

APPROVED



# Libertas Academy Charter School

## Minutes

### FY25 BOT Annunal Meeting

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**Date and Time**

Friday June 20, 2025 at 8:30 AM

**Location**

LACS Conference Room  
262 Liberty St

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**Trustees Present**

C. Resto, J. Fedor, J. Gunther, K. Diamond Kayiatos, N. Barker, P. Kkayego, P. Mancinone, S. Lapolice

**Trustees Absent**

A. Seymour, K. Stewart, N. Coakley, S. Williams

**Guests Present**

Christien Laible

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**I. Opening Items****A. Board Chair Welcome**

Introductions and greetings

**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 Friday Jun 20, 2025 at 8:44 AM.

## II. Management Report

### A. The Year in Review

Board members shared meaningful moments from throughout the year

MM-F reviewed the mission of LACS

Moving into forever home was a huge highlight- progression of building. Opening date continued to be a moving target but priority was to keep project moving and get seniors (and all) into the building. First day in new building 3/5/2025. Gym, cafeteria, fitness center, media center- all great features that are in a facility that these students deserve. Building alone does not make a school. Ribbon cutting ceremony was a joyful moment and recognition of all who helped make this day happen.

Work hard to play hard- focus on academic excellence, and how can we increase academic rigor and support students so they believe in themselves

- they can do it

- will propel them to another level of success

- will assist in garnering college financial aid

Two science labs and two new AP courses in sciences

Libertas does not makes excuses as to why students don't perform as well

Small group time puts attention on bringing students who are behind up to speed

Field trips are important ways to get students out into the world beyond Springfield

Student achievement celebrated

ELL students celebrated

Trunk or treat event builds community

Spirit Week at LACS

Christmas Party for Staff at MGM

Staff Appreciation- want people to feel a part of something bigger

Senior Prom at Log Cabin

Pep Rally in new gym- elevates positive culture

MCAS Ready- pep rally for that and competition exists across grades- chants, cheers, and signs

LACS outperforms district significantly and growth is top in the state

Signing day- % of students going to 4 year and 2 year colleges, most with massive financial support through schools and outside scholarships such as the Jenneson Foundation

Graduation was another highlight and MM-F was able to connect with each student and congratulate them individually. Beautiful ceremony, exactly what students deserved 87% on track to attend college, with 60% enrolling in 4 year. 8% into trade/ alternative program, and 5% into the military.

Pride in inaugural class for all their growth and success through significant challenges.

Yet MM-F knows that the school can do better and will do better

Progress on goals- MCAS results not released until fall, so EOY assessment is based on internal metrics like attendance and behavior.

Lower Academy (LA)- Reading Intervention - moved away from F-P to iReady. Students will take it three times a year, nationally normed assessment. Data showing strong growth progression between 6-8th grade. But LACS wants to intervene more and differently with 6th grade, which is lower than recent years. Current 6th grade was in K during pandemic, home from school during key reading instruction time.

ACCESS- student service- 100% compliance (ELL component)- big improvement based on DESE feedback

Culture in LA- big ups for Yanela Cruz- huge reduction in suspension. Missed yearly attendance goal by 1% (93%). Chronic absences are concerning to MM-F. CA at 16% which is off track, and LACS workshopping ways to improve this in future years. Teacher retention is on track at 93%, Organizational Health at 85% and parents see the school favorably (4 or 5 on 5 point scale)

Goals for MCAS listed- tracking growth

LA in 25-26- focus on teaching, learning, and coaching. College process awareness will start at this level, Reading intervention prioritized, and daily attendance improvements sought

Upper Academy data

Close on ambitious college goals- but MM-F is seeking more robust process next year.

Good job this year, and MM-F wants a better job next year. Entirely new college team for 2025-26. College Readiness class is in place- and LACS seeks to send students to summer programs at colleges and universities.

Academic Data around AP's is off track- but final data to be completed over the summer.

MM-F wants to enhance curriculum in 2025-26. AP preparation starts earlier

Equity data generally on track, but wants so increase performance with students who have an IEP

GPA data- struggles to balance rigor and support

Operations data in a strong place- all on track

UA takeaways- Adults must be invested and held accountable, daily attendance, focus on teaching and learning

Strategic Plan Overview- process began in 2022-23. Collection of data started fall of 2023

Now in phase 5, building up to 2026-27. Will align with DESE evaluation

3 main buckets-

- Successful post-secondary transition
- Dramatically increase student achievement
- Recruit, develop, and retain high quality teachers

Rubric for success owned by MM-F, who reviewed data points and progress towards goals

FY26 goals and priorities-

Pursue strategic goals

Secure charter renewal in 26-27

Purchase Liberty St building following charter renewal

Secure a new charter in CT in order to launch school in 2027

## **B. FY26 Annual Budget**

K. Diamond Kayiatos made a motion to Approve Budget for FY 2026.

S. Lapolice seconded the motion.

Reviewed FY 25 Budget and proposed FY26 Budget

Revenue - aware of 900K federal funding and steady \$ from state for tuition, perhaps increase. Total revenue projected to increase to \$14.5 million

Expenses- proposing reduced personnel of some roles due to redundancies and increased expenses. Overall reduction in personnel costs of \$200K

Administrative costs- decrease

Instructional services- decrease in private transportation (6 students in homeless shelters in Western Mass- will provide stipend to current staff)

Facility costs- increase 600K due mainly to new building

Jeff- prudent budget

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

## **C. FY24-25 Annual Report**

Required by the state- much of the data presented today goes into the report. Board required to approve. Because the board does not meet in July, the board will need to review online and approve in July. MM-F goal is to complete before July 21st

## **III. Lunch and Student Presentation**

### **A. Student Presentation**

Ruth Monserrate, Class of 2025, presented to the board about her Legacy Project with her mentor, involving shadowing a teacher and preparing a workshop for 8th graders.

Yiselle Pellet, Class of 2025, Proposal for Legacy Project- creation of Entrepreneurship Club, leaving a pathway for others to build the club and even see how to start their own club

## **IV. Other Business**

### **A. Board Goals**

K. Diamond Kayiatos made a motion to Approve FY26 Board Goals.

S. Lapolice seconded the motion.

Governance Committee- 3 year recruitment plan- did not happen due to other conflicts.

However, we have 3 new trustees elected during 24-25

100% in annual touchpoint with LACS- met

100% of board giving by June 30- still time to reach this goal

Proposed Goals-

Governance Committee- 3 year recruitment plan

100% in annual touchpoint with LACS  
100% of board giving by June 30- still time to reach this goal  
100% attend a Board Development training or webinar  
The board **VOTED** unanimously to approve the motion.

## **B. ED Evaluation and Compensation**

K. Diamond Kayiatos made a motion to Approve the ED evaluation and Compensation.  
P. Kkayego seconded the motion.  
MM-F spoke of hopes to have a multi-year renewal and requests that he does not receive an increase in compensation  
The board moved to enter executive session at 11:43 AM  
The board returned from executive session at 12:36 PM  
The board **VOTED** unanimously to approve the motion.

## **C. Slate of Officers and Meeting Cadence**

K. Diamond Kayiatos made a motion to approve the slate of officers for FY26.  
J. Gunther seconded the motion.  
Patrick Kayego- Chair  
Paul Mancinone- Vice Chair  
Nick Barker- Secretary  
Sarah Lapolice- Treasurer

The board **VOTED** unanimously to approve the motion.  
Meeting cadence was established through discussion, noted by MM-F

## **V. Closing Items**

### **A. Closing Remarks**

KDK thanked everyone and appreciated LACS. Passed baton to Patrick, who thanked everyone and looked ahead to next year.

### **B. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:57 PM.

Respectfully Submitted,  
N. Barker

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## **Documents used during the meeting**

- FY25 Board Retreat.pptx

- FY 26 Budget Overview- Finance Memo.pdf