APPROVED

Libertas Academy Charter School

Minutes

FY25 BOT Meeting

Date and Time
Tuesday December 17, 2024 at 5:30 PM

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

Trustees Absent
S. Williams, T. Curtis

Ex Officio Members Present
M. Montero (remote)

Guests Present
Anthony Gibbs (remote), Paul Mancinone (remote)

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 Dec 17, 2024 at 5:38 PM.

D. Approve Minutes from November 26 Meeting

S. Lapolice made a motion to approve the minutes from FY25 BOT Monthly Meeting on 11-26-24.
N. Coakley seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Public Comment

Introduction of Paul Mancinone, candidate for the Board
Board members introduced themselves

II. Management Report

A. LACS Talent

Anthony Gibbs, Director of Talent, presented on hiring and retention at LACS.
Since August, 13 departures, 11 voluntary and 2 terminations
BIPOC total staff- 57% at LACS, real point of pride in organization
Latin X- 22% organization
Retention- upper 79%, lower 96%- total of 87%
11 have departed since the start of the year, 6 before students arrived
Director of Operation open
Goals- 85% retention
Mid year LA on track, UA off track
Assessing fit- need to make adjustments in how we assess organizational fit; starts with initial conversations through hiring process.
Want to collect essential information on the candidate prior to initial interview
Performance tasks to assess content knowledge
Introduce coaching prior to guest lesson.
Project 13 openings in UA and 11 roles in LA
Non-renews UA 9, LA 5
AG shared key dates for hiring timeline for this winter and spring.
Retention goals- 95% of highly qualified teachers
80% of all positions offered filled
Recruitment goals- 90% open positions of need filled by July 1 and 100% of positions filled by August 1.
NC asked about UA principal- MM clarified that Ben Cruse is acting in that role and we are seeking principal in residence to work with BC.

AS- is there a 90 day assessment? AG clarified about the onboarding process, but there is not a 90 day assessment. Ongoing coaching and communication with administration about progress
AS asked about - AG clarified about the demands of the work are challenging and distinct to LACS
KS asked about recruiting process- AG wants to be more strategic about finding people who will fit with the organziation. MM added that partnerning with national organizations is helpful
NC asked to clarify principal and assistant principal in UA. MM clarified that LACS does fill both roles
PK asked about compensation and competitiveness- MM responded that we are, but we are always seeking data to keep LACS in that position. How do we make it sustainable and how do we compensate based on outcomes.

B. Management Report

MM transitioned to talk about work with AG- seeking highly sustainable work environment and feeling good about direction.
College updates- 59 seniors, 34 have submitted. 13 have been accepted to a school already! New tradition at school where senior acceptances get announced to school and seniors ring a bell.
College takeover with 9th grade- introductions and generating excitement about college and career.
Mid-year assessments going on right now. AA will receive significant update in January.
100% compliance with IEPs in both academies. Testament to support team.
Overenrolled in lower academy- strong numbers overall
Liberty St- transformer is delayed again- will be delivered on January 7. Will need 3 weeks to get power into building and get inspections. Expecting certificate of occupancy by end of January. May move during an academic week or move during Feb break. Starting to move some things over winter break and will complete move once CoA is finalized. Board approval required if school calendar changes for move in January.
CR asked about non-essentials and parking- move starting now and paving is prepped but not complete until after transformer goes in. MM pushing VAS to get everything else done.
KK asked about communication - MM has informed staff and is informing families tomorrow. Ongoing communication has been solid
JG asked about financial implications- MM resolving with VAS and working with Jeff Fialky on legal steps. MM compiling specific expenses and then will need to negotiate with VAS.
Paul Mancinone seeking approval for Board position

III. Committee Reports

A.

Academic Achievement Committee

No December meeting- will meet in January

B. Finance Committee

N. Barker made a motion to approve November financials.
K. Stewart seconded the motion.
Finances looking strong. No anomalies or concerns
The board **VOTED** unanimously to approve the motion.

C. Development Committee

Paul attended meeting
Open House will go as scheduled in late January
Revealing Donor Wall in January
Strategies of looking beyond the new building- still working with David. Year end appeal went out and 8 gifts have come in.
Looking forward to building celebration.

MM added that $85 K has come through for this year

D. Governance Committee

MM indicated that the committee will reconvene in January

E. ED Evaluation Committee

Will meet in 2025

IV. Other Business

A. Executive Session

KK moved to enter executive session at 6:24
Seconded by KS and approved
The board exited executive session at 6:32
K. Diamond Kayiatos made a motion to Approve Paul Mancinone as a member of the board.
S. Lapolice seconded the motion.
Board members spoke up on his behalf- positive interactions and history shared.
The board **VOTED** unanimously to approve the motion.

V. Closing Items

A. Next meeting

Jan 28th at 5:30, location TBA- planning on a dinner 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 6:36 PM.

Respectfully Submitted,
N. Barker

Documents used during the meeting

- SY24-25 December- BOT Management Report.pptx
- 24-25 Talent at Libertas.pptx
- FY24-25 November Dashboard.pdf
- FY24-25 November Statement of Net Position SNP.pdf
- FY24-25 November Summary.pdf
- FY24-25 November Cash Flow.pdf