



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

Phone: (508) 854-8400 Fax: (508) 854-8484

www.akfcs.org

Board of Trustees Digital Meeting

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Thursday, April 28, 2021 / 6:30 p.m.

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Board of Trustees Meeting Agenda

Wednesday, April 28, 2021 6:30 p.m.

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- I. Call to Order Celia Blue, Chair
- II. Attendance Recorded
- III. Faithfulness to Charter
 - a. Reading of the AKF Mission; “The Mission of the Abby Kelley Foster Charter Public School is to assist parents in their role as primary educators of their children by providing a classical liberal arts education grounded in the great works of Western Civilization and aimed at academic excellence, musical competence and character formation.”
 - b. Public Comments / Open Forum
 - c. Old Business
- IV. Review of the Meeting Minutes from April 22, 2021
 - a. **Motion:** To accept the Meeting Minutes from April 22, 2021.
- V. Interim Executive Director Update- Ms. Paluk
- VI. Graduation Plans- Mr. Kursonis
- VII. DESE Site Visit- Ms. Paluk
- VIII. Committee Updates
 - b. Facilities and Finance Committee
 - i) **Motion:** To approve the FY’ 22 budget as presented to the Board on April 22nd.
 - c. DEI Update- Ms. Blue

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d. Education Foundation

IX. Upcoming Board/ Committee Meetings

- a. Education Committee- Thursday, May 13th, 7:45 a.m.
- b. Facilities and Finance- Friday, May 21st, 8:00 a.m.
- c. Board of Trustees- Wednesday, May 26th, 6:30p.m.

X. Upcoming dates

- a. May 6 & 7- DESE
- b. June 2, 2021- Graduation
- c. June 8, 2021- Last day of school

XI. Adjournment

- a. **Motion:** To adjourn the meeting.

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Board of Trustees Meeting Agenda

Thursday, April 22, 2021 6:00 p.m.

https://akfcs-org.zoom.us/webinar/register/WN_CJzQGNkETi-oZ1j8VbgRA

- I. Call to Order Celia Blue, Chair
- II. Attendance Recorded
- III. Faithfulness to Charter
 - a. Reading of the AKF Mission; “The Mission of the Abby Kelley Foster Charter Public School is to assist parents in their role as primary educators of their children by providing a classical liberal arts education grounded in the great works of Western Civilization and aimed at academic excellence, musical competence and character formation.”
 - b. Public Comments / Open Forum
 - c. Old Business
- IV. Review of the Meeting Minutes from February 24, 2021 and March 31, 2021
 - a. **Motion:** To accept the Meeting Minutes from February 24, 2021.
 - b. **Motion:** To accept the meeting minutes from March 31, 2021.
- V. Facilities and Finance Committee Update
 - a. **Motion:** To approve a one-time pay out of unused Personal Days for staff as of June 8, 2021.
 - b. **Motion:** To approve \$15,000 for the use of Team Appreciation week, May 3-7, 2021.
- VI. FY’22 Budget Presentation- Ms. Carpino
- VI. Upcoming Board Meeting
 - a. **Board of Trustees-** Wednesday, April 28th, 6:30 p.m.
- VIII. Adjournment
 - Motion:** To adjourn the meeting.

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Board of Trustees Meeting Minutes -DRAFT

Tuesday, April 22, 2021 / 6:00 p.m.

https://akfcs-org.zoom.us/webinar/register/WN_CJzQGNkETi-oZ1j8VbgRA

The Meeting was Called to Order by Celia Blue, Board Chair at 6:35 p.m. Ms. Blue read the Abby Kelley Mission Statement and noted there were no public comments or old business.

The meeting's attendance is included with these minutes.

Ms. Blue asked for a motion to accept the February 24, 2021 meeting minutes. Ms. Zagabe-Ndiku made the Motion, it was seconded by Ms. Yarnie. The Board unanimously approved the minutes from February 24, 2021. Ms. Blue then asked for another Motion to accept the Board Minutes from March 31, 2021. Mr. Royce made the motion; Ms. Zagabe-Ndiku seconded the Motion. The Board approved the minutes unanimously.

Ms. Paluk discussed with the Board an option to do a one-time payout for staff, as a way to recognize the time faculty and staff have put into this school year. This decision would also help with staffing as we come to the end of the school year, staff may see they have these “use them or lose them” personal days and take them, which presents a hardship for the District as substitute teachers are in short supply.

Ms. Blue asked for a motion to approve the one-time payout of unused personal days for staff as of June 2, 2021. Mr. Royce made the motion; Ms. Zagabe-Ndiku seconded the Motion. The Board approved the motion unanimously.

Ms. Paluk asked the Board to consider a request of \$15,000 which was unbudgeted in FY'21 to recognize the Abby Kelley Team for their work, especially this year during Teacher/Team Appreciation week. Ms. Blue asked for a motion to approve \$15,000 for the use of Team Appreciation Week, May 3-7, 2021. Mr. Royce made the motion and then Ms. Zagabe-Ndiku seconded the Motion. The Board approved the motion unanimously.

Ms. Caprino presented the FY'22 Budget along with Ms. Paluk. The presentation began with Ms. Paluk explaining the changes/adjustments that were made to the budget and what it means for the students and teachers. Ms. Carpino then began the explanation of the budget breakdown and what could be found under each category.

Abby Kelley has received and will continue to receive state and federal money through the ESSR II and ESSR III. Through FY '24. This money will support but not carry the Abby Kelley budget for the next few years. Ms. Paluk and Ms. Carpino highlighted the 10 new positions the District plans to add, notes that the salary scale increase will continue forward as being things that move forward for Abby Kelley regardless of ESSRA funding. Ms. Paluk noted that hiring will be a challenge in the coming years as districts all over are getting this funding, it is important Abby Kelley do all we can to retain the staff we have.

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Ms. Yarnie asked about the money that was being allocated to the instructional initiatives and wanted to know how that number was determined if it was not something that was done before. Ms. Carpino explained that this amount is a best estimate of what a pool for various educational initiatives might cost, especially given we do not know the severity of unfinished learning and social emotional needs. Ms. Paluk explained that based on a Risk Assessment done at the school, Abby Kelley has some work that needs to be done when it comes to IT Cyber Security. Ms. Zagabe-Ndiku inquired about making the search for a new director of IT a priority as technology would remain one of the key priorities going forward. Mr. Royce also wanted to know if the laptops included in IT under Administrative line item would be for the students or teachers; Ms. Carpino stated would be for both students and staff.

Ms. Zagabe-Ndiku inquired about the 96% increase under Other Administration Expenses line item and wanted to know why it was different from the year before. Ms. Zagabe-Ndiku also wanted to know which programs would require such a large increase. Ms. Carpino explained that encompasses all staff in that category and that our intention is to increase training such as excel or management training with the goal of improving staff skills. Ms. Zagabe-Ndiku wanted to know if there are any projected programs in mind. Ms. Carpino explained that we have budgeted for both the planned programs but that we have a cushion in case other topics arise.

Ms. Plauk then spoke of the monies that were allocated for the Technology Infrastructure of the school that has the potential to be reimbursed back to Abby Kelley for up to 80%. She states that a technology network upgrade would be a 3-4 month project. Mr. Royce inquired about the eligible uses of the ESSR money and wanted to know if this was eligible for reimbursement if we paid for it out of ESSR funds. Ms. Paluk explained that E-rate money is very specific but ESSR money is more relaxed. Mr. Royce wanted to know what the process was for the E-Rate. Ms. Carpino stated that we work with a third party contractor for E-Rate and she is exploring if AKFCS would be able to get that money and to make an amendment to our application. Mr. Royce wanted to know if updates were going to be available at the May Board meeting. Ms. Paluk stated that she would plan a presentation with the experts for the May meeting.

Ms. Blue asked about the search for all positions and how that will be impacted with a new HR Generalist. Ms. Paluk explained that hiring has become a challenge during Covid and will continue to be difficult during the next few months/year which is why retaining the current staff we currently have is so important. She states that the one-time payout that was earlier approved by the Board (personal day payout vote) will help with that retention and send a message of support and appreciation to the staff.

Regarding the facilities improvements, Ms. Paluk explained that a design firm would need to be hired to do a project analysis which would determine what the cost would be for Middle School HVAC repairs, as well as the Elementary School structure upgrades, especially around the windows and bricks.

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Ms. Paluk explained that DEI will continue to be a priority. She also stated that the Seamless Summer Option (SSO) will continue so all students will get free meals until the end of next academic year for breakfast and lunch.

Ms. Blue asked for a Motion to adjourn the meeting. Ms. Zagabe-Ndiku called for the Motion. Ms. Yarnie seconded the Motion. The Board approved the Motion to adjourn unanimously at 7:45 p.m.

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Attendee Report					Total Users
Report Generated	4/28/2021 14:29				19
Topic	Webinar ID	Actual Start Time	Actual Duration (n# Registered	# Cancelled	
Board of Tr	974 6908 7583	4/22/2021 17:52	107	6	0

Host Details

Attended	User Name (Origin Email	Join Time	Leave Time	Time in Session (minutes)
Yes	Michelle Vigneux mvigneux@akfcs.o	4/22/2021 17:52	4/22/2021 19:39	107

Panelist Details

Attended	User Name (Origin Email	Join Time	Leave Time	Time in Session (minutes)
Yes	Patrick Royce, Trez proyce@akfcs.org	4/22/2021 17:59	4/22/2021 19:39	100
Yes	Celia Blue, Chair cblue@akfcs.org	4/22/2021 18:01	4/22/2021 19:39	98
Yes	Shelly Yarnie, Clerk syarnie@akfcs.org	4/22/2021 17:53	4/22/2021 19:39	107
Yes	Naira Joseph njoseph@akfcs.org	4/22/2021 18:01	4/22/2021 18:11	10
Yes	Naira Joseph njoseph@akfcs.org	4/22/2021 18:11	4/22/2021 19:31	81
Yes	Naira Joseph njoseph@akfcs.org	4/22/2021 19:33	4/22/2021 19:39	6
Yes	Bibiche Zagabe-Nd bndiku@akfcs.org	4/22/2021 18:01	4/22/2021 19:39	98
Yes	Alisha Carpino arcarpino@akfcs.o	4/22/2021 17:57	4/22/2021 19:39	102
Yes	Heidi Paluk she/he hpaluk@akfcs.org	4/22/2021 17:52	4/22/2021 19:39	107
Yes	Jie Park, PhD jiepark@akfcs.org	4/22/2021 18:00	4/22/2021 19:39	99
Yes	Amy Vernon avernon@akfcs.org	4/22/2021 17:59	4/22/2021 19:39	100

Attendee Details

Attended	User Name (Origin	First Name	Last Name	Email	Join Time	Leave Time	Time
Yes	Sara Ramirez	Sara	Ramirez	Sramirez@akfcs.or	4/22/2021 18:05	4/22/2021 18:46	41
Yes	Amelie Tambolleo	Amelie	Tambolleo	atambolleo@akfcs	4/22/2021 18:04	4/22/2021 19:39	95
Yes	AnnMarie Little	AnnMarie	Little	amlittle@akfcs.org	4/22/2021 18:50	4/22/2021 19:39	49
Yes	Michael Grennon	Michael	Grennon	mgrennon@akfcs.i	4/22/2021 18:07	4/22/2021 18:13	7
Yes	Michael Grennon	Michael	Grennon	mgrennon@akfcs.i	4/22/2021 18:14	4/22/2021 19:38	84
Yes	Mike Vigneux	Mike	Vigneux	mikevigs@gmail.co	4/22/2021 19:11	4/22/2021 19:39	28
Yes	amy Puliafico	amy	Puliafico	apuliafico@akfcs.c	4/22/2021 18:04	4/22/2021 19:39	95



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Diversity, Equity and Inclusion Committee

Meeting Minutes

Thursday, March 18, 2020 / 6:30 p.m.

Zoom Conference

I. The Committee was welcomed and everyone checked in. **In attendance:** Rob Jones, Jenny Bram, MD, Selina Boria, Anne Clayborne, Trinere Rodrigues, Siby Adina, Heidi Paluk, Michelle Vigneux, Amy Emma, Celia Blue, Suncère Hernandez **Not in attendance:** Nana Osei-Brempong, Ernest Boakye, Tim Rehberg

II. The minutes from the 1/21/21 meeting were reviewed and accepted.

III. The committee discussed the following old business:

- a. Ms. Rodriguez provided an update on the recruitment sub-committee. The sub-committee's first meeting focused on recruitment and how to reach out in a more inclusive way. The group has ideas on practices to implement. Mrs. Paluk updated on the second meeting regarding staff retention, the group had a great conversation and many ideas. They discussed what's keeping staff, barriers to retaining a diverse staff and ideas to increase retention such as a stay interview. Ms. Rodriguez will share the document so the full committee can review. Mrs. Paluk and Ms. Carpino are working to create an action plan for recruitment and retention. The sub-committee will meet via email to continue their work and summarize their findings.
- b. Mrs. Emma provided an update on the DEI Committee Charter sub-committee. The group worked on the purpose, fleshed out guidelines for membership on the committee and determined some future sub-committees. Ms. Adina reviewed the draft of the charter.
 - i. Next Steps: Committee members will review the draft and provide feedback to Ms. Emma and Ms. Vigneux by Tuesday 3/23/21. The sub-committee will meet on Thursday 3/25/21 to incorporate the feedback.

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Diversity, Equity and Inclusion Committee

Meeting Minutes

Thursday, March 18, 2020 / 6:30 p.m.

Zoom Conference

IV. Mr. Jones updated the committee on the upcoming all-staff professional development and the committee members participated in a learning component on conflict management.

V. The next DEI meeting will take place on **Monday April 26, 2021 at 6:30 pm on Zoom.** The following meeting will be held on **Thursday May 20, 2021 at 6:30 pm on Zoom.**

V.III. Ms. Adina closed the meeting.

Minutes submitted by Ms. Clayborne 3/29/2021

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Fiscal Year 2022 Narrative – Version Two

Revenues

• Revenues from State Sources (Tuition)

- I have estimated tuition funding at \$20,828,322 based on calculations of predicted FY22 enrollments and the information provided below.
- FY22 rates are based on the House Ways and Means Budget (HWM) proposal and reflect the passage in November 2019 of An Act Relative to Educational Opportunity for Students, commonly known as the Student Opportunity Act (SOA). SOA makes significant changes to the Foundation Budget Rate formula, based on the recommendations of the Foundation Budget Review Commission (FBRC).
- Foundation Rates- Base rates are the same for every student regardless of their sending district and are used to determine the foundation rates which vary depending on a number of factors and are dependent on the make-up of the students that attend Abby Kelley from that city or town. Each foundation rate is the makeup of the following.
 - The base rate for each student by grade. (SOA was added into this rate so it will increase in FY22 and going forward);
 - Additional funding for each English Language Learner (ELL) student by grade;
 - Economically disadvantaged funding is based on the decile percentage assigned to that city or town and allocated based on the number of students that meet the designation;
 - Additional Funding comes in for Special Education. This is the one piece that is not based on actual headcount. We receive the special education rate for 3.82% of our total enrollment and this rate does not vary based on grade.
- Facilities Aid- This tuition rate remains the same in FY22 at \$938 per pupil.
- Above Foundation Spending Rate- In the absence of actual school spending data, updated third quarter FY21 above foundation spending percentages have been used to generate projected rates. Actual rates may be lower or higher than those presented. Actual above foundation spending rates fluctuate until they are set in June of the fiscal year they represent. Due to the uncertainty of the above foundation spending rates, I calculated this portion by taking an average of the last thirteen years and using that to predict the FY22 rates.

• Revenues from State Sources (Transportation)

- Transportation (In-District) – The projected transportation rate for FY22 is \$888 per student, totaling \$1,193,000. This is paid at 1/12 July through May. In June, DESE finalizes a claim form that we submit in the preceding February and the final payment is adjusted to capture the true transportation cost for that fiscal year.
- Transportation (Regional) - As a regional charter, we report our expenses to the charter school office. This data gets used to calculate an Entitlement (for expenses to transport pupils who reside >1.5 miles from school). They compare the state-wide entitlement to the available appropriation (it's always less) and then prorate and reimburse in the late spring. Reimbursement comes after districts' EOYRs (the report that provides them with baseline transportation data for "regular" regional schools) audits have been received. This is paid in two payments with this first typically happening in April/May. Based on this I have estimated FY22 regional transportation in the amount of \$42,000.

• Nutrition Revenue

- SSO (Seamless Summer Option) has been extended through the FY22 school year. This means will we be able to continue to provide free meals to all of our students and be reimbursed for every meal at the free breakfast and lunch reimbursement rate.

- **Other Sources of Revenue**

- Federal Grant Funding (Entitlements)
 - Totaling \$824,000, the revenue budgeted for FY22 is projected based on the FY21 awarded amounts. These are awarded based on formulas set forth in laws or regulations and consist primarily of Special Education, Title I, Title III programs.
- Covid Relief Funding
 - In FY22 our Covid relief funding will be made up of two grants, ESSER II and ESSER III. We have chosen to use half of the ESSER II in FY22 and one-third of the ESSER III totaling \$1,720,937 for FY22. We will have the same amount available for use in FY23.
- Other State Funding
 - This is made up of the teacher quality grant and Medicaid and is calculated based on past numbers totaling \$97,000
- Private Fundraising & Other Revenue
 - The Director of Development will seek additional grants & fundraising events through the foundation. Recently, two private grants were submitted to offset items such as new Science materials and IB fees, etc. so this is not reflected in the budget due to these funds being restricted. \$20,000 is budgeted from money raised to help offset the salary of the Director.
 - Other revenue is made up of athletic fees, school clubs, facility/field rental, E-Rate, and morning program revenue totaling \$85,000

Expenses

- **Salaries**

- The total budgeted amount for salaries in FY22 is \$14,103,076. This number is inclusive of every staff getting their typical step increase, all stipends, and the addition of ten new positions. Adjusting the salary scale is not prudent for a few reasons: It was just done in FY21, a large portion of our revenue is coming from relief funds, and new state reimbursement formulas. As I become more familiar with the ebbs and flows of revenue in Charter Schools, this might be a logical next step. However, in FY22 we have opted to budget monies for staff retention that would only impact FY22.
- The 10 new positions are.
 - Middle School English Language Learner (ELL) Teacher
 - Middle School English Language Learner (ELL) Instructional Assistant- These two positions are necessary as EL students move from ES to MS
 - High School Special Education Instructional Assistant (IA) - To address the increase in Special Education students transitioning to 8th grade
 - Elementary School Intervention Teacher- Will provide targeted instruction for students, who are identified through assessments, as needing additional instructional support. They will be responsible for designing lesson progressions and assessments and will work closely with the classroom teachers to increase academic capacity.
 - Elementary School Wellness Teacher- Will incorporate interactive lessons using resources, like the Second Step curriculum and additional activities and resources to promote student's social and emotional learning.
 - Middle School Fifth Grade Teacher- We have had a planned student increase in 4th grade this year, necessitating an additional teacher to accommodate the increase in students as they move to 5th grade
 - Middle School Health Teacher- Our students have not had a formal health curriculum during formative Middle School years, and this position would also give us the opportunity to focus on social-emotional learning post-pandemic
 - High School Science Teacher
 - Information Technology Specialist- Additional Help Desk support due to the increased technology as a 1:1 district
 - Human Resources Generalist – Recruitment, benefits, and retention focus as part of being a culturally responsive workplace.

- **Fiscal Year 2022 Initiatives and One Time Costs**

- District-Wide Curriculum Approach
 - In FY22 we will convene a District-wide Math Committee and a District-wide Literacy Committee, as well as structure more District-wide professional development opportunities especially around Diversity, Equity, and Inclusion (DEI) and Social-Emotional Learning (SEL/SEL). These efforts will bring a K-12 approach to core

academics and ensure all staff are engaged in the development necessary to work with and teach our students.
Student Social Emotional Initiatives

- Social-emotional learning (SEL), is a behavioral framework that encompasses several skills affecting academic and life success, with benefits including better academic performance, fewer disciplinary incidents, and greater awareness and understanding for students about how to handle their emotions. Social-emotional learning affects the lives of students, teachers, parents, and the larger community in meaningful ways that improve relationships and societies as a whole. ESSER II and ESSER III grant funds will be allocated in part to this initiative, which will be used to help students with SEL as they return to school post-pandemic.
- Student Recovery Initiatives
 - Before implementing recovery plans for the future, we must first evaluate and assess what student gaps exist. It is not possible nor prudent during the remaining weeks of FY21 to conduct this assessment and therefore it will be the focus of the early part of next academic year. Funding from the ESSER II and ESSER III and will be used to evaluate students' needs and to formulate a recovery plan. Flexibility is necessary as the recovery process may take more than one academic year and will likely require additional infrastructure and capacity. Possible solutions may take a combination of instructional assistants who support certified staff or behavioral health specialists who can make clinical recommendations for learning strategies and outcomes. Planning needs to be flexible to respond to improving or worsening needs while restoring best practices and processes.
- Staff Recruitment and Retention
 - This initiative will help to move forward the work started by the Recruitment and Retention sub-committee as part of the DEI n committee.
 - Efforts include adding a new staff member to Abby Kelley whose core focus will be recruitment and retention in a proactive, district-wide approach
 - Retention is necessary in a market that is going to see increased hiring across all educational sectors. Managing for employee retention involves strategic actions to keep employees motivated and focused so they elect to remain employed and fully productive for the benefit of the organization. A comprehensive employee retention program can play a vital role in both attracting and retaining key employees, as well as in reducing turnover and its related costs. All of these contribute to an organization's productivity and overall business performance. The plan will work to address respectful treatment of all employees at all levels, compensation, Trust between employees and senior management, job security, opportunities to use their skills and abilities at work, and continuing to create an environment of transparency.
- Diversity, Equity, and Inclusion
- Executive Director Search
- **Capital Projects FY22**
 - District-wide information technology evaluation and data refresh. (Under Administration)
 - Replace water storage tank High School
 - Water valve replacement High School
 - Roof leak Middle School
 - Security cameras Middle School
 - Activity Center storage, stairs, and door
 - New floor buffer machine
 - Structural widow repairs Elementary School
 - (putting this out to bid and mapping timeline)
 - HVAC in Middle School
 - (putting this out to bid and mapping timeline)

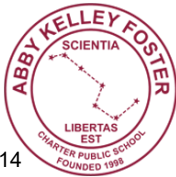
This narrative was revised on 4.21.21 based on questions from the Finance Committee on 4.16.21 and new information and a format adjustment on budget presentation.

Abby Kelley Foster Charter Public School
Proposed Fiscal Year 2022 Budget

	Actual	Budgeted	Actual	Budgeted	Budgeted
	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year
	2020 Actuals	2021 Budgeted	2021 Forecasted	2022 Budgeted	2021 to 2022 Comparrison
Revenues:					
Revenue from State Sources	19,530,226	20,420,534	20,320,794	22,063,322	8%
State Grants	51,183	52,733	47,603	47,000	-11%
Revenue from Federal Sources	885,772	904,969	851,782	874,000	-3%
CoVID Funding	0	0	1,008,246	1,720,938	
Meal Program Revenues	488,175	719,792	209,291	650,000	-10%
AKFCS Educational Foundation Funding	9,810	20,000	0	20,000	0%
E-Rate Reimbursement	10,592	0	10,000	30,000	
In-Kind Donations	1,800,000	0	0	0	
Other Revenues	90,599	91,419	54,600	85,000	-7%
Total Revenue	22,866,357	22,209,446	22,502,317	25,490,260	15%
Operating Expenses:					
Administration:					
Salaries- Leadership & Administration (non-instructional)	923,983	966,319	886,927	889,332	-8%
Contracted Services- District	170,273	155,984	170,971	221,760	42%
Contracted Services- Legal	114,885	50,000	77,249	75,000	50%
Information Management & Technology	61,431	37,406	58,865	144,000	285%
Recruitment & Advertising	3,055	2,748	5,727	22,500	719%
Other Administrative Expenses	107,633	110,497	103,660	217,019	96%
Depreciation	44,381	14,119	12,150	86,188	510%
Total Adminstration	1,425,640	1,337,073	1,315,549	1,655,798	24%
Instructional Services:					
Salaries- Instructional	9,906,218	11,002,488	10,577,438	11,698,071	6%
Contracted Services- Instructional	141,026	169,500	151,475	230,100	36%
Professional Development	84,733	86,000	54,929	140,700	64%
Supplies & Materials	350,180	348,074	274,754	276,208	-21%
Instructional initiatives	0	0	0	600,000	
International Baccalaureate Program	36,950	60,560	48,305	49,427	-18%
Depreciation	150,813	167,912	124,056	165,768	-1%
Total Instructional Services	10,669,920	11,834,533	11,230,957	13,160,273	11%
Pupil Services-Other					
Salaries- Other Student Services	450,116	458,379	448,807	672,572	47%
Student Transportation	1,170,765	1,324,377	1,232,031	1,356,592	2%
Food Services	337,208	467,865	173,243	463,608	-1%
Nursing Supplies	1,968	3,009	2,124	6,000	99%
Athletic Programs	131,986	190,872	41,929	202,987	6%
Translations	4,644	0	16,563	30,000	
Other Student Services	56,413	67,633	32,450	106,250	57%
Total Pupil Services	2,153,100	2,512,134	1,947,147	2,838,009	13%
Operation and Maintenance of Plant:					
Salaries	568,657	607,421	536,269	407,695	-33%
Contracted Cleaning Costs	0	0	37,790	120,684	
Maintenance of Buildings, Grounds & Equipment	489,302	469,500	439,620	615,100	31%
Environmental Costs	57,943	3,000	0	0	-100%
Utilities	768,174	753,214	819,104	870,034	16%
Depreciation	1,337,866	1,420,007	1,404,836	1,452,772	2%
Total Operation & Maintenance of Plant	3,221,943	3,253,142	3,237,619	3,466,286	7%
Benefits and Other Fixed Charges					
Retirement & Fringe Benefits	1,993,789	2,298,687	2,409,746	2,901,515	26%
Staff Retention	0	0	119,000	350,000	
Rental/Lease of Buildings, Grounds & Equipment	82,397	90,645	81,769	84,000	-7%
Insurance (non-employee)	147,281	149,003	144,301	154,241	4%
Total Benefits and Other Fixed Charges	2,223,468	2,538,335	2,754,816	3,489,756	37%
Total Operating Expenses	19,694,071	21,475,218	20,486,088	24,610,122	15%
Non-Operating Expenses:					
COVID Related Costs	0	0	503,994	0	
Interest Expense- Long Term Debt	782,087	732,129	734,544	686,720	-6%
MDFA Guaranty Fee/Letter of Credit Fee	6,658	5,000	3,742	3,000	-40%
Total Non-Operating Expenses	788,745	737,129	1,242,280	689,720	-6%
Non-Operating Revenue:					
Interest Income	89,433	100,000	27,031	3,000	-97%
Total Non-Operating Revenue	89,433	100,000	27,031	3,000	-97%
Total Expenses	20,482,817	22,212,347	21,728,368	25,299,842	14%
Change in Net Position	2,472,974	97,099	800,980	193,418	99%

Budget Presentation for Academic Year 2022

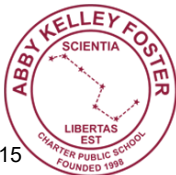
Delivered by Heidi Paluk, Interim Executive Director to Board of Trustees on 4/22/2021



Abby Kelley Foster Charter School

Priorities for FY22:

- **Students:** Recovery of academic loss and enhanced Social Emotional Support
- **Staff:** Retention of current staff and recruitment of new employees
- District approach to **curriculum** and professional development, especially the focused on **Diversity, Equity, and Inclusion** for all students/staff.
- Investment in Technology Infrastructure especially enhanced **Cybersecurity**
- Investment in **Future of Abby Kelley Foster Charter School:**
 - Executive Director Search
 - Feasibility study for Facilities Improvements

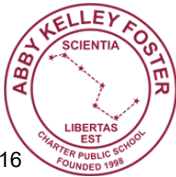


Abby Kelley Foster Charter School

Revenue: 15% increase over FY21, projected at \$25,490,260

Increase in revenue of \$3.28 million more than FY21

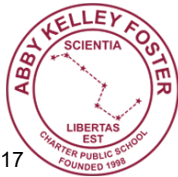
- **ESSRA II and ESSRA III Stimulus Funding**
 - ESSRA II to be used in FY22 and FY23
 - ESSRA III to be used in FY22, FY23, and FY24
- **Student Opportunity Act (SOA)**
 - Change to the Foundation Rate



Abby Kelley Foster Charter School

Expenses: Salaries and stipends in FY22 is **\$14,103,076** (55%)

- Instructional staff receive anticipated salary scale increase
- 10 New Positions across the district:
 - Elementary School Intervention Teacher
 - Elementary School Wellness Teacher
 - Middle School Fifth Grade Teacher
 - Middle School English Language Learner (ELL) Teacher and (ELL) IA
 - Middle School Health Teacher
 - High School Special Education Instructional Assistant (IA)
 - High School Science Teacher
 - Information Technology Specialist
 - Human Resources Generalist (focus on Recruitment)



Abby Kelley Foster Charter School

Priority Initiatives:

Budget reflects the flexibility to assess student needs for next academic year

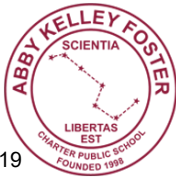
- Student Social Emotional Initiatives
- Student Recovery Initiatives
- Staff Recruitment and Retention
 - Proactive efforts on recruiting staff reflective of our student population
 - Retention of current staff with the anticipation of a one-time 2% payout, among other efforts. This, of course, is subject to the anticipated increase in revenue.



Abby Kelley Foster Charter School

Priority Initiatives:

- Technology Infrastructure and **Cybersecurity** upgrades
 - Risk Assessment has discovered some vulnerabilities in our network
 - Now that we are a 1:1 district this increases this priority
- Facilities Enhancements
 - Planning for MS (HVAC) assessment
 - Planning for ES structure and repointing of brick work
- DEI and skill based professional development across the District
- Free meals (breakfast and lunch) for all students through continuation of SSO



Q & A

