



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

Date: Tuesday, November 25, 2025

Time: 5:30 pm – 7:48pm

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
Claudette Harrison, Trustee
Carol Beckles, Trustee
Dorothy Burton, Trustee
Stephen Rowley, Trustee
Dale James, 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
Racquel Chippy, Marketing Director
Bishop Barrington Goldson, Chief Executive 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. Partnerships & Strategic Initiatives:
 - Continued development of the Howard University partnership.
 - November site visit conducted; follow-up strategic meeting scheduled for December.
 - Partnership focus areas include:
 - Performing arts expansion
 - CTE and electric vehicle programs
 - Grants and fundraising collaboration
 - Talent development and curriculum support

- ii. Charter Growth & Enrollment
 - Charter School Growth Fund confirmed new funding commitments to support Suffolk County expansion.
 - Enrollment application approvals received for:
 - Uniondale
 - Hempstead
 - Suffolk County student enrollment applications expected for approval the following week.
 - Bed-code approvals for new charters expected in December.

- iii. Legal & Community Matters
 - Outstanding legal matters to be addressed in the Legal & Compliance Report.
 - PTO Boards reactivated across the network, elections underway.
 - Active negotiations regarding:
 - New Hempstead property (church-adjacent site)
 - Wyandanch expansion site in collaboration with developers

Chairman Stewart requested a motion to accept the President’s Report. Moved by Trustee Harrison and seconded by Trustee Beckles. 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:

- i. Dashboard & Student Demographics
 - Enrollment steady across both campuses.
 - Withdrawals attributed primarily to students enrolling elsewhere.
 - Free/Reduced Lunch (Economically Disadvantaged):
 - Hempstead: 82%
 - Uniondale: 63%
 - Both up ~2% from last year, indicating stability despite SNAP fluctuations.

- iv. Special Education
 - Slight increases in special education identification:
 - Hempstead: +1%
 - Uniondale: approx. +0.6%

- v. Demographic Shifts
 - Noted increase in Hispanic enrollment at Uniondale, aligned with wider Long Island regional trends.

- vi. Attendance
 - As of day 52, of school year:
 - Hempstead: 94.3%
 - Uniondale: 94.3%
 - Both trending upward toward 95% goal.

- vii. Suspensions
 - Suspension counts to date:
 - Hempstead Elementary: 7
 - Hempstead Middle: 13
 - Hempstead High: 8
 - Uniondale Elementary: 4
 - Uniondale Middle: 24
 - Uniondale High: 10
 - Causes largely violations of school rules, not criminal in nature.
 - Interventions include Saturday detention, after-school detention, and restorative supports.

- viii. Interim Assessments & Regents
 - Interim Assessment #1 for ELA & Math completed; results to be shared in December.
 - Regents' preparation underway for January administration.

- ix. College Readiness
 - First round of acceptances expected December 1.
 - Second round expected in March.

CTE & Adult Education Expansion — Joint CAO / Dr. Pierre-Louis Presentation

- i. HELP Grant Implementation
 - Launching a 5-year, \$5 million HELP Grant under the NYS Healthcare Education & Labor Pipeline.
 - Adult Education CTE offerings include:
 - Patient Care Specialist
 - Nursing (LPN & RN)
 - EMT Certification
 - Space retrofit underway at Uniondale HS, on schedule.

- ii. Program Timeline
 - December: Virtual information sessions

- Late January: Open House
- Mid/Late February: Night School Launch
- iii. Program Requirements
 - Strict attendance requirements due to accelerated training.
 - Partnerships with Northwell Health for job placement pathways.
- iv. Additional CTE Pathways
 - Electric Vehicle Design Program (Howard University ↔ GM partnership)
 - Sports Medicine Program (SUNY articulation)
- v. Adult Education Cohort Structure
 - 18-month cohort model
 - Multi-pathway instruction schedule (LPN = M–F; EMT = 3 evenings/week)

Chairman Stewart requested a motion to accept the Chief Academic Officer’s Report. Moved by Trustee Vice Chairman West 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: Sandra 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
 - R.M. High School Fall Injury: Active discovery.
 - Depositions scheduled December.
 - Status conference: Jan 29, 2026
 - Y.B.W. Student Injury:
 - Conference: Dec 16, 2025
 - Hempstead Property Easement: Adjourned to April 2026
 - Property Damage Case: Settlement conference held Nov 6
 - Next conference: Jan 22, 2026
 - Appeal – Planning Board Case: School filed appeal Oct 1
 - Respondent granted extension to Dec 31, 2025
 - New Claim — Hofstra/Graduation Injury: Referred to insurance carrier.
- ii. Community Relations
 - “Comeback Calls” conducted with formerly enrolled families—many expressed interest in returning.
 - Upcoming Blood Drive: Jan 21, 2026.
 - Engagement with Uniondale civic groups for broader community partnership.
 - Brentwood & Central Islip outreach initiated for future expansion zones.

- Nassau DA Youth Agency collaboration for scholar seminars.
- iii. Partnership Highlights
 - Chase Bank: Financial literacy workshops for scholars & families
 - Multi-session offering via community manager tour
 - PTO Engagement: Uniondale Campus PTO bank account successfully established.
 - Network-wide PTO revitalization underway.
 - iv. Academy Cares Initiative
 - Over \$10,000 in goods donated for hurricane relief via Jaja Foundation.
 - Girl Scouts assisted with packaging; staff community relations team engaged.
 - Additional \$1,000 raised in monetary donations.
 - Long-term relief partnerships being explored.

Chairman Stewart requested a motion to accept the Chief Legal & Compliance Officer's Report. Moved by Vice Chairman West and seconded by Trustee Rowley. 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 of October 2025:

- i. Financial Performance (As of Oct 31, 2025)
 - Cash on Hand: 4.0 months.
 - Per Ratio: 2.4
 - Debt-to-Asset Ratio: 0.8
- ii. Receivables
 - Majority are Special Education receivables from 2024–25, still outstanding.
 - Working with district to resolve SPED invoices.
 - P2 & P3 receivables current.
- iii. Balance Sheet
 - Total combined assets: \$197M (up from \$188M last year)
 - Liabilities decreasing due to bond paydowns.
- iv. Operations
 - Both Hempstead & Uniondale reporting positive YTD performance.
 - Benefits: Employee contribution levels maintained for 3rd year.
 - Minimal increases in dental.

Chairman Stewart requested a motion to accept the Group Chief Financial Officer's Report. Moved by Trustee Harrison and seconded by Trustee Rowley. 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
 - December mid-year Job Fair scheduled.
 - International recruitment: Several teachers eligible for 4th & 5th year extension processing.
 - Onboarding:
 - Hempstead: 2 new employees
 - Uniondale: 3 new employees
- ii. Open Enrollment
 - Period: Nov 12–20
 - Participation:
 - 401 passive enrollments
 - 338 completed enrollments
 - 47 employees received 1-on-1 enrollment support
 - Result: Highly successful OE cycle with minor issues quickly resolved.
- iii. Leave & Accommodations
 - 1 LTD
 - 2 PFL
 - 1 FMLA
 - 6 short-term leave
 - 5 maternity leave
- iv. Training & Evaluations
 - New training platform identified.
 - First focus groups: Custodial, Food service, administrative support staff

Presenter: Racquel Chippy, Marketing Director

A presentation on Marketing and branding to include:

- i. Social Media:
 - Instagram: +43% increase in followers; 72% increase in engagement
 - YouTube: +122 new subscribers
 - Facebook: Temporary decline due to segmentation strategy
 - LinkedIn: Significant impression growth

- ii. Website: 80–90K monthly sessions; slight seasonal decline
- iii. Enrollment launch to increase traffic.
- iv. Campaign success: Open enrollment campaign highest impressions.
- v. New initiatives: Parent testimonial collection; QR codes at school offices for feedback
- vi. Events: High volume of events across both campuses successfully supported through new coordinator system. Attendance metrics included in submitted report.

Chairman Stewart requested a motion to accept the Chief People & Operations Officer’s Report. Moved by Trustee Rowley and seconded by Trustee Harrison. 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.

f) Chief Executive Officer Report

Presenter: Bishop Barrington Goldson, Chief Executive Officer

The Board received fundraising, expansion and community updates including the following:

- i. Fundraising & Philanthropic Engagement
 - Outreach to:
 - Jew Foundation via Dr. Stapleton
 - Glenn Martin’s firm via Ms. Sherie Deans
 - Victory Schools founder (hedge fund leader) via Paul Ajello
 - Charter School Growth Fund to introduce TACS to major funders in Garden City.
 - CSGF praised the Academy’s storytelling strength and expansion record.
- ii. Expansion & Capacity Support
 - Growth Fund committed to supporting:
 - New charters
 - New staff hires for expansion scaling.
 - Recognition of network security enhancements:
 - New hire: Mr. Crumbley (Network Security Lead)
 - New hire: Mr. Yuriy Barskiy (HR – Payroll & Benefits)
- iii. Values & Culture
 - Emphasized unwavering commitment to Academy values:
 - Integrity
 - Diversity
 - Respect
 - Empathy
 - Excellence
 - Accountability
 - Motivation
 - Reinforced the importance of sacrifice, transparency, and leadership.

**ATTACHMENT TO 2025
BOARD OF TRUSTEES MEETING**

RESOLUTION

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

- **Resolution with document number 10,003-2025 — Reimbursement Resolution**
Unanimously passed by the Board of Trustees.