



Libertas Academy Charter School

Governance Committee Meeting

Published on February 10, 2026 at 2:22 PM EST

Date and Time

Thursday February 12, 2026 at 9:30 AM EST

Agenda

	Purpose	Presenter	Time
I. Opening Items			9:30 AM
A. Record Attendance		Carlos Resto	1 m
B. Call the Meeting to Order		Carlos Resto	1 m
C. Approve Minutes	Approve Minutes	Carlos Resto	1 m
	Approve minutes for Governance Committee Meeting on January 8, 2026		
II. Leads for new Springfield Libertas Trustees			
	Discuss names and status of any new Trustee leads for Springfield Libertas		
III. Leads for new CT Libertas Trustees (CT Board)			
	Discuss names and status of any new Trustee leads for CT Libertas		
IV. Review and Approve SEI Endorsement- Financial Support Policy			

	Purpose	Presenter	Time
File Attached for Review			
V. Other Business			
VI. Closing Items			9:33 AM
A. Adjourn Meeting	FYI	Carlos Resto	1 m

Coversheet

Call the Meeting to Order

Section: I. Opening Items
Item: B. Call the Meeting to Order
Purpose: FYI
Submitted by:
Related Material: SEI Endorsement- Financial Support Policy 2-2026.pdf

SEI Endorsement- Financial Support Policy

Purpose: The purpose of this policy is to support Libertas Academy Charter School (LACS) educators by reducing the financial burden associated with obtaining the Massachusetts Sheltered English Immersion (SEI) endorsement. The SEI endorsement is required for full teacher licensure in the Commonwealth of Massachusetts and is essential to ensuring high-quality instruction for English Learners. This policy is intended to

- 1) support licensure compliance
- 2) strengthen instructional capacity, and
- 3) enhance LACS's ability to recruit and retain high-quality educators.

Background on SEI: *English Language Learners (ELLs) are an important focus of the Massachusetts Board of Elementary and Secondary Education's (BESE) Proficiency Gap Task Force. Closing the proficiency gap depends on teachers having the skills and knowledge necessary to instruct ELLs. Sheltered English Immersion (SEI) is an approach to teaching academic content in English to ELLs. Generally, but not always, ELLs are in the same classrooms as native English-speaking students. To better serve these students, core academic teachers, vocational teachers and those administrators who supervise and evaluate core academic teachers are required to obtain an SEI teacher or SEI administrator endorsement - [DESE website](#)*

Additional Context: At the time of adoption of this policy, the cost of an approved SEI endorsement course in Western Massachusetts is approximately \$425. Under this policy, LACS will provide financial support for eligible SEI coursework up to, but not to exceed, \$500 per employee. Courses must be approved by the Massachusetts Department of Elementary and Secondary Education (DESE).

Policy: Libertas Academy Charter School will pay the full cost of approved SEI endorsement course tuition at the time of enrollment to allow eligible staff members to enroll without an upfront personal expense. Following enrollment, the total tuition amount will be recouped through equal payroll deductions over ten (10) consecutive pay periods (approximately twenty (20) weeks).

Payroll deductions shall be made only with the employee's written authorization and administered in accordance with applicable federal and Massachusetts wage and hour laws.

Eligibility and Selection of Participants: Participation in this program is limited to a maximum of four (4) teachers per semester and is subject to funding availability. Teachers will be approved on a first-come, first-served basis. The program is structured to limit the school's net cash flow exposure to no more than \$1,000 per semester.

To be eligible, employees must:

- Be actively employed by LACS at the time of application and enrollment
- Not already possess an SEI endorsement
- Enroll in a DESE-approved SEI endorsement course

Repayment and Separation from Employment: If an employee separates from employment with LACS for any reason prior to the completion of all scheduled payroll deductions, the remaining unpaid balance of the SEI course tuition shall become immediately due and payable, to the extent permitted by law.

LACS may, with the employee’s prior written authorization and in compliance with Massachusetts wage laws, deduct any remaining balance from the employee’s final paycheck. If such deduction is not permitted or does not fully satisfy the outstanding balance, the employee agrees to repay the remaining amount directly to LACS within a reasonable timeframe established by the school.

Administration: The Director of Talent, in collaboration with the HR team, shall be responsible for administering this policy, including verifying course eligibility, approving participants, and ensuring compliance with applicable laws and internal payroll procedures.

Example Payroll Deductions for this Spring

PAYROLL DATES	COVERAGE DATES	PAY REDUCTION
2/20/26	2/2/26-2/15/26	\$42.50
3/6/26	2/16/26-3/1/26	\$42.50
3/20/26	3/2/26-3/15/26	\$42.50
4/3/26	3/16/26-3/29/26	\$42.50
4/17/26	3/30/26-4/12/26	\$42.50
5/1/26	4/13/26-4/26/26	\$42.50
5/15/26	4/27/26-5/10/26	\$42.50
5/29/26	5/11/26-5/24/26	\$42.50
6/12/26	5/25/26-6/7/26	\$42.50
6/26/26	6/8/26-6/21/26	\$42.50

Coversheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Governance Committee Meeting on January 8, 2026

APPROVED



Libertas Academy Charter School

Minutes

Governance Committee Meeting

Date and Time

星期四 一月 8, 2026 at 9:30 上午

Trustees Present

C. Resto (remote), S. Williams (remote)

Trustees Absent

None

Ex Officio Members Present

M. Montero (remote)

Non Voting Members Present

M. Montero (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Resto called a meeting of the board of trustees of Libertas Academy Charter School to order on Thursday Jan 8, 2026 at 9:30 AM.

C.

Approve Minutes

C. Resto made a motion to approve the minutes from previous meeting Governance Committee Meeting on 09-11-25.

S. Williams seconded the motion.

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

II. Other Business

A. Patrick asked GC to think about how to keep elected officials engaged

We discussed the possibility of engaging and inviting elected officials to campus and other Libertas events.

B. Review Pregnant and Parenting Policy for Libertas students - presented by Christien from Libertas

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 10:30 上午.

Respectfully Submitted,

C. Resto