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

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 Propsal 2025.docx
- FY24-25 February Financials.xlsx