



Albany Leadership Charter School for Girls

Monthly Board Meeting

Date and Time

Tuesday November 25, 2025 at 5:00 PM EST

Location

19 Hackett Boulevard Albany NY

Agenda

		Purpose	Presenter	Time
I.	Opening Items			5:00 PM
A.	Record Attendance		Maggie Moree	1 m
B.	Vote for Board Chair	Vote	Maggie Moree	2 m
	Accept the resignation of Sojourner Brice as Board Chair for personal reasons and to approve Arricka Harrison as the Board Chair for the 2025-26 School Year			
C.	Call the Meeting to Order		Arricka Harrison	
D.	Approve Board Minutes	Approve Minutes	Arricka Harrison	1 m
	Approve minutes for Monthly Board Meeting on October 28, 2025			
II.	Accountability			5:04 PM
A.	Leadership Report Out	Discuss	Ron Large	30 m

		Purpose	Presenter	Time
III.	Finance			5:34 PM
A.	Monthly Financials & Committee Report Out	Discuss	Maggie Moree	10 m
IV.	Other Business			5:44 PM
A.	Board Member Resignation	FYI	Arricka Harrison	1 m
	Sojourner Brice has submitted her resignation from the Board citing personal time commitments.			
V.	Executive Session (as needed)			
VI.	Closing Items			
A.	Adjourn Meeting	Vote		

Coversheet

Approve Board Minutes

Section:

I. Opening Items

Item:

D. Approve Board Minutes

Purpose:

Approve Minutes

Submitted by:

Related Material:

Minutes for Monthly Board Meeting on October 28, 2025

APPROVED



Albany Leadership Charter School for Girls

Minutes

Monthly Board Meeting

Date and Time

Tuesday October 28, 2025 at 5:00 PM

Location

19 Hackett Boulevard Albany NY

Trustees Present

A. Harrison, D. Getto, E. Bowman, E. Harris, E. Robertson, J. Celestine, M. Moree (remote), V. Rhodes

Trustees Absent

S. Brice

Guests Present

R. Large

I. Opening Items

A. Record Attendance

B. Vote for Board Chair

M. Moree made a motion to elect Arricka Harrison as board chair for the 2025-26 school year.

V. Rhodes seconded the motion.

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

C. Call the Meeting to Order

A. Harrison called a meeting of the board of trustees of Albany Leadership Charter School for Girls to order on Tuesday Oct 28, 2025 at 5:00 PM.

D. Approve Board Minutes

M. Moree made a motion to approve the September board meeting minutes.

E. Robertson seconded the motion.

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

II. Accountability

A. Leadership Report Out

Dr. Large provided overview to the board on professional development, culture, attendance for the first two months of the school year. He noted all remain works in progress but that valuable feedback had been received from faculty as part of the professional development process, that while culture is improving being in one building as one team with one set of expectations is showing positive results. A discussion ensued on the vibe in the classroom -- for teachers and students - and it was noted that this is moving in the right direction. His sense is that teachers are feeling supported, students are engaged and the school is off to a solid start. The Board discussed with the leadership team food insecurity and efforts to ensure families were supported to the extent possible as the government shutdown continued. It was noted the school has a food pantry, which is supported as part of the regional food back, and that all donations continue to be welcome. Additional equipment could facilitate greater service; Dr. Large was directed to inventory kitchen equipment at Park Place, to relocate equipment that could be accommodated at Hackett and ensure we are using the most current equipment where possible. It was noted that the Park Place building has a commercial refrigerator that could serve current unmet needs for the food pantry and should be relocated as soon as possible.

The Accountability Report with academic and other school happenings was reviewed.

III. Finance

A. Monthly Financials & Committee Report Out

Ms. Moree provided the Finance Committee report. The enrollment target miss is reflected in both the cash flow provided weekly to Dr. Large, and the financial statements. Alignment of expenses to more accurately reflect revenue is underway. Finance Committee chair, the Business Administrator met twice with the Bond Trustee and Bond Holders this month. Discussions were positive and proceeding toward a resolution that will provide relief for this academic year. Bondholders are aware that the enrollment miss

is not recoverable from a revenue perspective in this school year. Separately, Ms. Moree has a scheduled meeting with the Diocese next week.

Enrollment as reported on BEDS day was 294. Current enrollment is around 284. Dr. Large is providing weekly updates on enrollment to ensure awareness of team and board on revenue and expenses. An Ad Hoc group of trustees consisting of Eldon, Dale, Beth and Arricka will meet to review fundraising options and opportunities to pursue with the Advancement Team.

B. Audit

M. Moree made a motion to accept the audit findings and statement as prepared by Cusack & Co.

E. Robertson seconded the motion.

Audit findings include recommendation that the Financial Procedures Manual be updated, as auditors noted that the procedures, while quite detailed, are not being applied consistent with the manual. Ms. Moree will work with the appropriate team members to update the manual to reflect actual process as well as to update where necessary.

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

IV. Other Business

A. Booster Club Discussion

Ms. Getto advised the Board of significant work undertaken to position the School for stronger participation in athletics consistent with regional standards. She has been working closely with Mrs. Woods, the coaches and others to put in place systems and procedures for an effective sports program. She has initiated conversations with schools that may be interested in partnership on certain sports where neither school can field a team, but collectively a team might be fielded. A Booster Club is a legal designation which will allow for fundraising and segregated funding to support an overall sports program. No vote is needed yet on this. She has asked Ms. Rhodes to review some of the materials that would be needed to establish a Club and an effective program model.

V. Closing Items

A. Adjourn Meeting

E. Harris made a motion to adjourn the meeting.

J. Celestine seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:33 PM.

Respectfully Submitted,

M. Moree

Documents used during the meeting

- Board_Accountability_Report_-_October_2023.pdf
- ALCSG Sep23 Financials.pdf
- Financial Statements 4723 2023 Draft.pdf
- AUP Report 4723 2023 Draft.pdf

Coversheet

Leadership Report Out

Section:

II. Accountability

Item:

A. Leadership Report Out

Purpose:

Discuss

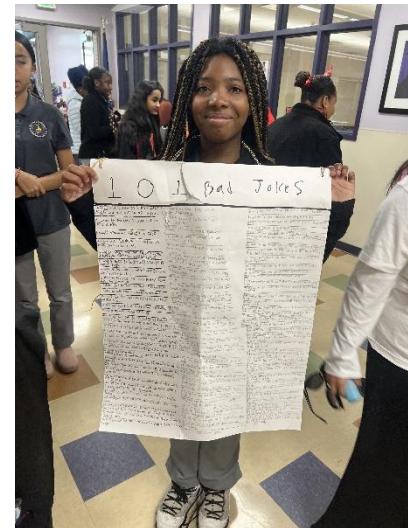
Submitted by:

Related Material:

Board Accountability Report - November_2025.pdf

Albany Leadership Charter High School for Girls Board Accountability Report – November 2025

A. Activities, Events, & School Culture



Middle School Recognition Rally- October 23, 2025

ALCS Alumni Volleyball Game – October 23, 2025

Homecoming Pep Rally- October 23, 2025

2025-2026 Homecoming- October 25, 2025

ICAN Albany Medical College Field Trip – October 29, 2025

Fall Fest/Trunk or Treat – October 31, 2025

8th Grade Graduation Picture Day- November 5, 2025

Parent Teacher Conferences- November 6 & 7, 2025

Coat Boutique Giveaway- November 7, 2025

B. Enrollment Dashboard

Students Enrolled by Grade Level – As of November 10, 2025									
Grade	PS Total	Additions	Withdrawals	No Shows	Missing/20-Days Absent	Budgeted Enrollment Target	Percent of Goal	Waitlist	Enrollments in Progress 2025-2026
6th	37	2	1	0	0	55	67%	0	11
7th	48	0	0	0	0	55	87%	0	7
8th	46	3	2	0	0	55	83%	0	8
Total:	131	5	3	0	0	165	79%	0	26

Students Enrolled by Cohort – As of November 10, 2025									
Cohort	PS Total	Additions	Withdrawals	No Shows	Missing/20-Days Absent	Budgeted Enrollment Target	Percent of Goal	Waitlist	Enrollments in Progress 2025-2026
2025	31	0	1	0	0	55	56%	0	7
2024	56	0	3	0	1	50	112%	0	5
2023	31	1	0	0	1	50	62%	0	7
2022+	34	1	1	0	3	35	97%	6	0
Total:	152	2	5	0	5	190	80%	6	19

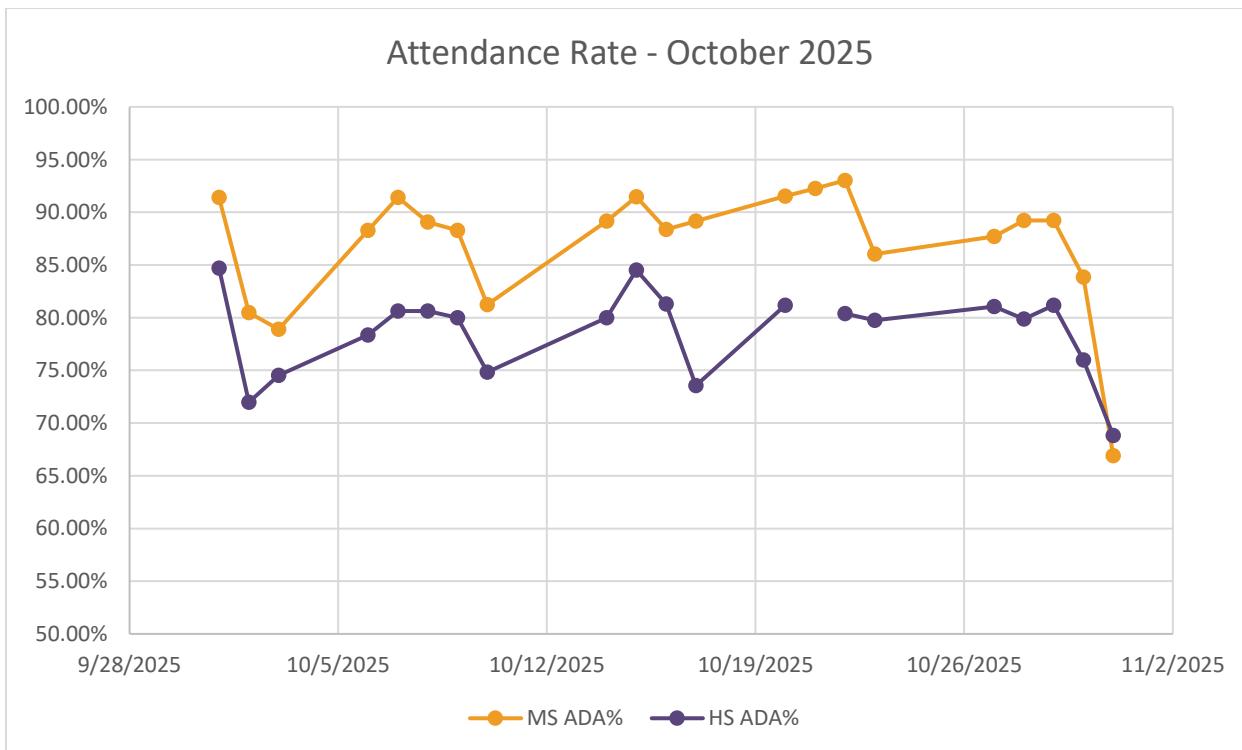
*Additions and Withdrawals between 10/14 and 11/10

Comparison Enrollment by Month: Three-Year Trend			
End-of-Month	2023-2024	2024-2025	2025-2026
September	MS=183/HS=208 391	MS=157/HS=216 373	MS=128/HS=157 285
October	MS=179/HS=207 386	MS=161/HS=211 372	MS=129/HS=152 281
November	MS=182/HS=203 385	MS=156/HS=209 365	
December	MS=180/HS=204 384	MS=150/HS=207 357	
January	MS=183/HS=207 390	MS=149/HS=203 352	
February	MS=185/HS=207 392	MS=153/HS=203 356	
March	MS=181/HS=205 386	MS=153/HS=202 355	
April	MS=180/HS=203 383	MS=153/HS=199 352	
May	MS=180/HS=202 382	MS=153/HS=197 350	
June	MS=180/HS=199 379	MS=153/HS=197 350	

C. Attendance Dashboard

Month	Middle School ADA%		High School ADA%	
	2024-2025	2025-2026	2024-2025	2025-2026
September	89.62%	84.51%	78.74%	77.61%
October	64.03%	87.00%	84.31%	78.66%
November	85.99%		81.45%	
December	83.83%		81.99%	
January	80.07%		81.68%	
February	83.74%		79.27%	
March	87.11%		80.81%	
April	90.14%		78.99%	
May	86.76%		74.84%	
June	86.78%		69.13%	

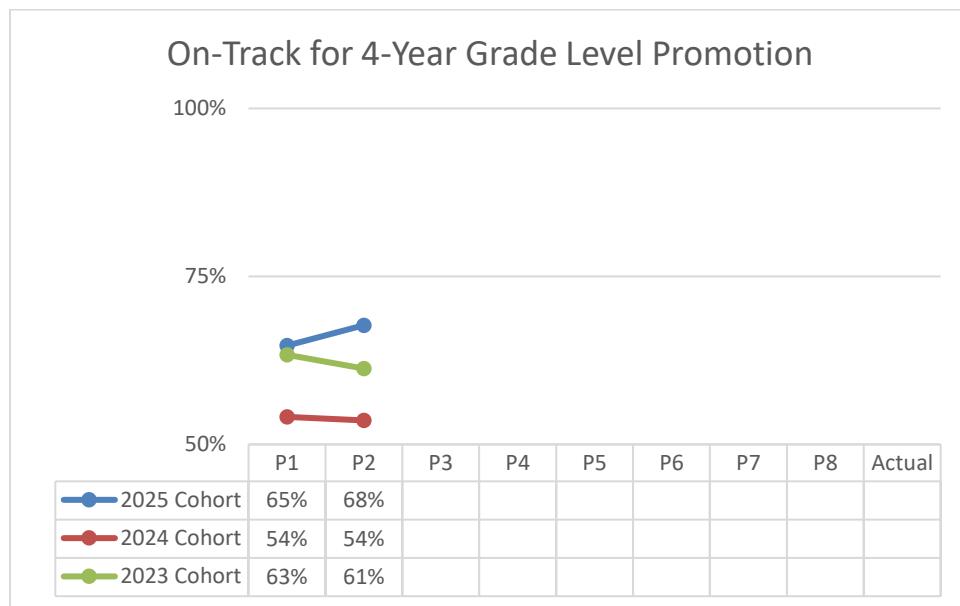
Grade	Middle School			High School	
	Average Daily Attendance (Oct 2025)	Chronic Absenteeism (YTD)	Cohort	Average Daily Attendance (Oct 2025)	Chronic Absenteeism (YTD)
6	85.29%	41.67%	1 st Year	82.50%	63.64%
7	87.60%	41.67%	2 nd Year	77.59%	60.66%
8	87.70%	44.44%	3 rd Year	82.84%	53.13%
Total	87.00%	42.64%	4th+ Year	78.66%	67.65%
			Total		61.25%



D. Academics Dashboard – POP 2 (ended 11/7/25)

Achievement by Grade Level				
Grade Bin	Grade			
	6	7	8	Grand Total
At Risk (GPA less than 2.0)	20	8	18	46
Low Risk (GPA between 2.0 and 3.3)	13	33	25	71
Honor Roll (GPA between 3.3 and 3.7)	3	7	3	13
High Honor Roll (GPA at least 3.7)	0	0	0	0
Grand Total	36	48	46	130

Achievement by Cohort					
Grade Bin	Cohort				
	2025	2024	2023	2022	Grand Total
At Risk (GPA less than 2.0)	11	27	10	9	57
Low Risk (GPA between 2.0 and 3.3)	11	20	15	7	53
Honor Roll (GPA between 3.3 and 3.7)	7	3	4	8	22
High Honor Roll (GPA at least 3.7)	2	5	2	3	12
Grand Total	31	55	31	27	144



E. Teacher Retention Dashboard

Middle School November 2025 Teacher Retention				
Content Area	Total teachers	Total teachers retained	Percent of teachers retained	Reason/Notes
6 th Grade ELA/Social Studies	1	1	100%	
6 th Grade Math/Science	1	1	100%	
ELA 7/8	1	1	100%	
Social Studies 7/8	1	1	100%	
Math 7/8	1	1	100%	
Encores	4	4	100%	
Resident Teachers	1	0	NA	Hiring on Hold
SPED	1	1	100%	
MTSS	1	1	100%	
ENL	1	0	0%	Resigned effective Nov. 7 th
Total	12	11	92%	
High School November 2025 Teacher Retention				
Content Area	Total teachers	Total teachers retained	Percent of teachers retained	Reason/Notes
ELA	3	3	100%	
Social Studies	2	2	100%	
Math	2	1	50%	Currently interviewing – Sent out Task for potential teacher
Science	3	2	67%	E&S resigned in Sept.
Encores	4	4	100%	
Resident Teachers	1	1	100%	
SPED	2	2	100%	Hiring on Hold – for 3 rd SPED
MTSS	1	1	100%	
ENL	2	2	100%	
Total	20	18	90%	

F. Assessments Dashboard

ALCS Data Report: Fall 2025

SAT – Grade 12 – October 21, 2025

	# of Testers	Score Distribution	Mean Total Score (400-1600) i
School	24		400 812  1600
District	0	Not calculated	Score is not calculated for less than 10 testers
State (New York State Department of Education)	10,374		400 957  1600
State (All Schools)	12,673		400 988  1600
U.S. and U.S. Territories	204,960		400 989  1600
Global Testers	205,163		400 989  1600

PSAT/NMSQT – Grades 10 & 11 – October 21, 2025

	# of Testers	Score Distribution	Mean Total Score (320-1520) i
School	67		320 759  1520
District	0	Not calculated	Score is not calculated for less than 10 testers
State (New York State Department of Education)	76,753		320 1022  1520
State (All Schools)	101,749		320 1024  1520
U.S. and U.S. Territories	2,595,784		320 954  1520
Global Testers	2,638,824		320 956  1520

G. 9-12 Accountability Dashboard

2022 Cohort	Metric	CSI Target	As of 10/31/2025
Academic Progress	ELA	65% score 4+ 80% score 3+	5/29 4+ = 17.2% 20/29 3+ = 68.9%
	Math	65% score 4+ 80% score 3+	0/29 4+ = 0% 17/29 3+ = 58.6% 17/29 3+Exempt = 58.6% 22/29 including Special Appeals
English Language Proficiency	ELP	N/A	TBD
Chronic Absenteeism	CA	N/A	61.3% (HS) 42.7% (MS)
Graduation Rate	4-Year	75%	2/33 = 6.0% Potential 29/33 = 87.8% 4 Drops
	5-Year	95%	40/50 = 80.0%
	Leading Indicator	75% of students will have passed 3 Regents exams by the end of their second year	<u>2024 Cohort</u> 0/56 3+ = 0% 2/56 2+ = 3.5% 6/56 1+ = 10.7%
College, Career, and Civic Readiness	CCCR	75% of June grads demonstrate college readiness	13/29 = 44.8% Potential 20/29 = 68.9%

Coversheet

Monthly Financials & Committee Report Out

Section: III. Finance
Item: A. Monthly Financials & Committee Report Out
Purpose: Discuss
Submitted by:
Related Material: ALCSG Oct25 Financials.pdf



“One Leader Changes Everything”

19 Hackett Blvd, Albany, NY 12208 ~ 518-694-5300 ~ 518-694-5307 ~ <https://www.albanyleadership.org/>

FINANCIAL STATEMENTS ENDING OCTOBER 31, 2025 NARRATIVE

ENROLLMENT: Total enrollment is below plan by sixty-one (61) students; the total billed enrollment on P3 is projected to be 294 versus a budget of 355 students; this is across the board from every district;

REVENUE

Per Pupil Revenue: As a result of the lower enrollment, the total per pupil funding for general ed students is below plan \$377k;

SPED Revenue: SPED revenue will be billed towards the end of the fiscal year;

Federal Revenue: The grant budgets run from Sep 1 to August 31 and the initial 20% deposits are paid in November/December;

Other Revenue: This line includes additional grants, a small amount of fundraising, interest income and food service revenue;

EXPENSES

Personnel: This is showing negative against plan based on some salary adjustments and the timing of some staff leaving the headcount;

Facilities: This line is under budget through the current month, but many costs increase as the winter months approach; the school has stopped paying middle school rent and has renegotiated some maintenance and facilities contracts;

Other Expenses: This line is ahead of plan due to many upfront costs, such as insurance and subscriptions;

NET OPERATING SURPLUS (DEFICIT)

To date, the school shows a Net Operating Surplus of \$123k when accounting for nonocash items;

CASH

Cash available for use at 10/31 is negative \$255k, the additional bond accounts are keeping the school with positive total cash.

ALBANY LEADERSHIP CHARTER SCHOOL FOR GIRLS
FINANCIAL STATEMENTS FOR THE YEAR ENDING JUNE 30, 2026
 Current Month
 (in thousands)

4

	Actual YTD Oct25	Budget YTD Oct25	Variance YTD Oct25	Budget Annual FY26	Variance Annual FY26	Forecast Annual FY26	Variance vs Budget FY26	Variance vs Annual FY26
Enrollment	294.000	355.000	-61.000	355.000	-61.000	294.000	-61.000	0.000
Per Pupil-GEN	1,781	2,158	(377)	6,474	(4,693)	5,336	(1,138)	3,555
Per Pupil-SPED (including IDEA)	-	34	(34)	101	(101)	101	-	101
Federal Revenue	-	69	(69)	208	(208)	208	-	208
Fundraising	-	4	(4)	12	(12)	12	-	12
Other	65	130	(65)	390	(325)	309	(81)	244
Total Revenue	1,846	2,395	(549)	7,185	(5,339)	5,966	(1,219)	4,120
Personnel	989	970	(19)	5,043	4,054	3,808	1,235	2,819
Facilities	382	607	225	1,820	1,438	1,083	737	701
All Other Expenses	553	363	(190)	1,088	535	1,593	(505)	1,040
Total Expenses	1,924	1,939	15	7,951	6,027	6,484	1,467	4,560
REVENUE LESS EXPENSE	(78)	456	(534)	(766)	688	(518)	248	(440)
Depreciation Expense	201	163	38	490	289	505	(15)	304
Mortgage Interest	-	148	(148)	443	443	443	-	443
NET OPERATING SURPLUS (DEFICIT)	123	767	(644)	167	(44)	430	263	307
Total Cash (excluding restricted)	(255)	104	(359)	313	(568)	(851)	(1,164)	(596)
Total Margin	-4%	19%	-23%	-11%	6%	-9%	2%	-4%
Days Cash on Hand	(16)	7	(23)	14	(30)	(48)	(62)	(32)
Expense per Student	7	5	1	22	16	22	0	(16)
Facilities Coverage	1.32	2.26	(0.94)	1.09	0.23	0.40	(0.69)	(0.92)

(in thousands)

	Jun25	Jul25	Aug25	Sep25	Oct25	Nov25	Dec25	Jan26	Feb26	Mar26	Apr26	May26	Jun26	Jul26
Enrollment	369,013	313,000	290,000	294,000	294,000	280,000	280,000	280,000	280,000	280,000	280,000	280,000	280,000	300,000
Per Pupil (Albany)	(103)	694	-	675	-	637	-	637	-	637	-	637	-	656
Per Pupil (All Other)	(10)	96	101	231	182	-	253	-	253	-	253	-	-	261
Federal Revenue	23	171	46	-	-	58	16	16	96	16	16	16	96	-
All Other Revenue	50	3	11	14	21	5	5	5	5	5	5	5	5	5
Total Revenue	(40)	964	158	920	203	699	274	658	354	658	274	658	101	921
Personnel Instructional	211	250	127	161	165	133	199	133	133	133	133	133	133	129
Personnel Admin	124	163	81	97	98	93	140	93	93	93	93	93	93	129
Personnel All Other	11	20	13	14	16	18	27	18	18	18	18	18	18	30
Personnel Benefits	87	64	52	56	66	62	62	62	62	62	62	62	62	61
Facilities MS Rent	27	27	53	-	-	-	-	-	-	-	-	-	-	-
Facilities Bond Principal	-	35	-	35	-	35	-	35	-	35	-	37	-	37
Facilities Bond Interest	-	74	-	74	-	74	-	74	-	74	-	72	-	72
Facilities All Other	37	70	41	39	35	47	47	47	47	47	47	47	47	48
All Other Expenses	446	33	24	175	255	91	91	91	91	91	91	91	91	93
Total Expenses	943	736	391	651	635	552	565	552	443	552	443	552	443	600
Net Surplus (Deficit)	(983)	228	(233)	269	(432)	147	(291)	106	(89)	106	(169)	106	(342)	321
Fixed Asset Purchases	-	(2)	-	-	-	-	-	-	-	-	-	-	-	-
BoostEd Cash Advance	190	-	-	-	-	(190)	-	-	-	-	-	-	-	-
Bond	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Cash Effect	(793)	226	(233)	269	(432)	(43)	(291)	106	(89)	106	(169)	106	(342)	321
Beginning Cash	1,980	1,187	1,413	1,180	1,449	1,017	974	684	789	701	806	638	743	402
Increase (Decrease) in Cash	(793)	226	(233)	269	(432)	(43)	(291)	106	(89)	106	(169)	106	(342)	321
Ending Cash	1,187	1,413	1,180	1,449	1,017	974	684	789	701	806	638	743	402	723
From Ledger	1,187	1,413	1,180	1,449	1,017	-	-	-	-	-	-	-	-	-
check	-	-	-	-	-	974	684	789	701	806	638	743	402	723
Less Bond Accounts	(1,052)	(1,165)	(1,169)	(1,282)	(1,271)	(1,271)	(1,271)	(1,271)	(1,271)	(1,271)	(1,271)	(1,271)	(1,271)	(1,271)
Less Escrow Account	(100)	-	-	-	-	-	-	-	-	-	-	(100)	(100)	(100)
Adjusted Cash	35	248	11	167	(254)	(297)	(587)	(482)	(570)	(465)	(633)	(528)	(969)	(648)