



BOARD OF TRUSTEES MEETING
The Academy Charter School (TACS)
December 2025

Date: Thursday, December 18, 2025

Time: 5:30 pm – 6:03pm

Facilitator: Robert Stewart, Chairman of the Board of Trustees

TRUSTEES PRESENT: Robert Stewart, Chairman
Dawn West, Vice Chairman
Carol Beckles, Trustee
Dorothy Burton, Trustee
Dale James, Trustee
Marie Graham, Trustee

OTHERS PRESENT: Wayne Haughton, President
Nicholas Stapleton, Chief Academic Officer
Sandrea Oneil, Chief Legal & Compliance Officer
Alwaysne Burke, Group Chief Financial Officer
Felicia Barracks, Chief People & Operations Officer

1. CALL TO ORDER

Meeting was called to order by Chairman Robert Stewart at 5:30pm and instructed the recording of the minutes.

2. REPORTS

The following reports were presented:

a) President Report

Presenter: Wayne Haughton, President

The Board received an organizational and strategic update including the following:

- i. Academic Affairs
 - The Academy participated in Howard University Bison on Basel program in Florida. Several Academy art pieces were on display.
 - Howard University started an initiative with Bloomberg, Warner Music & Microsoft. These partnerships will be on going.

- ii. Operations and Compliance
 - Uniondale evacuation drills are ongoing.
 - Hempstead Upper Elementary & Middle School Cos will be completed by year-end.
 - Traffic studies and construction plans were approved on 12/10/2025 by Suffolk Planning Board.
- iii. Legal and Community Matters
 - The proposal for the Faith Baptist property is still ongoing, and the court has provided them with an extension time until December 31st to respond to our appeal.
 - The Jews Synagogue discussions are ongoing.

Chairman Stewart accepted and moved the report which was tabled. The motioned passed unanimously.

b) Chief Academic Officer Report

Presenter: Nicholas Stapleton, Chief Academic Officer

The Board received a comprehensive academic performance and accountability update:

- i. Student Achievement
 - Elementary School and Middle School – Both the Academy Charter School and the Academy Charter School – Uniondale made the highest level, Local Support and Improvement (LSI) for All Students and all Sub-group populations.
 - High School – Both the Academy Charter School and the Academy Charter School – Uniondale made the highest level, Local School Improvement (LSI) for All Students and all Sub-group populations.
 - The student attendance level at both was the most challenging.
 - The lowest academic performance was with English Language Proficiency (ELP) at Hempstead Elementary and Middle School, and Hispanic sub-group at the Academy Uniondale High School
 - The core academic subject (Mathematics and Science) performance at the high school level (particularly Academic Uniondale) was challenging.
 - The College and Career Readiness Index (CCRI) at the Academic Uniondale High School was outstanding. Value added due to the CTE program.
- ii. Interim Assessments
 - Students in grades 3-8 completed the first two Interim Assessments (English Language Arts and Mathematics) on November 20, 2025. The data is used to guide instruction and no unusual pattern exists in comparison to prior years.
 - The second Interim Assessment is scheduled for March 2026, and April 2026 and we expect to see growth at those intervals.
- iii. College Readiness
 - First round of acceptances expected December 1, 2025
 - There were a combined 3 finalists for the Posse Scholarship from both of our high schools. The Posse Scholarship is a full-tuition scholarship awarded by the

Posse Foundation to high school students with exceptional leadership potential. Students must be nominated by their high school or a community-based organization and participate in multi-step assessment process. Recipients are matched to a Posse partner college! This is our first year being eligible to nominate at both high schools.

- Chase Bermudez Sullivan from Academy Uniondale received a full scholarship to Lawrence University, which is the No. 1 ranked small private school in Wisconsin.
- The QuestBridge National College Match is a program that connects high-achieving, low-income students with partner colleges for a full, four-year scholarship and early admission. The process involves a competitive application and if selected students rank up to 15 partner colleges. Two of our students:
 - Nathaniel Destinobles from Academy Hempstead, and Grace Akindayo from Academy Uniondale received full scholarships to Rice University, and Boston College respectively.

Chairman Stewart accepted and moved the report which was tabled. The motioned passed unanimously.

c) Chief Legal & Compliance Officer Report

Presenter: Sandrea Oneil, Chief Legal & Compliance Officer

The Board received an update on pending litigation and compliance matters:

- i. Active Cases
 - S.A. Student Injury (Hempstead Elementary): Certified for trial
 - Pre-settlement conference: Dec 4, 2025
 - Status conference: Dec 8, 2025
 - Pre-trial conference: Feb 25, 2026
 - R.M. Slip and Fall Injury (Hempstead High)
 - Depositions of defendant adjourned to a date to be determined.
 - Status conference: Jan 29, 2026
 - Y.B.W. Student Injury (Hempstead Elementary): Certified for trial
 - Status conference: Dec 16, 2025
 - Settlement conference: Mar 10, 2026
 - Hempstead Property Easement
 - All motions due: Jan 29, 2026
 - Status conference: Apr 27, 2026
 - Hempstead Property Damage Case
 - Settlement conference: Jan 22, 2026
 - Planning Board Case: Appeal
 - Academy filed appeal: Oct 1, 2025
 - Respondent granted extension to Dec 31, 2025
 - Charles Lindbergh LLC: Nuisance Claim - traffic conditions
 - Preliminary conference: Jan 6, 2026
 - S.H. Discrimination Claim: Discovery Phase
 - Depositions scheduled: Jan 13, 2026

- ii. New Claims
 - No new claims asserted.
- iii. Network-wide Calendar.
 - Network-wide calendar is scheduled for release on January 5, 2026. This initiative was a special project completed in collaboration with the Marketing Department to ensure alignment and visibility across all campuses.
- iv. Community Engagement and Initiatives
 - Attended multiple community events to strengthen visibility and foster meaningful relationships. This includes School District Board and other community association meetings.
 - Maintained consistent communication with families across the network, addressing questions and concerns.
- v. Parent-Teacher Organization (PTO)
 - Parent-Teacher Organizations continue to meet regularly and demonstrate ongoing growth and success across the network.
 - Efforts still underway to encourage increased parent participation at a small number of schools that have not yet established a PTO.
 - Thoughtful events are happening across the network designed to engage scholars and encourage stronger parent partnerships. These include:
 - Bake sales.
 - Cookie making classes.
 - Fish Fries
- vi. Holiday Giving and Charitable Contributions
 - The Academy was invited to participate in an initiative with Mercy Hospitals where families in need will be given gift cards totaling over \$10,000.00. This event will take place at Mercy Hospital on Monday, December 22, 2025. Special thanks to Vice Chairman West assistance to secure the donation.
 - The Academy collaborated with other community organizations to coordinate the shipment of hurricane relief supplies collected across the network to Jamaica in support of recovery efforts following Hurricane Melissa.
- vii. Additional Initiatives
 - 529 College Savings Event
 - Planning an event to educate and encourage families about college savings options, with focus on the benefits of 529 plans.

Chairman Stewart accepted and moved the report which was tabled. The motioned passed unanimously.

d) Group Chief Financial Officer Report

Presenter: Alwayne Burke, Group Chief Financial Officer

The Board received and update on the financial statements for the month of November 2025.

The financial statements have not been reviewed and approved by the Financial Committee and therefore not included in the Financial Resolution for this meeting.

- i. Profit & Loss Statement (Actual vs. Budget by School and Charter as of Nov 30, 2025)
 - The statement of activities for the month and period of November 2025 reflects revenue which is more than expenses for November.
- ii. Balance Sheets
 - The Balance Sheets reflected the financial stability and overall financial position of both Charters.
 - The required debt reserve funds were properly maintained in the designated bank accounts in compliance with the school's debt service covenant.
 - The school had adequate current assets to meet its current obligations.
- iii. Statement of Cashflows
 - The statement adequately reported the movement of cash from the school's operating, investing, and financing activities. The financial statements reconciled to reflect the cash position as of November 30, 2025.
- iv. AR Aging Report (August and November 2025)
 - Receivables which are 90 days or older (12%) primarily include Sped Billing for 2025.
- v. CSI Ratios
 - Ratios are in line with CSI's requirement.

Chairman Stewart accepted and moved the report which was tabled. The motioned passed unanimously.

e) Chief People & Operations Officer Report

Presenter: Felicia Barracks, Chief People & Operations Officer

The Board received updates on human capital, operations, and organizational systems:

- i. Human Capital
 - Domestic Recruitment
 - Recruiting efforts for the Hempstead and Uniondale campuses remain active.
 - International Recruitment
 - For the school year 2025-2026 the Academy welcomed (32) J1 cultural exchange international teachers and (5) H1B teachers

- Currently working on several projects with sponsoring agencies including reviewing (20) international teachers eligible for 4- and 5-year extension.
- Preparing continuation letters to analyze market value and salary comparisons.
- Recruitment (General)
 - Evaluating current recruitment practices to strengthen and proactively enhance talent sourcing efforts.
 - Onboarding
 - Hempstead (4)
 - Uniondale (5)
 - Shared Services (1)
 - Terminations
 - Hempstead (2)
 - Uniondale (4)
- Leave of Absence & Accommodations
 - PFL (intermittent) (0)
 - Long Term Disability (1)
 - PFL (3)
 - FMLA (1)
 - Short Term Disability (7)
 - Short Term to Long Term (Transition) (0)
 - Workers Compensation (0)
 - Maternity Leave (3)
 - Paternity Leave (0)
- Policy & Procedures

Exploring the idea of establishing a substitute teacher pool at the Academy to support coverage for last minute call outs as well as planned leave of absences. If implemented, will generate cost savings by reducing reliance on outside agencies.
- Training & Evaluations

The Academy U is currently in course identification and Design Phase, with Skillpath identified as a potential learning platform. The purpose of this initiative is to establish a structured, scalable professional learning framework that integrates NYS-required training.
- ii. Operations (Marketing & Branding)
 - Social Media
 - Instagram: (-31.82%) decrease in impressions; (+9.30%) increase in engagements attributed stronger audience interaction and content relevance.

- YouTube: generated (4.9K) video views in November, decline in both views (-24.73%) and engagements (-20.81%) showing an alignment with a shift towards selective video publishing.
 - Facebook: Declines in both impressions (-28.92%) and engagements (-61.69%) which is consistent with reduced posting frequency during platform revamp efforts.
 - LinkedIn: Decline in impressions by (-23.63%) while engagements increased by (+7.69%) reflecting effective professional and campaign focused messaging.
 - Across platforms engagement trends suggest quality interaction over volume, supporting awareness and fundraising objectives despite lower overall reach.
- Website
 - Traffic increased in November compared to October, reflecting continued interest from prospective families during the enrollment awareness period.
 - Engagement quality remained strong, with sustained average engagement time indicating meaningful interaction with enrollment, event and informational content.
- Marketing & Recruitment Highlights – November 2025
 - Supported Giving Tuesday through a coordinated, organic multi-channel campaign across social media, website, email, and radio reinforcing the Academy’s mission and community impact.
 - Collaborated with the Art Director and internal stakeholders to delivery consistent, mission-aligned messaging highlighting scholar support, service, and program impact.
 - Advanced 2026-2027 scholar recruitment with cohesive digital, social, and radio messaging aligned to “Learn, Lead & Serve”.
 - Strengthened collaboration with Admissions to ensure a seamless transition from awareness to application ahead of the peak recruitment period.
 - Expanded recruitment visibility through radio advertising, amplifying student voice, extracurricular offerings, and campus locations beyond digital audiences.
- iii. Events Summary
- Events hosted highlighted:
 - Class of 2029 Night to welcome incoming freshmen.
 - Medical White Coat Ceremony celebrating CTE medical students.
 - NJHS Induction
 - Honor Roll and Awards Ceremonies
 - Fall Festival
 - Collectively these events engaged 1,053 attendees demonstrating strong family participation and the network’s continued commitment to celebrating student success, academic excellence and school culture at every grade level.

Chairman Stewart accepted and moved the report which was tabled. The motioned passed unanimously.

3. ANY OTHER BUSINESS

There was no other business.

4. NEW BUSINESS

There was no new business.

5. ADJOURNMENT

With all business concluded, Board Chairman Stewart adjourned the meeting. The meeting ended at 6:03 pm.