



BOARD OF TRUSTEES MEETING
The Academy Charter School (TACS)
February 2026

Date: Thursday, February 26, 2026

Time: 6:30 pm – 6:45pm

Location: 100 Charles Lindbergh Blvd, Uniondale NY 11553

Facilitator: Robert Stewart, Chairman of the Board of Trustees

TRUSTEES PRESENT: Robert Stewart, Chairman
Dawn West, Vice Chairman
Carol Beckles, Trustee
Roderick Roberts, Trustee
Marie Graham, Trustee
Stephen Rowley, Trustee

OTHERS PRESENT: Wayne Haughton, President
Nicholas Stapleton, Chief Academic Officer
Sandrea Oneil, Chief Legal & Compliance Officer
Alwayne 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 6:30pm.

2. CONFIRMATION OF MINUTES OF THE LAST MEETING

The Minutes of the last meeting was reviewed and approved.

3. PUBLIC COMMENT

There was no public comment recorded.

4. REPORTS

The following reports were presented:

a) **President Report**

Presenter: Wayne Haughton, President

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

- Continued development of external partnerships supporting advertising, arts integration, and national visibility initiatives.
- Staff leadership training conducted in Houston, Texas for second-tier leaders in collaboration with national partners.
- New York State public release of graduation data reflecting strong outcomes for both Hempstead and Uniondale high schools.
- Ongoing implementation planning for the Arts Pathway to be launched on both campuses beginning September 2026, including music and visual arts tracks for the Class of 2031.
- Confirmation that Charter School Growth Fund commitments supporting Brentwood and Central Islip expansion initiatives have been completed.
- SUNY Board of Trustees approval received; additional procedural approvals remain pending.
- Reconstruction plans for Brentwood submitted; demolition permit approved with final approvals pending.
- Expansion space finalized and approved at the municipal level; applications submitted to NYSED as required.
- Legal matters relating to synagogue construction and expansion proceedings to be addressed under Legal Report.

Chairman Stewart requested a motion to accept the President's Report. Moved by Trustee Roberts and seconded by Trustee Graham. Motioned passed unanimously.

After the motion was accepted, the floor was opened for questions and comments on the President's Report, followed by a brief discussion.

b) **Chief Academic Officer Report**

Presenter: Nicholas Stapleton, Chief Academic Officer

The Board received a comprehensive academic performance and accountability update:

- Overview of New York State's revised accountability structure separating K–8 and 9–12 reporting bands, with numerical ratings ranging from Level 1 (below 85%) to Level 4 (above 95%).
- Current attendance rates across schools tracking at Level 3 (90–95%) year-to-date, with December impacted by seasonal illness trends and subsequent improvement noted.

- Confirmation that attendance trends are slightly above prior year comparisons and not negatively impacted by external immigration enforcement concerns.
- Public graduation rate comparisons indicating:
 - New York State average: 85%
 - Academy of Hempstead: 92%
 - Academy of Uniondale: 99% (Top 1% statewide)
 - Comparative regional district averages ranging from 64%–89%.
- Mid-year assessment analysis underway for Grades 1–8; January administration completed with incremental performance growth observed.
- Pilot implementation of NWP assessment system in Grades 5–12 to support vertical alignment and improved predictive instructional data.
- February intersession academic support programming implemented for students requiring additional Regents and mid-year exam preparation.
- Launch of targeted Regents preparation model (“call-back” instructional blocks) to support students previously unsuccessful on Regents examinations.
- Ongoing college acceptance updates including military academy consideration and upcoming March admissions rounds.
- Formal rollout of the Arts Pathway beginning September 2026; no audition barrier to entry in compliance with regulatory requirements; parent information sessions to be scheduled.

Chairman Stewart requested a motion to accept the Chief Academic Officer’s Report. Moved by Trustee Graham and seconded by Trustee Beckles. Motioned passed unanimously.

After the motion was accepted, the floor was opened for questions and comments on the Chief Academic Officer’s Report, followed by a brief discussion.

c) Chief Legal & Compliance Officer Report

Presenter: Sandrea Oneil, Chief Legal & Compliance Officer

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

- Four Article 78 proceedings filed challenging the issuance of charters for Brentwood and Central Islip expansions.
 - Two filings initiated by New York State Teachers Union and affiliated parents.
 - Two filings initiated by local school districts.
- All matters currently assigned to the same judge and being heard concurrently.
- Retention of external counsel with ongoing weekly coordination.
- Awaiting formal response timeline pending determination of representation by the New York State Attorney General’s Office.
- Community engagement efforts documented including approximately 2,000 petition signatures supporting charter approvals.

Family and Community Relations Updates:

- Blood Drive held February 12 at Uniondale campus; 49 pints collected, generating an estimated \$600 scholarship benefit.
- Participation in Black History Month event at the American Armory Museum.
- Advocacy Day rescheduled to March 4 in Albany.
- NYS 529 College Savings Plan seminar scheduled for March 3 with 75 registered families.
- Review of calendar compliance indicating 182 days scheduled; three snow days utilized with possible state waiver consideration.

Chairman Stewart requested a motion to accept the Chief Legal & Compliance Officer's Report. Moved by Trustee Roberts and seconded by Vice Chairman West. Motioned passed unanimously.

After the motion was accepted, the floor was opened for questions and comments on the Chief Legal & Compliance Officer's Report, followed by a brief discussion.

d) Group Chief Financial Officer Report

Presenter: Alwayne Burke, Group Chief Financial Officer

The Board reviewed financial statements for the month and year ending January 31, 2026:

- Both charters (Hempstead and Uniondale) reported positive month-end and year-to-date operating results.
- Cash position includes restricted startup funds designated for Brentwood; corresponding inter-entity payable recorded.
- Balance sheet reflects continued liquidity in compliance with CSI financial benchmarks.
- Approximately 8% of receivables over 90 days; majority of receivables current.
- Finance Committee review pending; no financial resolution presented at this meeting.

Chairman Stewart requested a motion to accept the Group Chief Financial Officer's Report. Moved by Trustee Rowley and seconded by Trustee Beckles. Motioned passed unanimously.

After the motion was accepted, the floor was opened for questions and comments on the Group Chief Financial Officer's Report, followed by a brief discussion.

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 participation at Viscardi Center Career Fair (February 3) and Teacher Career Fair (February 12).

- International recruitment trip to Jamaica concluded; approximately 90 candidates interviewed; 25 advanced; 20 accepted offers.
 - Ongoing J-1 visa transition support for impacted teachers; waiver applications pending.
 - Eight new hires onboarded (instructional, food service, and security roles).
 - Workforce data review underway to analyze termination and resignation trends.
 - Leave status: seven short-term leaves, one Paid Family Leave, one FMLA, one long-term leave.
- ii. Training and Systems:
- Launch of Academy U learning management ecosystem (Phase I) for operational staff utilizing SkillPath platform.
 - Instructional staff evaluation cycle completed.
 - Centralized employee relations tracker implemented.
- iii. Security and Operations:
- Appointment of new Network Director of Security (retired law enforcement professional).
 - Centralization of Uniondale campus security operations.
 - Ongoing refinement of security policies and campus safety protocols.
- iv. Marketing and Events:
- Increased digital engagement across platforms entering registration season.
 - Events coordination model implemented to standardize quality.
- v. Recent events attendance:
- Science Fair: 551 attendees
 - College & Career Night: 200 attendees
 - K-2 Awards Celebration: 360 attendees

Chairman Stewart requested a motion to accept the Chief People & Operations Officer's Report. Moved by Trustee Rowley and seconded by Trustee Beckles. Motioned passed unanimously.

After the motion was accepted, the floor was opened for questions and comments on the Chief People & Operations Officer's Report, followed by a brief discussion.

5. ANY OTHER BUSINESS

There was no other business.

6. NEW BUSINESS

a) Resolution No. 2001-2026 – Acquisition of Existing Mortgage

A Resolution to ratify the acquisition of the default mortgage encumbering the property described below as part of The Academy Charter School's broader strategic plan to secure site control, protect the school's financial and educational interests, and facilitate the development and operation of the Central Islip Regional High School.

The Roll Call vote was conducted as follows:

- Chairman Stewart – Yes
- Vice Chairman West – Yes
- Trustee Beckles – Yes
- Trustee Roberts – Yes
- Trustee Graham – Yes
- Trustee Rowley – Yes

The Resolution was passed unanimously.

b) Resolution No. 2002-2026 – Advance for Brentwood Construction

A Resolution to advance funds to Friends of the Academy for the construction of a new school building located at 100 Pine Aire Drive, Bayshore, New York, in order to establish and operate Brentwood Elementary School and Brentwood Middle School.

The Roll Call vote was conducted as follows:

- Chairman Stewart – Yes
- Vice Chairman West – Yes
- Trustee Beckles – Yes
- Trustee Roberts – Yes
- Trustee Graham – Yes
- Trustee Rowley – Yes

The Resolution was passed unanimously.

c) Resolution No. 2003-2026 – Reappointment of Trustee Stephen Rowley

A Resolution to ratify and approve the reappointment of Trustees whose terms have expired to the Board of Trustees of the Academy Charter School.

The Roll Call vote was conducted as follows:

- Chairman Stewart – Yes
- Vice Chairman West – Yes
- Trustee Beckles – Yes
- Trustee Roberts – Yes
- Trustee Graham – Yes
- Trustee Rowley – Abstained

The Resolution was passed.

7. EXECUTIVE SESSION

There was no formal Executive Session entry or exit times recorded.

8. ADJOURNMENT

With no business concluded, Board Chairman Stewart requested a motion to adjourn the meeting. The motion to adjourn the meeting was moved by Trustee Rowley and seconded by Trustee Beckles. Motion was passed unanimously. The meeting ended at 6:45 pm.

**ATTACHMENT TO 2026
BOARD OF TRUSTEES MEETING**

RESOLUTIONS

Resolutions hereafter was given a document number and voted on by the Board of Trustees accordingly.

- **Resolution with document number 2001-2026 – Acquisition of Existing Mortgage**
Unanimously passed by the Board of Trustees.

- **Resolution with document number 2002-2026 – Advance for Brentwood Construction**
Unanimously passed by the Board of Trustees.

- **Resolution with document number 2003-2026 – Reappointment of Trustee Stephen Rowley**
Passed by the Board of Trustees.