applications next lottery

Grades	Current Application received after or first Lottery	Number of applications I will be accepting next or second lottery April 17th
6	33	20
7	14	0
8	8	0
9	6	0
10	5	5
	66	25



Progress Towards Goal



Goal: 85% teacher retention voluntary

Teacher Retention Upper			
	New Upper	Returners Upper	Total Upper
Active	22	16	38
Inactive (voluntary)	9	2	11
Inactive (involuntary)	1	1	2
Total	32	19	51
Retention	71.0%	88.9%	77.6%

Teacher Retention Lower			
	New LA	Returners LA	Total Lower
Active	10	15	25
Inactive (voluntary)	1	1	2
Inactive (involuntary)	0	1	1
Total	11	17	28
Retention	90.9%	93.8%	92.6%

Teacher Retention Org			
	Upper	Lower	Total
Active	38	25	63
Inactive (voluntary)	11	2	13
Inactive (involuntary)	2	1	3
Total	51	28	79
Retention	77.6%	92.6%	82.9%

Upper	Goal Not Met
Lower	Goal Met
Org	Goal Not Met





Progress Towards Goal

ACCEPTANCES

Total # of Seniors	Total # who have submitted school applications	% submitted	Total # who have been accepted	% accepted [Goal 75%]	# Enrolled	% Enrolled [Goal 60%]
57	43*	75%	41	72%	5	9%

FAFSA

Total # of Seniors	# expected to submit FAFSA*	# Submitted as of 4/11	% submitted as of 4/11
57	50	46	92*

4 outstanding: Erick C, Xavier R, Yovanny & Kaitlyn - all being tracked



Challenges

Financial Aid & Award Letter Review -

The process of compiling award letters and understanding each of them is a challenging part of the process - especially this year when it's a new process for us.



Some students have many to sort through, some have a few. Then, it's understanding what these calculations mean (some schools make it easier to digest than others) and understanding the long term financial implications before making a decision - by May 1st

Additionally, some students are still waiting on award letters, which while make the turnaround time to deposit another challenge.

These next 3 weeks are crucial !!!

Post-Secondary Updates

AP & Dual Enrollment Data

- 75% took at least 1 AP course (N.A. = 35%)
- 21% passed at least 1 AP (N.A.= 22.6%)
- Dual enrollment Partnerships:
 - UMass- Amherst
 - Holyoke Community College
 - Springfield Technical Community College
 - Elms College



Post-Secondary Plans

4 Year Program	34	60.71%
2 Year Program	15	27%
Trade Program	1	1.79%
Alternative Program	1	1.79%
Military	3	5.36%

Amherst
College



UConn
UNIVERSITY OF CONNECTICUT



Where are students are going!

Amherst
College

SPRINGFIELD
COLLEGE



Westfield
STATE UNIVERSITY



UMASS
LOWELL



WHEATON
COLLEGE
For Christ & His Kingdom



SMITH
COLLEGE

University of
Massachusetts
Amherst

WNE
WESTERN NEW ENGLAND
UNIVERSITY



ELMS
COLLEGE

BABSON
COLLEGE



BAY PATH
UNIVERSITY



STCC

HOLYOKE
COMMUNITY
COLLEGE

Springfield Technical Community College

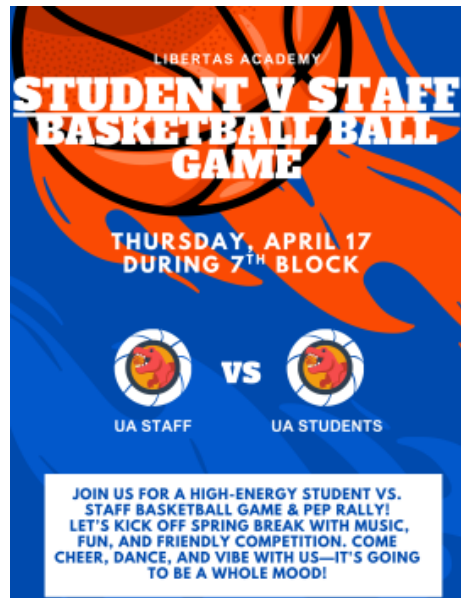
Events & FYIs



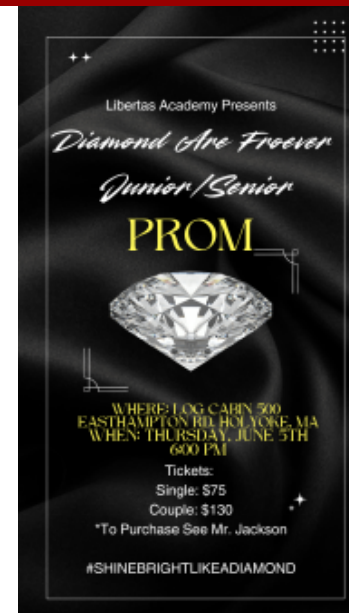
Upcoming LACS Events



Senior Signing Day



Student VS Staff BBall Game/ Pep Rally



Senior Prom/Senior Week

FYIs & Approvals

Approvals:

- Amendment Request (180 days vs 185)

FYIs:

- Chestnut St Lease Negotiations
- Governor's Office Outreach

*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.



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.	On-Track Benchmarks	1.2.1 By SY23-24, hire and grow our post-secondary team.
	1.1.2 By the end of Junior, 100% of students have a cumulative GPA of 2.0.		1.2.2 By SY24-25 establish alumni support program.
	1.1.3 By the end of Junior year, 100% of students will have completed a College and Career Plan Portfolio.		1.2.3 By SY25-26 95%+ of students enrolled in a 4-year college are on track to graduate within 6 years.
	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.)		

Theme #2- We will dramatically increase student achievement performance.				
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.		Strategic Goal 2.2: 75% of graduating seniors pass at least 1 AP exam during their time at LACS.		
On-Track Benchmarks	2.1.1 SY26-27 On average, 60% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.	On-Track Benchmarks	2.2.1 By SY24-25 80% of juniors must take at least 1 AP class.	
	2.1.2 SY24-25 On average, 50% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments		2.2.2 By SY24-25, 50% of juniors are consistently passing at least 1 AP class.	
	2.1.3 SY23-24 On average, 40% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.		2.2.3 By SY26-27, 100% of senior students are enrolled in 1+ AP course.	
	2.1.4 SY22-23 On average, 30% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.		2.2.4 By SY26-27, 80% enrolled score a 3 or better in at least one of course.	
	2.1.5 SY26-27 Less than 10% of our students are beginning or emergent readers (BGL/ER).			
	2.1.6 SY24-25 Less than 20% of our students are beginning or emergent readers (BGL/ER).			
	2.1.7 SY23-24 Less than 30% of our students are beginning or emergent readers (BGL/ER).			

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.	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.
	3.1.2 By SY24-25, 55% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.		3.2.2 SY25-26 adjust retention initiative as needed in order to retain 80%+ of highly effective teachers.
	3.1.3 By SY23-24, 45% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.		

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Upcoming LACS Events

1. Look at school calendar:

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

2. LA tinyurl.com/FY24LACalendar
3. UA: 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

Approval of 2025-26 Calendar

Section:	II. Management Report
Item:	B. Approval of 2025-26 Calendar
Purpose:	Vote
Submitted by:	
Related Material:	25-26 LACS Calendar(3).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](#):

25-26 LACS Calendar(3).xlsx

Coversheet

Finance Committee

Section:	III. Committee Reports
Item:	B. Finance Committee
Purpose:	Vote
Submitted by:	
Related Material:	FY24-25 April Financials.xlsx

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