



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 Meeting Agenda- DIGITAL MEETING

Wednesday, May 25, 2022, 6:30 p.m.

<https://akfcs-org.zoom.us/j/97537402928?pwd=OIZzSXlJdVkyVU83cTRjaC9oQlh3Zz09>

Webinar ID: 975 3740 2928 Passcode: 256675

By phone: 1 929 205 6099 Webinar ID: 975 3740 2928

APPROVED

05.25.22 12:53 pm

City of Worcester, MA

- I. Call to Order- Ms. Celia J. 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 27, 2022
 - a. **Motion:** To approve the minutes from April 27, 2022
- V. Executive Director Report- Ms. Heidi Paluk
- VI. Committee Updates
 - a. Education Committee- Ms. Amy Vernon
 1. **Motion:** To adjust the last day of school to Wednesday, June 15, 2022, barring no additional school closure days, which meets our 180-day requirement.
 2. **Motion:** To adjust the graduation requirements for Foreign Language, eliminating the mandatory one year of Latin.
 - b. Facilities & Finance Committee- Mr. Patrick Royce
 - c. Foundation Committee- Ms. Bibiche Zagabe-Ndiku
 - d. DEI Committee- Ms. Shelly Yarnie
 - e. Governance Committee- Ms. Bibiche Zagabe-Ndiku
 1. **Motion:** To Establish a Faculty Representative Position as proposed by the faculty.
- VII. Timely Topics as Identified by the Chair and/or Executive Director
- VIII. Upcoming Board/Committee Meeting(s):
 1. Foundation Golf Tournament–June 27, 2022
 2. Board of Trustees–June 29, 2022
 3. Education Committee–June 10, 2022
 4. Facilities & Finance Committee–June 17, 2022
- IX. Adjournment



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 Meeting Minutes-DRAFT

Wednesday, April 27, 2022, 6:30 p.m.

<https://akfcs-org.zoom.us/j/91037031978?pwd=Qi92QXZWY1FXWXISMUNIMHRBZXNBZz09>

Webinar ID: 910 3703 1978 **Passcode:** 043589

By phone: 1 929 205 6099 **Webinar ID:** 910 3703 1978

The meeting was called to order by Ms. Celia J. Blue, Chair. The attendance was recorded and is attached.

Ms. Blue read the Abby Kelley Mission Statement and noted that there were two (2) public comments.

Public Comment:

1. Mr. Mike Penney addressed the Board on the item: Faculty Seat on the Board of Trustees Committee.
2. Mr. Ben Gitkind addressed the Board on the item: Faculty Seat on the Board of Trustees Committee.

Ms. Celia J. Blue made one note of correction on the public comment statement presented by Mr. Gitkind, where it was corrected that the term "violation of laws" was not used by the Board of Trustees members.

Ms. Blue asked for a motion to accept the April 21, 2022, meeting minutes. Mr. Royce made the Motion; Ms. Yarnie seconded it. Ms. Blue performed a roll call, and the minutes were approved unanimously.

Executive Director Report

Ms. Paluk informed the Board of the different activities at the various schools, such as the Seussical play and the high school quartet competition win. Ms. Paluk also made sure to thank the principals, teachers, nurses, and administrative staff for their hard work and informed everyone of various activities that would be happening.

Ms. Paluk provided an update on the middle school principal position. Mr. Rich Cameron toured the school and met with staff and parents on zoom, and candidate Shelly Hinds will be on campus tomorrow. Ms. Paluk noted that the goal was to make an offer no later than the weekend and inform families. Ms. Paluk informed the Board of a group of seventh-graders using their free time to tutor students.

Ms. Paluk shared that Abby Kelley High school has been named a top high school in the state and country, being placed in the top four percent of schools nationally. Locally, we ranked third, and the only two schools above us were Harvard and Westborough. It was noted that a press release would be sent out informing the public of the excellent work.

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Committee Updates

Education Committee

Ms. Vernon provided an update on the last Education Meeting. It was noted that four students would be graduating with the Seal of Biliteracy, one student with distinctions because they scored at the advanced level in both English and Polish. It was also noted that more recruitment would be done of students to join this program. Ms. Vernon also provided an update on the changes that were going to take place in the healthy sexuality class based on an outside consultant who came and in and reviewed the program.

Ms. Paluk provided an update on the changes to the mission statement. It was explained that based on feedback received, an engagement took place with representatives from the Faculty Council and the DEI committee, which included parents, staff, and administrators, and a new mission statement was crafted. Ms. Paluk explained that after the Board voted on this draft statement, they would send it to the Board of Education for approval. It was also explained that the new mission statement better aligns with the current environment that Abby Kelley is in and where they are striving to be.

Once received by DESE, they would determine whether an accountability plan could be built from that. After discussing vocabulary, the Board would call for a motion to approve the revised mission statement. Ms. Yarnie made the motion, and Ms. Vernon seconded it. A roll call was performed, and the Board approved the mission statement unanimously.

The new mission statement would read: "The mission of the Abby Kelley Foster Charter School is to provide a liberal arts education grounded in works representative of diverse populations and perspectives. As a community, we're committed to partnering with families and preparing all students to be lifelong learners and globally aware citizens through academic excellence, personal accountability, and character formation."

Facilities & Finance

Mr. Royce provided an update on the last Facilities and Finance Meeting. It was noted that there were three votes to be taken. The Board would vote on the modifications on our current rate where Middlesex proposed to keep us at 3.35% and agree to the ten thousand dollar fee for the change along with the 2022-2023 budget and salary scale was presented.

Ms. Blue called for a motion to approve the modifications to the loan facilities with Middlesex Savings Bank as presented. Mr. Royce made the motion, and Ms. Zagabe-Ndiku seconded it. A roll call was performed, and the Board voted unanimously.

Ms. Blue called for a motion to approve the salary scale as presented. Ms. Vernon made the motion, and Ms. Zagabe-Ndiku seconded it. A roll call was performed, and the Board voted unanimously.

Ms. Blue called for a motion to approve the salary scale as presented. Mr. Royce made the motion, and Ms. Vernon seconded it. A roll call was performed, and the Board voted unanimously.

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Foundation Committee

Ms. Zagabe-Ndiku provided an update and informed the Board that the focus at the moment was the golf tournament and encouraged everyone to participate as this would be an excellent event for Abby Kelley. It was noted that there were pledges in place already, and recruitment for players was still taking place. June 27, 2022, was provided as the date of the golf tournament, and this will allow for everyone to participate.

DEI Committee

Ms. Yarnie informed the Board that on March 30, 2022, there was a district-wide PD opportunity for Faculty and Staff, and this was an opportunity for staff to come together and listen to different perspectives. Some techniques and resources were shared with staff during this meeting. It was also noted that the DEI committee helped craft the mission statement presented to the Board of Education. An update on the events subcommittee where it was pointed out that they met on April 7 and were partnering with Amelie Cabral to create new activities. Ms. Yarnie explained that there would be a multicultural night on May 24, 2022. On June 6, 2022, Author Andrea Davis Pinkney would be coming in. Families would be able to participate in activities that she would be leading. There was also a group discussion on the native language of Twi and the lack of students taking that language. It was determined that there were not many teachings on specific aspects of the language, and they would be looking into this more in the DEI committee.

There were no questions from Board members.

Ms. Blue called for a motion to adjourn the meeting. Ms. Yarnie made the motion, and Ms. Zagabe-Ndiku seconded it. A roll call was performed, and the Board voted unanimously to adjourn the meeting at 7:35 p.m.



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 Meeting Agenda

Wednesday, April 27, 2022, 6:30 p.m.

<https://akfcs-org.zoom.us/j/91037031978?pwd=Qi92QXZlWY1FXWlSMUNIMHRBZlNBNz09>

Webinar ID: 910 3703 1978 **Passcode:** 043589

By phone: 1 929 205 6099 **Webinar ID:** 910 3703 1978

- I. Call to Order- Ms. Celia J. 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 21, 2022
 - a. **Motion:** To approve the Meeting Minutes from April 21, 2022
- V. Executive Director Report- Ms. Heidi Paluk
- VI. Committee Updates:
 - a. Education Committee- Ms. Amy Vernon
 1. **Motion:** To Approve the Revised Mission Statement
 - b. Facilities & Finance Committee- Mr. Patrick Royce
 1. **Motion:** To approve the Modifications to the Loan Facilities with Middlesex Savings Bank as Presented
 2. **Motion:** To approve the Salary Scale as Presented
 3. **Motion:** To approve the 2022-2023 Budget as Presented
 - c. Foundation Committee- Ms. Bibiche Zagabe-Ndiku
 - d. DEI Committee- Ms. Shelly Yarnie
- VII. Timely Topics as Identified by the Chair and/or ED
- VIII. Upcoming Board/Committee Meeting (s):
 1. Foundation Golf Tournament
 - a. June 27, 2022
 2. Board of Trustees
 - a. May 25, 2022
 - b. June 22, 2022
 3. Education Committee

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

- a. May 13, 2022
- b. June 10, 2022
- 4. Facilities & Finance
 - a. May 20, 2022
 - b. June 17, 2022

IX. Adjournment



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 Meeting Agenda- DIGITAL MEETING

Thursday, April 21, 2022, 6:30 p.m.

<https://akfcs-org.zoom.us/j/99433273595?pwd=RW5OQW53OFI4U0pqdHhXaXZJaWtWQT09>

Webinar ID: 994 3327 3595 **Passcode:** 504491

By phone: +1929 205 6099 **Webinar ID:** 994 3327 3595

- I. Call to Order- Ms. Celia J. 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 March 23, 2022
 - a. **Motion:** To approve the Meeting Minutes from March 23, 2022
- V. FY’22-23 Budget Presentation- Ms. Alisha Carpino, Director of Finance and Operations
- VI. Mission Discussion- Ms. Heidi Paluk, Executive Director
 - a. **Motion:** To approve the Mission for DESE submission and Approval
- VII. Timely Topics as identified by the Chair and/or ED
- VIII. Upcoming Board/Committee Meeting(s):
 1. Board of Trustees
 - a. April 27, 2022
 - b. May 25, 2022
 - c. June 22, 2022
 2. Education Committee
 - a. May 13, 2022
 - b. June 10, 2022
 3. Facilities & Finance Committee
 - a. May 20, 2022
 - b. June 17, 2022
 4. Annual Foundation Golf Tournament
 - a. June 27, 2022
- IX. Adjournment



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 Meeting Minutes- DIGITAL MEETING-DRAFT

Thursday, April 21, 2022, 6:30 p.m.

<https://akfcs-org.zoom.us/j/99433273595?pwd=RW5OOW53OFI4U0pqdHhXaXZJaWtWOT09>

Webinar ID: 994 3327 3595 **Passcode:** 504491

By phone: +1929 205 6099 **Webinar ID:** 994 3327 3595

The meeting was called to order by Celia J. Blue, Chair, at 6:35 p.m. The attendance was recorded and is attached.

Ms. Blue read the Abby Kelley Mission Statement and noted no public comments or old business.

Ms. Blue asked for a motion to accept the March 23, 2022, meeting minutes. Mr. Patrick Royce made the Motion; Ms. Bibiche Zagabe-Ndiku seconded it. Ms. Blue performed a roll call, and the minutes were approved unanimously.

Budget Presentation

Ms. Paluk began her presentation by speaking on the needs of the students that are taxing guidance staff and the importance of continuing the work of setting up MTSS structures. It was explained that the elementary school is showing signs of success, but the priority at the moment is the middle and high school. Because of this, an RBT (Registered Behavior Technician) position will be opened, and they will be based at the middle school but can be sent to any of the other schools should the need arise. A clinician will also be hired to help address the most in crisis students with tier 3 and 4 supports.

Ms. Paluk explained that the goal was to raise the quality of teaching and learning provided and align the district academically. A K-5 ELA curriculum will be implemented, and a grant for \$200,000 was received for this and will alleviate the budget. Ms. Paluk also stated that there would be an emphasis on creating a pipeline for student athletics, and it will serve to engage students in grades 4-7 while teaching them the



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

fundamentals of the sports offered. Working with parents on the athletic aspect of an American education, which may not be widely understood, is also a priority.

Ms. Paluk spoke on the salary scale committee and the importance of the work done. It was explained that rebuilding the salary scale was necessary to retain high-quality teachers, recruit new and diverse staff, and compensate our teachers for the academic excellence prioritized at Abby Kelley. Ms. Paluk also explained that this budget also prioritized necessary and enhanced security upgrades and also addressed replacement instructional tools such as projectors and intelligent boards as the ones currently in use are outdated.

Ms. Paluk provided a general breakdown of the significant changes to the budget, and it was noted that the revenue shows a six percent increase over FY 22, projected at \$26,901,936. Salaries and stipends in FY 23 will be \$15,331,513 due to the new salary scale, COLA of three percent (3%) for non-instructional staff, Instructional Assistant step increases, and the addition of one new position, and the implementation of a Clinical and District Curriculum.

Ms. Carpino provided a budget explanation for the Board members. It was noted that the budget for next year puts us at a gain of \$307,000. A six percent (6%) increase was budgeted for revenue and state sources, and the state grant has been kept at \$50,000. Revenue from federal sources was kept the same as notifications about the federal funding next year are not sent out until August. Meal revenue was budgeted for \$650,000, and an application for CIP has been submitted to assist with free lunches for the students. An E-rate amount of \$30,000 has been placed in the budget as that is a guaranteed amount, but that amount may increase. An increase in next year's budget will be seen due to athletic fees. Next year, the middle school will offer athletics, which accounts for the rise.

An eight percent (8%) increase will be seen in the salary, leadership, and administration section of the budget due to regular raises and the hiring of an IT director, and IT support is included. Legal services were kept the same as \$50,000 has been spent to date, and this covers all of the legal services provided to Abby Kelley. The IT budget has also increased due to the demands of the school, such as projectors and computers, and Administrative expenses have increased due to condensing subscriptions and memberships in the workplace



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

to save money. Ms. Carpino also noted that Board spending has also been added to the budget to assist with costs.

Ms. Paluk explained that the changes to the budgets have been significant over the last few years. Ms. Paluk also explained that they are looking at how to allocate funds and perform tasks differently and that it may take some time to settle. Ms. Vernon then inquired about the change in strategy for recruitment, and Ms. Carpino explained that videos were going to be created along with other marketing materials to assist with student enrollment and staff recruitment.

Ms. Blue stated that the Mission Statement discussion would be tabled for a future Board meeting as the events of the last week took precedence.

Ms. Blue called for a motion to adjourn the meeting. The motion was made by Mr. Royce and seconded by Ms. Zagabe-Ndiku. A roll call was performed, and the Board of Trustees members voted to adjourn the meeting at 7:15 p.m.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Agenda

Friday, April 8, 2022. 8:00 a.m.

<https://akfcs-org.zoom.us/j/95838992253?pwd=VEg1d1ZpalMwa2dzcXFreVBwRVM5UT09>

Meeting ID: 958 3899 2253 **Passcode:** 195670

By phone: +1 929 205 6099 **Meeting ID:** 958 3899 2253

- I. Call to Order- Ms. Amy Vernon, Chair
- II. Introductions/Attendance Recorded
- III. Review of the March 11, 2022, Meeting Minutes
 - a. **Motion:** To approve the March 11, 2022, Meeting Minutes.
- IV. Seal of Biliteracy - Ms. Amelie Cabral
- V. MS Principal Search Update- Ms. Heidi Paluk
- VI. Health Curriculum Grades 4-7 Update- Ms. Jessica Regan
- VII. SEL and the needs of our students - Dr. Caroline Cole
- VIII. Mission Feedback/Revisions- Ms. Heidi Paluk
- IX. Upcoming Meetings:
 - a. Friday, May 13, 2022
 - b. Friday, June 10, 2022



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Agenda

<https://akfcs-org.zoom.us/j/91966458588?pwd=TIM4SHF6cnFOTCs1c1VhaVJ5WGltQT09>

Meeting ID: 919 6645 8588 **Passcode:** 164652

By phone: +1 929 205 6099 US (New York) **Meeting ID:** 919 6645 8588

- I. Call to Order- Amy Vernon, Chair
- II. Introductions/Attendance Recorded
- III. Review of the February 11, 2022, Meeting Minutes
 - a. **Motion:** To approve the February 11, 2022, Meeting Minutes.
- IV. SEL Update
- V. Middle School Principal Search
 - a. Search Committee & Timeline
- VI. Approval of 22-23 Academic Calendar- Ms. Heidi Paluk
- VII. Healthy Sexuality
 - a. Communications Plan
- VIII. Charter Renewal
 - a. Mission Revision
- IX. Upcoming Meeting(s):
 - a. Friday, April 8, 2022
 - b. Friday, May 13, 2022



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Minutes-DRAFT

Friday, March 11, 2022, 8:00 a.m.

<https://akfcs-org.zoom.us/j/91966458588?pwd=TIM4SHF6cnFOTCs1c1VhaVJ5WGltQT09>

Meeting ID: 919 6645 8588 **Passcode:** 164652

By phone: +1 929 205 6099 US (New York) **Meeting ID:** 919 6645 8588

The meeting was called to order by Ms. Amy Vernon at 9:05 a.m. The attendance was recorded and attached.

The Committee reviewed the Meeting Minutes from the February 11, 2022 meeting. One minor edit was noted by Ms. Yarnie and “mental” was noted twice. The error was corrected. Ms. Vernon asked for a motion to approve the February 11, 2022 meeting minutes. The motion was made by Ms. Yarnie and seconded by Ms. Vernon.

SEL Update

Dr. Cole began by stating that while many students have adjusted to being back in school, there are still students that are struggling. The Panorama survey would be lined up towards those issues towards the end of the year to help and see if the interventions have been effective. Dr. Cole also stated that they began to look at next years and what needs to be addressed and the interventions that need to be developed to meet those needs. Dr. Cole noted that a parent discussion series was done with Mr. Jim Dunn over four weeks on social-emotional functioning and they were looking to produce something similar to a podcast and put the information online so that parents and teachers would be able to watch it.

Ms. Paluk stated that they were now trying to build systems as well as deliver services in ways that are considered new to focus more on the students and be intentional as opposed to reactionary and waiting for the student to erupt. It was also noted by Ms. Paluk that there would be a District-wide PD on March 30, 2022, focusing on DEI and SEL by Mr. Robert Jones.

Healthy Sexuality- Communications Plan

Ms. Regan began by explaining that two family nights were planned for 2 hours each. It would be provided by grade levels in 30-minute increments in which 10 minutes would be dedicated to the course information and the remaining 20 minutes for questions and answers. Ms. Regan also noted that there would be a google form for questions that were not answered due to time or questions that were private and they would get to the questions on time. A webinar format would be used and different times would be offered to accommodate families as many families are anticipated to attend.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Ms. Culkeen stated that for students that would not be participating, work would be created in google classroom reinforcing topics the student already touched on. It was also noted that all means of communication would be utilized to reach out to parents about the lessons and make sure they send back their forms. Ms. Yarnie inquired about whether more content would need to be provided in the letter to which Ms. Regan stated that it would not as the letter would be going out with the opt form which has more details and the curriculum per grade level. This information would also be provided in multiple languages and it would be labeled as an information sheet. Ms. Yarnie also inquired about the possibility of providing another date to capture all of our families to which it was noted that they would look at schedules to ensure that the sessions are widely available.

Ms. Little reminded everyone that there is information in the handbook and sex education and the criteria for parent notifications and noted that wording can be included to inform parents to refer to the student handbook regarding parent notification. Ms. Culkeen reiterated the fact that respect is one of the most important values that she does push before starting this lesson. Working with the guidance counselors would also allow for assistance in wording so that it is the most effective for the students where some topics may be challenging or triggering for them. It was also noted that if a parent opted out from the health class for one year, they can join in another year and they would still be contacting families that chose to opt-out to provide reassurance.

Ms. Paluk inquired about adding a line for parents to inform them that if their child is participating, there is no need to do anything and if you don't want your child to participate, sign the form. Parents who choose not to attend the session would still receive the digital communications that would be presented and they are not mandatory. It was also noted that a FAQ sheet would be created for common questions that families may have. Ms. Regan also notified the committee members that they were waiting to hear back from a consultant that would assist Ms. Culkeen with the content area and provide their expertise and support.

Middle School Principal Search

A letter was distributed to families as well as staff soliciting interest in serving on the search committee that would be composed of Ms. Paluk, Ms. Regan, and 9 individuals. Several resumes were received and first-round interviews would be set up once they were reviewed. The semifinalist would be brought to the search committee for 2 interviews totaling an hour each on zoom and Monday night, they would deliberate and set up a visit for the remaining candidates. Ms. Paluk stated that she hoped to make an offer before April vacation.

Approval of 2022-2021 Academic Calendar

Ms. Paluk began by explaining that the consensus among staff was the desire to feel well prepared to go into next year with a new curriculum and the only way to ensure that was to provide PD at the beginning of the year, going from 2 to 3 days and building some additional days throughout the year. In the past, Friday, September 2nd has been a full day off but the recommendation was to make that day a ½ day to get to 145 days before June 16, 2022. It was noted that a memo would be added to the calendar to explain how snow days work and how it affects the last day of school.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Charter Renewal

During the site visit from DESE last May, it was determined that an update needed to be made on the Abby Kelley mission statement. The new mission statement took into consideration the suggestions that came out of the IB accreditation a few years ago to make Abby Kelley a more global perspective on all of the learning across the Board and the more pointed areas of concern according to DESE. Areas of concern were the use of “great works of Western Civilization”, the use of parents as opposed to families, and the use of children as opposed to students. These changes would allow for a more encompassing mission statement of the diverse body at Abby Kelley. Other changes were made to add a broader perspective as opposed to a narrow descriptor.

The mission statement would have to be sent in no later than April so that it can be sent to the commissioner for approval as a charter renewal cannot be written without this piece completed. Ms. Paluk stated that she would send out a quick survey to parents explaining the changes and asking for their input on the mission statement revision. It was also noted that a Board of Trustees vote would need to be taken at the March Board meeting so the survey would be sent out to families before that. Ms. Vernon inquired about the use of the word “primary” and whether or not it diminished the role of the school. Ms. Zagabe-Ndiku then also inquired about how the term came into the mission statement and the historical knowledge behind it. Ms. Yarnie also suggested using the survey being sent out to families to gather information.

Ms. Vernon called for a motion to adjourn the meeting. Ms. Yarnie made the motion and it was seconded by Ms. Vernon. The meeting was adjourned at 9:15 a.m.

Name (Original Name)	User Email	Join Time	Duration (Minutes)
Naira Joseph	njoseph@akfcs.org	3/11/2022 7:40	98
Jennifer Giusto		3/11/2022 7:56	45
Chris Kursonis	ckursonis@akfcs.org	3/11/2022 7:56	81
Michelle Vigneux		3/11/2022 7:56	82
Amelie Cabral	acabral@akfcs.org	3/11/2022 7:56	81
Heidi Paluk	hpaluk@akfcs.org	3/11/2022 7:57	80
khersey@akfcs.org	khersey@akfcs.org	3/11/2022 7:57	26
Jessica Regan (jessica Regan)	jregan@akfcs.org	3/11/2022 7:57	80
Mr. Kerr	rkerr@akfcs.org	3/11/2022 7:58	80
Shelly Yarnie		3/11/2022 7:59	79
Amy Vernon		3/11/2022 7:59	78
Kelly Gould		3/11/2022 8:01	77
AnnMarie Little		3/11/2022 8:01	76
Carrie Cole		3/11/2022 8:02	76
Bibiche Zagabe-Ndiku		3/11/2022 8:05	73
Ms. Culkeen (Health)		3/11/2022 8:09	40
khersey@akfcs.org	khersey@akfcs.org	3/11/2022 8:21	56
Jennifer Giusto	jgiusto@akfcs.org	3/11/2022 8:41	37

What is the Seal of Biliteracy?

The State Seal of Biliteracy is an award provided by state approved districts that recognizes high school graduates who attain high functional and academic levels of proficiency in English and a world language in recognition of having studied and attained proficiency in two or more languages by high school graduation.

DESE's vision is to help students recognize the value of their academic success and see the tangible benefits of being bilingual. The State Seal of Biliteracy takes the form of a seal that appears on the transcript or diploma of the graduating senior and is a statement of accomplishment for future employers and for college admissions.

AKF Updates:

This is Abby Kelley's second year of participating in a Seal of Biliteracy program and we will be awarding the Seal of Biliteracy to four students upon graduation!

Jailimar Montanez:

Jailimar has been an AKF student since first grade and is a native Spanish and English speaker. See the video below for more on why Jailimar chose to pursue the Seal of Biliteracy.

[Jailimar's Video](#)

Dominic Denert:

Dominic has been an AKF student since Kindergarten and is a native Polish and English speaker. Dominic is our first Seal of Biliteracy with Distinction recipient. This means Dominic scored in the advanced range on the ELA MCAS as well as the Polish language assessment. See Dominic's testimonial below on why he chose to pursue the Seal of Biliteracy.

"Hello, my name is Dominic. I am in 12th grade and received the Polish certification for my Seal of Biliteracy during the spring of 2020, and am waiting to complete the English certification during Senior Year when I am able to take the MCAS that was missed during the pandemic. Growing up, my parents were both immigrants from Poland and therefore I was influenced quite a lot by Polish culture. In fact, I even went to a Polish School on the weekend for the first 9 years of school. I chose to pursue the Seal of Biliteracy because it presented an opportunity for me to make use of what I had already learned growing up and helped reignite my interest in it in order to get scholarships toward my future."

Adam Jacher:

Adam has been an AKF student since Kindergarten and has developed an interest in the Spanish language. After graduation Adam hopes to spend time traveling. A testimonial from Adam is unavailable at this time.

Yadalisse Norford:

Yadalisse has been an AKF student since Kindergarten and is a native Spanish and English speaker. A testimonial from Yadalisse is unavailable at this time.

Why Pursue the Seal of Biliteracy:

- The Seal of Biliteracy celebrates cultural diversity!
- The Seal of Biliteracy supports Abby Kelley's mission as it promotes academic excellence as well as skills needed to be a global citizen.
- The Massachusetts State Seal of Biliteracy provides colleges and universities with a method to recognize and give credit to applicants for attainment of high level skills in languages.

Currently nine public institutions of higher learning in Massachusetts provide language on their websites to provide credits for prior learning for students who have earned the Seal of Biliteracy. Those institutions include:

- Bridgewater State University
- Bunker Hill Community College
- Cape Cod Community College
- Massachusetts Bay Community College
- Middlesex Community College
- Mount Wachusett Community College
- North Shore Community College
- Northern Essex Community College
- Salem State University

Seal of Biliteracy Next Steps:

- I am working to grow our Seal of Biliteracy program.
 - Connecting with IB Foreign Language teachers
 - Working with ES and MS to spread the word of this program and opportunity
 - Communication with students and families whose native or home language includes Twi to determine what barriers may prevent them from pursuing the Seal of Biliteracy.
 - Communication with DESE
- Currently recruiting students for the 2022-2023 school year



History of the AKFC Mission Statement

The original Mission Statement was prepared by Advantage Schools and was used by all 16 schools under their management. This is the statement that appears in the charter and in the first three Annual Reports:

The mission of the Abby Kelley Foster Regional Charter School is to:

Demonstrate the heights of academic achievement that public school students can routinely attain when the advantages of charter school governance are coupled with proven curricula and instructional practices and ambitious new academic standards.

Offer area families rich new choices in public education.

Create new professional settings for teachers that permit them to succeed, free from debilitating work rules, financial constraints, and excess regulation.

After the relationship with Advantage ended, Abby Kelley Foster Charter School petitioned the Department of Education (DOE) to change our Mission Statement. The following was written by Michael Pakaluk and appears in the 2002 Annual Report:

The mission of the Abby Kelley Foster Regional Charter School is to attain the highest standards in teaching students to pursue the truth and to learn about the world; to love the good by growing in good character and civic virtues; and to cultivate what is beautiful in thought, word, action and sense. In this mission the school assists parents, who are the primary educators of their children; and it exercises stewardship by passing on to a new generation the treasures of knowledge and culture we have received from the past.

Both SchoolWorks, the group that coordinated our renewal site visit, members of the DOE charter school office, and a second site visit team, Foundations, criticized the Mission Statement. In their final report, SchoolWorks wrote: “*The mission statement, as written, is too ambiguous for comment by the team. However, during the visit, stakeholders consistently expressed the mission as follows: to provide a “classical liberal arts education” that includes foreign language, music and academics; to develop well-behaved, respectful students; and to acknowledge and engage parents as their children’s primary educators. The school is faithful to the mission verbally expressed by the stakeholders as they work toward implementation.*”

In response to this concern, the Mission Statement was simplified and was submitted to the DOE for approval in (what year? 2004?). The newest version, written primarily by Jarrett Conner, reads:

The mission of the Abby Kelley Foster Regional Charter 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.

In 2017, when the International Baccalaureate Programme underwent a five-year review, one of the recommendations that came out of it was to update the AKFCS Mission to better reflect the global perspective of IB. In 2021, when the Department of Elementary and Secondary Education (DESE) did a mid-charter review, the report indicated that the current Mission statement was outdated, especially since AKFCS does not rely on 'great works of Western Civilization' but rather has embraced more global, culturally relevant works.

As Abby Kelley begins to prepare for our upcoming Charter renewal in 2023, a small group of administrators gathers in late 2021/early 2022 to draft a more current mission statement, which is not only reflective of the IB learner, but of our diverse population, our renewed commitment to academic excellence, character formation, and accountability for all members of our community.

Proposed by internal group (reflective of IB:)

The mission of the Abby Kelley Foster Charter Public School is to assist families in their role as primary educators of their students by providing a liberal arts education grounded in works representative of a diverse population, promoting lifelong learners with a global awareness, aimed at developing accountable citizens through academic excellence and character formation. (3.20.22)

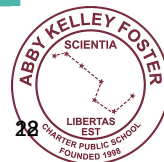
Proposed suggestion by BOT for Education Committee:

The mission of the Abby Kelley Foster Charter Public School is to ~~assist~~ partner with students' families ~~in their role as primary educators of their~~ to educate all students by providing (them with?) a liberal arts education grounded in works representative of a diverse population, ~~and to promote~~ ing lifelong learners ~~and~~

develop accountable citizens with a global awareness, aimed at developing accountable citizens through an emphasis on academic excellence and character formation. (4.5.22)

Social Emotional Needs of Students Across District

Counseling Department
of
Abby Kelley Foster Charter School



What we Know

Counselors across all three buildings are continuing to face and learn of the significant impact of social isolation and lack of connection that our students faced during the Pandemic.

Elementary School: lack of social skills, and school behavior skills. Students with significant high needs were often not receiving appropriate interventions in the community during the Pandemic and thus, they presented with significant deficits in social communication, social skills, self regulation and school behavior skills. While more rare, self harm and suicidal ideation has been observed in the elementary school this year. Absences and tardies are a significant problem for some students and families.

Middle School: middle school students continue to struggle with impulse control, low frustration tolerance, social skills, and appropriate school behavior skills. Many experience significant anxiety, panic, lack of feeling connected despite being back with their peers. Counselors deal with eating disorders, identity issues (sexual/gender), self harm, suicidal ideation. Developing and connecting with friends, getting used to the demands of school. Students who were remote last year continue to exhibit significant social emotional challenges. Absences and tardies are a significant problem for some students.

High School: high school students struggled with significant levels of anxiety, depression as well as executive functioning challenges around time management, demands of school, home, work, college prep, etc. Eating disorders, gender identity and sexual identity issues, suicidality and self harm have all been concerns brought to the guidance counselors.

What has happened since January 2022?

Panorama survey was distributed to students in December 2021. In January 2022, guidance counselors met to review and analyze results of the data. An area of significant need that was identified throughout the district was a focus on Emotion Regulation skills. While Panorama identified that 48% of our students were identified as having no strength in the area of Emotion Regulation, guidance counselors focused on the students who scored themselves a 1 or lower in the areas evaluation.

School Interventions provided by counselors

These interventions have included groups, individual counseling, as well as check in/check outs with students. The intensity and frequency of the interventions could be daily, weekly, a few times a week to every other week. Interventions have been focused on the following:

Social issues - developing friendships, bullying, interacting and reconnecting with peers, appropriate school behavior, lack of perspective taking, self management skills, conflict resolution skills. An increase in

Aggression - increase in aggressive acts - physical aggression towards staff and other students, verbal threats, verbal aggression (racial and homophobic comments), issues between peers that require mediation.

Emotional dysregulation- inability to cope or calm themselves, EMH has been called (depression, self injury), verbal and physical disruptions in class.

Anxiety-difficulty coming to school, anxiety in school, anxiety related to academic tasks

Other Responsibilities

In addition to the students that counselors see on a regular basis, there are students that come to the office in need of help on a daily basis.

Teachers will contact counselors and refer students. This could be by phone call, email, a stop in the hallway. Parents may also call to talk to a guidance counselor about their student and request that they check in or meet with the student that day.

Counselors also get called to handle crisis situations. They work on reentry meetings when students have been hospitalized, coordinating with providers, consulting with teachers, parents and helping the student feel safe again in the school environment. Refer families and students to community based programs, work with families to help them understand the students behaviors.

Elementary School

Counselors in grades K-3 have learned the Panorama dashboard and have used this judiciously in terms of tracking and monitoring their interventions.

Counseling Staff has serviced 13% of students at a Tier 2 or Tier 3 level since January.

Kindergarten - 10% of students

First Grade - 17% of students

Second Grade - 10% of students

Third Grade - 15% of students

Behavioral Interventions

Elementary school also has a behavioral team. This team works with the counseling team, but their approach is somewhat different and the focus is on the behavior of the student and shaping that behavior.

At the present time, the behavior staff is servicing 13 students. They are also a presence in certain classrooms to assist teachers in behavioral redirection of certain students.

Middle School

While we do not have specific data regarding the percentage of students that have been seen - here is a typical day in the life of a guidance counselor:

“Five students are on my schedule that need to be seen...7 students came to my door looking to see me or they were brought/sent down. I met with a student in the main office, I had a brief conversation with a student in the hallway related to an incident in the classroom. I spent 40 minutes in a 7th grade classroom with 20 students debriefing an incident that happened. Within the two grades I see, there are dozens of students that I see regularly. While this may vary this is a typical day.”

Behavioral Staff in Middle School

In the middle school, there is one RBT this year. Two other RBT's are contracted and work with students in the classroom, developing behavior plans and working with the students and the teachers in the classroom.

High School

In the high school, there are two guidance counselors and one school adjustment counselor. One guidance counselor's primary responsibilities are college and career focused. The other guidance counselor and school adjustment counselor balance the mental health needs of the students that require additional intervention.

Since January 2022 approximately 50 students (10.5%) are receiving or have received an ongoing intervention for social emotional issues by our counselors.

The school nurse is a resource for students with mental health needs. Typically, the nurse will triage to the guidance staff. Issues that present to the nurse are anxiety and other issues related to mental health. Anecdotally, on average, there are 10-15 students that present to her each week with mental health symptoms.

What's Next?

- Panorama survey will be redistributed the first week of May to all students in grades 3-12 and teachers K-2.
- Implementing an Emotional Pulse Check between surveys to all students.
- Integrating SEL into the classrooms
- Creating and working towards additional structures within guidance programs to have a team approach, implement evidence based strategies for our students.
- Building off the positive that are happening in each building.

The Positives We Can Build On



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Minutes-DRAFT

Friday, April 8, 2022. 8:00 a.m.

<https://akfcs-org.zoom.us/j/95838992253?pwd=VEg1d1ZpalMwa2dzcXFreVBwRVM5UT09>

Meeting ID: 958 3899 2253 **Passcode:** 195670

By phone: +1 929 205 6099 **Meeting ID:** 958 3899 2253

The meeting was called to order by Ms. Amy Vernon, Chair, at 8:05 a.m. The attendance was recorded and is attached.

The Committee reviewed the Meeting Minutes from the March 11, 2022 meeting. Ms. Vernon asked for a motion to approve the March 11, 2022, meeting minutes. The motion was made by Ms. Yarnie and seconded by Ms. Zagabe-Ndiku.

Seal of Biliteracy

Ms. Cabral provided an update on the Seal of Biliteracy program by reminding the committee members that the Seal of Biliteracy was an award given to High School graduates who attained high functional and academic language proficiency in English and a World Language. It was explained that this was a seal that would be written on the official transcripts of the graduates and display a statement of accomplishments for future employers and college admissions. Ms. Cabral explained that this year, Abby Kelley would see four (4) students graduating with this high accomplishment, with three (3) students obtaining the seal in Spanish and one (1) student obtaining the seal in Polish. The student who obtained the Seal of Biliteracy in Polish also earned the Seal of Distinction, which means they received the highest level of English language proficiency, as determined by MCAS, and scored in the advanced category on the Polish language subtest.

Ms. Cabral explained that obtaining this seal aligned with the Abby Kelley mission to promote academic excellence and provides the necessary skills needed to be a global citizen. Approximately nine (9) Massachusetts colleges currently offer college credits to students who obtain the seal toward the world language requirement, and more colleges are looking to do the same. Ms. Cabral explained that the goal was to expand the program and work on recruiting students who are currently in high school while also promoting the program to parents of elementary and middle school students. Ms. Cabral also noted a conversation about students obtaining the seal in the native language of Twi and why no one chose to do that. Based on preliminary discussions, it was noted that it might be due to the writing component. Not many native speakers of the Twi language also write it, which is a requirement for DESE, and because of this, Ms. Cabral explained that she did reach out to DESE to shed light on this situation and see how this can be more attainable.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Ms. Vernon questioned whether students could take the foreign language portion of the test at any point in their high school career, to which Ms. Cabral explained that they could and did not have to wait to take the MCAS. Ms. Cabral stated that the students were also allowed to retake one of the subsections that they may not have passed. It was also noted that most of the students are native speakers of the language they choose, but some students are not native to the language.

Ms. Yarnie inquired about any future goals of expanding the number of institutions accepting the college credit seal. Ms. Cabral explained that DESE has made this one of its top initiatives and was working to partner with more institutions to do this. Ms. Zagabe-Ndiku inquired about plans to pursue another language, to which Ms. Cabral explained that students were able to choose the language they wanted to follow the seal in, and the pathway would be given to them. It was explained that most languages are online-based assessments, and some are portfolio-based. Ms. Zagabe-Ndiku also inquired about the French language being brought back to Abby Kelley. Ms. Paluk explained a plan to get French back as a required language as some teachers will be retiring, and it is not easy to find a Latin-speaking teacher. Because of this, there would be a proposal brought forth in May to change the languages to Spanish and French.

Middle School Principal Search

Ms. Paluk explained that a committee of twelve (12) people assisted in narrowing down the middle school principal candidates. Of the seventeen (17) people that applied, ten (10) of them had the proper qualifications and were interviewed, narrowing the number down to seven (7). There are now (4) candidates remaining, and reference checks and salary ranges are being checked. It was explained that there would be a meeting with all the candidates next week, where honest conversations would be had about the needs of the middle school and what we are looking for in a leader. After narrowing the list down to two (2), it was determined that they would be invited to meet families and staff members. Ms. Paluk explained that the end decision would be hers, but she is listening to the thoughts of others as well, and an offer would be made after April vacation.

Ms. Vernon inquired about possible support pathways for the gaps that the individual candidates may have to which Ms. Paluk explained that they would all have a mentor to assist with the learning process.

Healthy Sexuality

Ms. Regan began her update by explaining that the name has changed from healthy sexuality to puberty education based on the suggestion of the outside consultant who they are currently working with. One of the reasons for the change was that there were no students in the middle school now who had received puberty education. Ms. Regan explained that the goal was also to be conservative in the first year while still obtaining trust from families and that the name change would better describe it. It was also explained that most of the questions from students ages nine (9) to thirteen (13) were about anatomy, which is a focus within the puberty units; therefore, there will be a curriculum that is the same for grades four (4) and five (5) and another curriculum for grades six (6) and seven (7).

Ms. Regan explained that all lesson plans would be available for parents to view and not be sent home. Parents with questions would be invited to sit down with either Ms. Regan or Ms. Culkeen to discuss the

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

concerns and review the curriculum. This is set to begin on May 2 due to the specials rotation, and students can start their lessons. Next week, written communication would be going to families explaining the goals, offering two (2) family information sessions, and providing the opt-out form and a FAQ to address some common questions and concerns in advance. Ms. Yarnie inquired about the consultant's background, to which Ms. Regan stated that she would get that information for her.

SEL and the Need of Our Students

Dr. Cole began by explaining that the impact of social isolation is still being seen in students during April across the district. It was explained that the most significant effect was seen in the elementary students as they came in with very substantial and high needs because of the lack of appropriate interventions needed during the pandemic. Absences and tardies continue to be an issue in high school, and many students are experiencing anxiety and depression.

Data was collected from Panorama, and emotional regulation skills were looked at. Students who scored lower were looked at, and different interventions were put in place based on their specific needs. Dr. Cole noted that the guidance counselors are doing more than just interventions as students can see them at any time and can be contacted by teachers. There has been a focus on social skills, conflict resolution, and social regulation around aggression, as there has been an increase in aggressive acts. Students were also being taught coping skills to deal with anxiety better.

Dr. Cole explained that two counselors are servicing thirteen percent (13%) either now or have serviced at Tier two (2) or three (3) levels since January. Ten percent (10%) of kindergartners, seventeen percent (17%) of first (1st) graders, ten percent (10%) of second (2nd) graders, and fifteen percent (15%) of third (3rd) graders are receiving some form of an intervention in the elementary school. Behavior plans were also being implemented, and teachers were involved. It was noted that there are two guidance counselors and one school adjustment counselor in the high school, and there was an increase in students seeing the nurse for mental health concerns, to which they were sent to guidance. A clinician from Community Health Link is also in the district from Monday through Friday, alternating between the schools and currently seeing nineteen (19) students, focusing on the family portion and long-term counseling services for those families.

Dr. Cole explained that the survey would be redistributed in May to obtain data and look for progress among the students. SEL was also being integrated into the classrooms, and the Guidance team would continue to work on evidence-based strategies and implementation. Ms. Vernon inquired about the percentage of students who have a counselor contact. Dr. Cole stated that there was no way to determine that but that the students were receiving different levels of interventions based on their needs.

Ms. Paluk explained that staff resources are currently limited, and there will be a budgetary ask for a new clinician and behavioral support in the middle school. Ms. Zagabe-Ndiku inquired whether a note should be included in the admission packets of students who may have a challenging year due to the pandemic. Ms. Paluk explained that there would be a college readiness presentation that would touch on that. Mr. Penney also explained that though there are difficulties for some students, many students are happy to be back in school and are doing exceptionally well. Everyone was working together for the betterment of the students.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Mission Feedback/Revisions

Ms. Paluk explained that the mission statement is ever-evolving, and we are arriving at the point of creating a document that can go out to obtain feedback. Ms. Paluk explained that feedback received about the music piece of the mission being removed was not a way to say that music would not be a focus but that other subjects are a part of the liberal arts approach. Ms. Paluk explained that the Board of Trustees provided feedback, and it was reviewed with previous mission statements in an attempt to incorporate all the changes. Ms. Paluk explained that she would meet with the Faculty council and the DEI committee to review and discuss the mission and the concepts.

Ms. Vernon asked for a motion to adjourn the meeting. Ms. Zagabe-Ndiku provided the motion, and Ms. Vernon seconded the motion.

The meeting was adjourned at 9:40 a.m.



Abby Kelley Foster Charter Public School
10 New Bond Street Worcester, MA 01606
Phone: (508) 854-8400 Fax: (508) 854-8484
www.akfcs.org

Facilities and Finance Committee Meeting Agenda

Wednesday, April 13, 2022, 8:00 a.m. DIGITAL MEETING

<https://akfcs-org.zoom.us/j/98771821507?pwd=eHptc2RzaXphQ1RnZldlSWdicWp4dz09>

Meeting ID: 987 7182 1507 **Passcode:** 824734

By phone: +1 929 205 6099 US (New York) **Meeting ID:** 987 7182 1507

- I. Call to Order- Mr. Patrick Royce, Chair
- II. Introductions/Attendance Recorded
- III. Review of the March 18, 2022, Meeting Minutes
 - a. **Motion:** To approve the March 18, 2022, Meeting Minutes
- IV. Budget Presentation- Ms. Alisha Carpino
- V. Flood Update
- VI. Facilities Update- Mr. Michael Grennon (Time Permitting)
- VII. IT Update- Mr. Gabriel Beltran (Time Permitting)
- VIII. Upcoming Facilities & Finance/ BOT Committee Meetings
 - a. Thursday, April 21, 2022- *Board of Trustees Budget Presentation*
 - b. Thursday, April 27, 2022- *Board of Trustees Budget Approval*
 - c. Friday, May 20, 2022
 - d. Friday, June 17, 2022
- IX. Timely Topics as identified by the Chair and/or ED
- X. Adjournment



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Facilities and Finance Committee Meeting Agenda

<https://akfcs-org.zoom.us/j/98983268038?pwd=R1dyaGJwMEM5Q2M4cHJXUk5YNTc0UT09>

Friday, March 18, 2022, 8:00 a.m. DIGITAL MEETING

Meeting ID: 989 8326 8038 **Passcode:** 840857

By phone: +1 929 205 6099 **Meeting ID:** 989 8326 8038

- I. Call to Order- Mr. Patrick Royce, Chair
- II. Introductions/Attendance Recorded
- III. Review of the February 18, 2022, Meeting Minutes
 - a. **Motion:** To approve the February 18, 2022, Meeting Minutes
- IV. Salary Scale Presentation- Mr. Benjamin Reilly & Ms. Alisha Carpino
- V. Flood Update
 - a. Insurance- Ms. Carpino
 - b. Renovations- Mr. Michael Grennon
 - c. Service Master- Ms. Heidi Paluk
- VI. Financial Reports- Ms. Alisha Carpino
- VII. Facilities Update- Mr. Michael Grennon (Time Permitting)
- VIII. IT Update- Mr. Gabriel Beltran (Time Permitting)
- IX. Upcoming Facilities & Finance/BOT Committee Meetings
 - a. Wednesday, April 13, 2022
 - b. Thursday, April 21, 2022- Board of Trustees Budget Presentation
 - c. Thursday, April 27, 2022- Board of Trustees Budget Approval
 - d. Friday, May 20, 2022
- X. Adjournment



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Facilities and Finance Committee Meeting Minutes- DRAFT

<https://akfcs-org.zoom.us/j/98983268038?pwd=R1dyaGJwMEM5Q2M4cHJXUk5YNTc0UT09>

Friday, March 18, 2022, 8:00 a.m. DIGITAL MEETING

Meeting ID: 989 8326 8038 **Passcode:** 840857

By phone: +1 929 205 6099 **Meeting ID:** 989 8326 8038

The meeting was called to order by Mr. Patrick Royce. The attendance was recorded and is attached.

Mr. Royce opened the meeting at 8:02 a.m. Mr. Royce asked the Committee to review the Meeting Minutes from February 18, 2022. Upon their review, Mr. Royce asked for a motion to approve the minutes from February 18, 2022, Facilities & Finance Meetings. Ms. Zagabe-Ndiku made the motion, it was seconded by Ms. Blue. A roll call vote was taken to which Ms. Blue abstained as she was not present for that meeting. The meeting notes were approved.

Flood Update

Ms. Carpino began by explaining that Abby Kelley has the national flood program which is costly and does not provide the best coverage possible. The research was done and it was determined that while the new possible coverage does not add additional coverage to what we currently have, it is significantly cheaper. Information has been shared with that company and they are currently reviewing past claims of the school and will decide. Mr. Grennon provided an update on the meeting that is scheduled for BlueSky on Monday, March 21, 2022, which will begin the process of the ES basement renovations.

Mr. Royce inquired about any flood mitigation work that would be done to which Ms. Paluk explained that a company has not been brought in to discuss that at the moment. Ms. Paluk explained that in the meeting, she would discuss how the basement was going to be rebuilt to avoid further damage from future flooding.

Service Master provided no documentation to inform the school of the scope of work that was going to be done, according to Ms. Paluk. it was also noted that many conversations took place between August to



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

October that did not involve anyone from Abby Kelley and because all of the work is not covered under the insurance, there is a very significant bill left under the responsibility of Abby Kelley. Mr. Royce inquired about whether it would be feasible to involve counsel at this step to which Ms. Paluk agreed.

While the amount that is the responsibility of Abby Kelley has not fully been determined, it was noted that even with the policy of \$500,000, only \$180,000 of it was covered for both the demolition and rebuild. The lack of communication between the agents, adjuster, and the school caused further confusion and it was determined that counsel would be the next step along with the potential of a letter being sent to the claims department head informing them this claims process was not done in good faith.

Salary Scale Presentation

Ms. Carpino provided a brief overview of the work that has been taking place since November. The co-chair of the committee, Mr. Benjamin Reilly, worked with a committee composed of different teachers from each school to come up with a salary scale that will be a stepping stone for future discussions. Ms. Carpino noted that this would be presented again during the budget meeting to demonstrate how this will work within the budget.

Mr. Reilly began by informing the committee members that the salary has not been adjusted in at least 6 years while the industry standard has been to update the salary scale every year by about 2% to account for inflation. With the standard increase of 2%, it was noted that teachers with a bachelor's degree would be paid about 13% more, while teachers with a master's degree would be paid about 14.5% more. This has also caused many people to accept jobs and then turn them down for a position that is paying them more, placing Abby Kelley in the difficult position of not being able to be competitive enough to retain teachers.

Mr. Reilly explained that every K-12 school in the district was compared to Abby Kelley based on enrollment, number of teachers, and population data, of which 100 out of the 220 distinct districts were researched. 84/100 had teacher contracts available online and 22 out of 84 were deemed recent enough to use. Based on that comparison that was done, it was noted that the cost of living averaged 1.85% and the average number of steps was 13.36, while Abby Kelley currently has 25 steps, and the average starting salary was 20% higher than our starting salary for the bachelors. The salary scale committee determined that based on the research, several actions would need to take place such as an increase in the starting salary, reducing the number



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

of steps, and increasing the difference between each step, resulting in more significant yearly raises. The current salary scale for Abby Kelley was at \$40,000 when the average was \$50,000 and yearly increases were small, between 2%-3%.

With this information in hand, the suggestions from the salary scale committee were to increase the starting salary to \$47,000, which is still below standard but a step forward. It was also determined that the number of steps should be decreased from 25 to 15, which is also above standard and each step increase would come with a 3.5% raise. There would be a 6% increase for the first 2 lane changes and any lane changes after the masters is a 3% increase. With these new proposals, we would still be behind the average amounts by 5%. The budget would be reviewed yearly and a salary scale committee would meet yearly while reviewing the schools' competitiveness every 3 years.

Ms. Carpino explained that a ten-year trend of information was used to create the three-year projection and that was done to ensure that the salary scale could be sustained. Because of this, Ms. Carpino explained that no one-time funds were used in building the scale and the salary scale was forecasted with no retirements and no turnover so the projection would be higher. There were also no changes to federal or state grants going forward and kept in the state every year. Ms. Carpino noted that the budget advisory committee would consist of two instructional staff from each school which the Faculty council would nominate. At the end of the scale where the staff would max out on their raises, there would be a longevity bonus that would allow for staff to be able to stay current with the cost of living challenges.

Based on the budget calculations from Ms. Carpino, each year would be about a \$700,000 increase in teachers' salaries and this was done to make sure that we did not outpace ourselves with this projection. The salary scale update would allow our teachers to be paid a salary that is much closer to the industry standard, making Abby Kelley more competitive in attracting qualified teachers and staff. The salary scale would also have predictable and significant raises every year, allowing for better retention of staff.

Mr. Royce inquired about obtaining a list of the 22 schools that were used for comparison as he wanted to use that to compare the cost of living, stating that it would be more expensive to live in Boston as opposed to Worcester. Mr. Royce also asked for clarification on teachers not receiving a salary scale adjustment in 6 years,



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

to which it was explained that there was an adjustment two years ago in which everyone skipped one level and there was a 1% adjustment through all the levels but an actual standard increase was not done in the past 6 years. It was also noted that while teachers do receive step increases, it does not include the cost of living changes.

Ms. Blue inquired about the current longevity bonus and whether there was a plan in place for it to which Ms. Carpino explained that while there was no document in place, this has been something that has been done even by her predecessor once the teacher no longer qualifies for the yearly raises. Mr. Royce also inquired about where the teachers reside and it was noted that there were not many teachers with bachelor's degrees due to not having a competitive salary scale among other institutions. Ms. Zagabe-Ndiku also inquired about whether there would be space to increase the starting scale as it is still below standard and the hiring of teachers has become difficult but is critical to which Ms. Carpino explained that while she agrees that this is not enough, it is currently what fits. She also explained that this is just a starting point and would be looking at other ways to increase the lines of revenue, which would allow for more salary increases. Ms. Zagabe-Ndiku then inquired about finding grants that support a hiring bonus which would allow for the budget to remain the same to which Ms. Carpino explained that a bonus was provided last year and there would also be a 2% bonus being given in May.

Ms. Paluk stated that there is money available for teacher diversification that does go towards helping to pay for classes and other items but it is focused on diverse teachers. It was noted that the application was not submitted this year due to the lack of structure in place that would have supported that. She explained that there were systemic changes that needed to take place for the recruitment of teachers who may not have had a traditional path into education and to also support them with additional financial compensation. Ms. Blue also inquired about the current grants and whether any of them could be influenced in terms of requesting them on our end from a proposal standpoint to which Ms. Carpino explained that Ms. Vigneux has done an incredible job of finding grants for budget items that were included so it allows for the grant monies to open space in the budget.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Mr. Royce inquired about whether the incentives were properly aligned with the needs of the school to which Ms. Caprino explained that the first three lanes were the ones that had the most increase and that more steps allowed for staff to have the incentive to advance their education. It was also noted that the longevity bonus was a great way to retain staff. Ms. Blue also noted that it would be a good idea to see a grid to see where all the salaries land and create an overall district goal of receiving incentives.

Financial Report

Ms. Carpino began by stating that we are under the budget for the revenue from state sources. It was also noted by Ms. Carpino that the revenue was reduced by 7% and she is in touch with DESE to figure out the mistake if there was one. The Regional Transportation payment has also not been received yet so there is a difference showing as it comes later in the year. The in-district transportation is also reporting under budget by \$94,000 due to issues such as snow days and the lack of education outings due to the pandemic. The cost of gas has also increased so gas adjustment invoices have been sent, costing about \$4000.00 and it is currently being watched. The federal grant funding is also above the budgeted number and a \$200,000 ELA curriculum was received, along with a grant for \$61,000 for social, emotional, and mental health. Staffing costs and salaries are under budget by 2% and there are 3 open full-time positions at the moment.

The current benefits are under budget at 9% and based on a meeting with Ken, it was advised to budget at 9% again to be safe. A \$60,000 refund was received for HRA due to our funding of 25%, which was \$111,000 but any monies not used would be refunded. Ms. Carpino explained that this all put the debt ratio at 1.76%, compared to the required ratio of 1.15%.

Mr. Royce exited the meeting at 9:28 a.m. and Ms. Blue headed the remaining portion of the meeting.

Facilities Update

Mr. Grennon noted that there were outside cameras added outside of the middle school and the warehouse cameras are being completed at the high school. Ms. Blue inquired about having a document put together providing an overview of the different projects being completed.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

IT Update

Mr. Beltran began by stating that the main issues are still the Chromebooks and new Chromebooks being rolled out to the students and staff. The exterior cameras that were placed are now being backed up in case something were to happen to the server. Mr. Beltran also noted that updates have been done on many of the Chromebooks as they were not up-to-date and they have also been working on implementing an inventory system by next month. It was also explained that there was still a nationwide toner shortage and they were reviewing if the number of copier machines and printers were necessary in terms of cost and supply shortages.

Mr. Beltran implored everyone to think about the supplies that the teachers may need and use that information to strategically plan the devices that would be needed such as the projectors and Chromebooks as it is impacting how the students are expected to do their work.

Ms. Blue asked for a motion to adjourn the meeting. The motion was made by Ms. Zagabe-Ndiku and seconded by Ms. Blue. The meeting was adjourned at 9:45 a.m.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Facilities and Finance Committee Meeting Agenda

Wednesday, April 13, 2022, 8:00 a.m. DIGITAL MEETING-DRAFT

<https://akfcs-org.zoom.us/j/98771821507?pwd=eHptc2RzaXphQ1RnZldlSWdicWp4dz09>

Meeting ID: 987 7182 1507 **Passcode:** 824734

By phone: +1 929 205 6099 US (New York) **Meeting ID:** 987 7182 1507

The meeting was called to order by Mr. Patrick Royce. The attendance was recorded and is attached.

Mr. Royce opened the meeting at 8:02 a.m. Mr. Royce asked the Committee to review the Meeting Minutes from March 18, 2022. Upon their review, Mr. Royce asked for a motion to approve the minutes from March 18, 2022, Facilities & Finance Meetings. Ms. Zagabe-Ndiku made the motion; Ms. Blue seconded it. A roll call vote was taken, and the meeting notes were approved.

Budget Presentation

Ms. Carpino began by stating that the budget for next year puts us at a gain of \$307,000. A six percent (6%) increase was budgeted for revenue and state sources, and the state grant has been kept at \$50,000. Revenue from federal sources was kept the same as notifications about the federal funding next year are not sent out until August. Meal revenue was budgeted for \$650,000, and an application for CIP has been submitted to assist with free lunches for the students.

An E-rate amount of \$30,000 has been placed in the budget as that is a guaranteed amount, but that amount may increase. An increase in next year's budget will be seen due to athletic fees. Next year, the middle school will offer athletics, which accounts for the rise. Ms. Blue inquired about a program where students who required assistance with the athletic costs could apply. Ms. Carpino stated that there was no official document about that policy. It was being done on a case-by-case basis.

An eight percent (8%) increase will be seen in the salary, leadership, and administration section of the budget due to regular raises and the hiring of an IT director, and IT support is included. Legal services were kept the same as \$50,000 has been spent to date, and this covers all of the legal services provided to Abby

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Kelley. The IT budget has also increased due to the demands of the school, such as projectors and computers, and Administrative expenses have increased due to condensing subscriptions and memberships in the workplace to save money. Board spending has also been added to the budget to assist with costs. Ms. Carpino also explained the steps to clean the budget and remove outdated data.

Instructional Salaries will see a thirteen percent (13%) increase due to the salary scale increase. Ms. Carpino informed the Committee that this increase would be sustainable as no one-time funds were used in the projection. Because of grants received, the instructional initiatives category was broken down to reflect zero, and the types have been moved to the proper places in the budget. It was noted that this budget item has existed in last year's budget but has been broken down more specifically in this year's budget. Pupil services, including the salaries for other student services, will not significantly increase as the regular raises and a small percentage of the increase to the salary scale.

This year, the cleaning company and snow removal company have been put out for bid. A seven percent (7%) increase will be seen in transportation due to contract changes, supplemental fuel bills, and school activities. There will be a 2% increase in food services as more students are served. Food is being brought in currently, but the kitchen staff will begin cooking for the students. Because the athletic department underspent, there was no need to increase the budget, and it was kept at \$200,000. Maintenance operations will see an eight percent (8%) decrease due to the cleaning company's changes. Maintenance has been budgeted for \$200,000, and there has been a decrease in supplies as we are no longer buying the same amount of masks and equipment to deal with the pandemic.

Insurance increased by three percent (3%). Health insurance was less than projected, so there was one percent (1%) decrease. Staff retention also decreased due to bonuses being removed from the category, leaving money for activities such as teacher appreciation week and holidays.

Mr. Royce commended Ms. Carpino on the work on the budget this year and on incorporating the updated salary scale into the budget. Ms. Carpino explained that contracted services it was composed of accounting and audit fees and professional fees. Ms. Blue inquired about the category titled other administrative expenses, which Ms. Carpino described housed the different subscriptions and memberships and currently has \$100,000. There was some discussion about breaking down categories differently and keeping things separate.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Ms. Carpino also suggested tracking the Board spending on the back-end to assist with creating the budget based on their spending habits.

Ms. Zagabe-Ndiku inquired about whether any issues would arise if we did not receive Covid monies, to which Ms. Carpino stated that we would be able to sustain without it. Mr. Royce inquired whether it made sense to show the specific areas where the ESSR funds are going to which Ms. Carpino stated she would provide a narrative to make clear all of this information. Ms. Zagabe-Ndiku also inquired about the Foundation monies received and the line item that it falls under, and it was explained that it is not included as some of the funds come directly to the school and not the Foundation. Ms. Blue inquired about the monies categorized under the other revenue categories. Ms. Carpino explained that it houses monies that may come in for field trips, facilities rentals, reimbursements, and any additional funds that do not fall under a specific category.

Ms. Blue suggested adding the principals as advisors to the committee that Ms. Carpino has established to obtain feedback and to also include in the document to show inclusivity. Mr. Royce also spoke on the bond interest rates, fixed until June 2023 and reset. According to Mr. Royce, the concern is that because we are in a rising interest rate period, it was suggested to fix the interest rate for the remaining time through 2028 to 3.5%, which is when the bonds would mature. There would be a prepayment penalty, according to Mr. Royce, if we were to choose that option, but it is well worth the risk. Mr. Royce explained that an official vote would be taken at the Board of Trustees meeting to finalize it.

Flood Update

Ms. Carpino explained that an engineer would be at the middle school to evaluate the work that needs to be done to prevent the flooding or have measurements in place to assist with cleaning up the water that may come in.

IT Update

Mr. Beltran explained that 385 tasks had been resolved, and new batches of IDs had been issued to students. An asset management software has been connected; therefore, devices such as the printers, computers, and servers will be housed there. Mr. Beltran also noted that they were looking into another software system as the current one, Rediker, is outdated. This is expected to take a year to implement. An app store has been added for teachers and eventually will be added for students, which will help in the future. All district admins have



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

received new laptops and screens. Mr. Royce requested an update on the status of the IT infrastructure and where we stand at the next meeting, which Mr. Beltran stated would not be a problem.

Mr. Royce asked for a motion to adjourn the meeting. The motion was made by Ms. Zagabe-Ndiku and seconded by Ms. Blue. The meeting was adjourned at 9:45 a.m.

ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL

Resolutions adopted by the Board of Trustees

April ___, 2022

WHEREAS, Abby Kelley Foster Charter Public School (the “School”) has entered into certain financing arrangements (the “Loans”), with Middlesex Savings Bank (the “Lender”); and

WHEREAS, the Lender has agreed to modify the certain terms of the Loans as follows:

- (a) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through May 31, 2028;
- (b) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through June 1, 2028; and
- (c) institute a new prepayment penalty over the next three years on a schedule of 3%, 2%, 1%, expiring at the end of the three year period.

WHEREAS, the parties desire to amend the loan documents to provide for the amendments contemplated hereby.

NOW, THEREFORE, the Board of Trustees hereby resolves as follows:

RESOLVED: That the Chairman, Treasurer or Executive Director (each an “Authorized Officer”) be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver the documents set forth on Exhibit A hereto (collectively, the “Transaction Documents”), each of the foregoing to be in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That each Authorized Officer be, and each of them acting singly hereby is, authorized to execute and deliver in the name and on behalf of the School all such agreements, releases, instruments, certifications and other documents relating to the Transaction Documents (collectively, the “Additional Documents”), and to take all such further action as may be necessary or desirable to carry out and give effect to the transactions contemplated to be performed by the School under the Transaction Documents and the Additional Documents, and by the foregoing resolutions and the transactions contemplated thereby.

FURTHER RESOLVED: That the Authorized Officers be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver any such Additional Documents, in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within

the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That all actions previously taken by the several officers and officials of the School, on behalf of the School, in connection with the Transaction Documents and Additional Documents are hereby ratified and approved in all respects.

FURTHER RESOLVED: That the foregoing resolutions shall take effect immediately.

BOARD OF TRUSTEES:

Celia J. Blue

Patrick Royce

Amy Vernon

Shelly Yarnie

Bibiche Zagabe-Ndiku

EXHIBIT A

1. Second Amendment to Loan and Trust Agreement
2. Second Amendment to Bond Purchase and Continuing Covenants Agreement
3. Amended and Restated Specimen Bonds
4. Supplemental Tax Certificate
5. Borrower's Authorization of the Amendment
6. Bond Counsel Opinion
8. Post-Issuance Compliance Letter and Certificate
9. Any and all further documents necessary or appropriate to effectuate the terms and conditions of a letter from the Lender to the School dated April 4, 2022 regarding the modification of interest rates and the establishment of a prepayment penalty with respect to the Loans.

ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL

CERTIFICATE OF CLERK

The undersigned certifies that:

1. She is the duly elected and acting Clerk of Abby Kelley Foster Charter Public School, a charter school established pursuant to Massachusetts General Laws Chapter 71, Section 89, as amended (the “**School**”).

2. The Board of Trustees of the School, pursuant to the adopted resolutions attached to this Certificate as Exhibit A, have authorized the Chairman, Treasurer or Executive Director of the School to sign, execute, and deliver any document relating to modifications to the loan facilities with Middlesex Savings Bank.

IN WITNESS WHEREOF, the undersigned has executed and delivered this Certificate as of April __, 2022.

Shelly Yarnie, Clerk

EXHIBIT A

RESOLUTIONS

WHEREAS, Abby Kelley Foster Charter Public School (the “School”) has entered into certain financing arrangements (the “Loans”), with Middlesex Savings Bank (the “Lender”); and

WHEREAS, the Lender has agreed to modify the certain terms of the Loans as follows:

(a) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through May 31, 2028;

(b) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through June 1, 2028; and

(c) institute a new prepayment penalty over the next three years on a schedule of 3%, 2%, 1%, expiring at the end of the three year period.

WHEREAS, the parties desire to amend the loan documents to provide for the amendments contemplated hereby.

NOW, THEREFORE, the Board of Trustees hereby resolves as follows:

RESOLVED: That the Chairman, Treasurer or Executive Director (each an “Authorized Officer”) be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver the documents set forth on Exhibit A hereto (collectively, the “Transaction Documents”), each of the foregoing to be in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That each Authorized Officer be, and each of them acting singly hereby is, authorized to execute and deliver in the name and on behalf of the School all such agreements, releases, instruments, certifications and other documents relating to the Transaction Documents (collectively, the “Additional Documents”), and to take all such further action as may be necessary or desirable to carry out and give effect to the transactions contemplated to be performed by the School under the Transaction Documents and the Additional Documents, and by the foregoing resolutions and the transactions contemplated thereby.

FURTHER RESOLVED: That the Authorized Officers be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver any such Additional Documents, in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That all actions previously taken by the several officers and officials of the School, on behalf of the School, in connection with the Transaction Documents and Additional Documents are hereby ratified and approved in all respects.

FURTHER RESOLVED: That the foregoing resolutions shall take effect immediately.

EXHIBIT A

1. Second Amendment to Loan and Trust Agreement
2. Second Amendment to Bond Purchase and Continuing Covenants Agreement
3. Amended and Restated Specimen Bonds
4. Supplemental Tax Certificate
5. Borrower's Authorization of the Amendment
6. Bond Counsel Opinion
8. Post-Issuance Compliance Letter and Certificate
9. Any and all further documents necessary or appropriate to effectuate the terms and conditions of a letter from the Lender to the School dated April 4, 2022 regarding the modification of interest rates and the establishment of a prepayment penalty with respect to the Loans.

		Actual	Revised Budget	Actual	Budgeted	Actual	Budgeted	Budgeted	Budgeted
		Fiscal Year 2020 Actuals	Fiscal Year 2021	Fiscal Year 2021 Actuals	Fiscal Year 2022	July 1, 2021- Feb 28, 2022	Fiscal Year 2021 to 2022 Comparison	Fiscal Year 2023	Fiscal Year 2022 to 2023 Comparison
Revenues:									
	Revenue from State Sources	19,530,226	20,320,794	20,401,257	22,063,322	14,497,294	9%	23,450,355	6%
	State Grants	51,183	47,603	30,518	47,000	12,500	-1%	50,000	6%
	Revenue from Federal Sources	885,772	851,782	879,696	874,000	770,644	3%	871,000	0%
	Covid Funding	0	1,008,246	1,008,646	1,720,938	1,147,775	71%	1,720,938	0%
	Meal Program Revenues	488,175	209,291	230,227	650,000	551,155	211%	650,000	0%
	AKFCS Educational Foundation Funding	9,810	0	0	20,000	1,076		0	-100%
	E-Rate Reimbursement	10,592	10,000	121,884	30,000	2,611	200%	30,000	0%
	In-Kind Donations	1,800,000	0	0	0	0	0%	0	0%
	Other Revenues	90,599	54,600	29,025	85,000	46,439	56%	129,643	53%
	Total Revenue	22,866,357	22,502,317	22,701,253	25,490,260	17,029,494	13%	26,901,936	6%
Operating Expenses:									
Administration:									
	Salaries- Leadership & Administration (non-instructional)	923,983	886,927	667,000	889,332	568,141	0%	961,921	8%
	Contracted Services- District	170,273	170,971	163,136	221,760	100,061	30%	274,120	24%
	Contracted Services- Legal	114,885	77,249	69,556	75,000	47,710	-3%	75,000	0%
	Information Management & Technology	61,431	58,865	404,132	144,000	240,404	145%	380,000	164%
	Recruitment & Advertising	3,055	5,727	5,727	22,500	21,365	293%	32,000	42%
	Other Administrative Expenses	107,633	103,660	153,467	217,019	39,923	109%	361,500	67%
	Depreciation	44,381	12,150	12,150	86,188	8,100	609%	2,064	-98%
	Total Administration	1,425,640	1,315,549	1,475,168.11	1,655,798	1,025,705	26%	2,086,605	26%
Instructional Services:									
	Salaries- Instructional	9,906,218	10,577,438	10,744,556	11,698,071	7,392,631	11%	13,271,725	13%
	Contracted Services- Instructional	141,026	151,475	177,377	230,100	167,576	52%	220,000	-4%
	Professional Development	84,733	54,929	65,126	140,700	31,212	156%	150,000	7%
	Supplies & Materials	350,180	274,754	281,603	276,208	237,659	1%	283,750	3%
	Instructional initiatives	0	0	0	600,000	0		0	-100%
	International Baccalaureate Program	36,950	48,305	49,847	49,427	45,533	2%	50,913	3%
	Depreciation	150,813	124,056	124,056	165,768	82,704	34%	0	-100%
	Total Instructional Services	10,669,920	11,230,957	11,442,564.83	13,160,273	7,957,315	17%	13,976,388	6%
Pupil Services-Other									
	Salaries- Other Student Services	450,116	448,807	770,615	672,572	736,547	50%	724,686	8%
	Student Transportation	1,170,765	1,232,031	1,097,055	1,356,592	810,438	10%	1,444,900	7%
	Food Services	337,208	173,243	188,932	463,608	362,165	168%	475,000	2%
	Nursing Supplies	1,968	2,124	2,096	6,000	835	182%	6,000	0%
	Athletic Programs	131,986	41,929	61,641	202,987	114,184	384%	200,000	-1%
	Translations	4,644	16,563	16,831	30,000	9,843	81%	30,000	0%
	Other Student Services	56,413	32,450	57,026	106,250	35,538	227%	95,793	-10%
	Total Pupil Services	2,153,100	1,947,147	2,194,195.65	2,838,009	2,069,551	46%	2,976,379	5%
Operation and Maintenance of Plant:									
	Salaries	568,657	536,269	543,260	407,695	237,421	-24%	373,181	-8%
	Contracted Cleaning Costs	0	37,790	0	120,684	169,099	219%	264,000	119%
	Maintenance of Buildings, Grounds & Equipment	489,302	439,620	636,022	615,100	461,955	40%	571,900	-7%
	Environmental Costs	57,943	0	0	0	-	0%	0	0%
	Utilities	768,174	819,104	868,424	870,034	524,424	6%	864,000	-1%
	Depreciation	1,337,866	1,404,836	1,403,197	1,452,772	936,557	3%	1,652,772	14%
	Total Operation & Maintenance of Plant	3,221,943	3,237,619	3,450,903.19	3,466,285	2,329,456	7%	3,725,853	7%
Benefits and Other Fixed Charges									
	Retirement & Fringe Benefits	1,993,789	2,409,746	2,467,586	2,901,515	1,568,890	20%	2,864,980	-1%
	Staff Retention	0	119,000	0	350,000	31,941	194%	75,000	-79%
	Rental/Lease of Buildings, Grounds & Equipment	82,397	81,769	81,666	84,000	57,807	3%	85,000	1%
	Insurance (non-employee)	147,281	144,301	143,141	154,241	103,825	7%	158,848	3%
	Total Benefits and Other Fixed Charges	2,223,468	2,754,816	2,692,393.51	3,489,756	1,762,463	27%	3,183,829	-9%
	Total Operating Expenses	19,694,071	20,486,088	21,255,225.29	24,610,122	15,144,489	20%	25,949,054	5%
Non-Operating Expenses:									
	COVID Related Costs	0	503,994	10,600	0	0	-100%	0	
	Interest Expense- Long Term Debt	782,087	734,544	736,013	686,720	407,798	-7%	645,000	-6%
	MDFA Guaranty Fee/Letter of Credit Fee	6,658	3,742	3,742	3,000	0	-20%	3,000	0%
	Total Non-Operating Expenses	788,745	1,242,280	750,354.91	689,720	407,798	-44%	648,000	-6%
Non-Operating Revenue:									
	Interest Income	89,433	27,031	27,062	3,000	2,379	-89%	3,000	0%
	Total Non-Operating Revenue	89,433	27,031	27,062.06	3,000	2,379	-89%	3,000	0%
	Total Expenses	20,482,817	21,728,368	22,005,580.20	25,299,842	15,552,287	16%	26,597,054	5%
	Change in Net Position	2,472,974	800,980	722,734.99	193,418	1,479,586	-76%	307,882	59%

Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Diversity, Equity and Inclusion Committee

Meeting Minutes

Tuesday March 08, 2022, at 6:30 p.m.

Zoom Conference

In attendance: Anne Clayborne, Rob Jones, Heidi Paluk, Michelle Vigneux, Bryanna Basil, Shelly Yarnie, Amelie Cabral, Grace Gallagher, Jack O'Toole, Mame Koduah, Suzanne Campbell-Lambert, Selina Boria, Sonia Broni, Kelly Gould, Tim Rehberg,

I. Welcome and Check-In – Anne and Rob opened meeting at 6:30 with welcome check-in and review of meeting norms for engagement.

II. Approval of Minutes – Minutes of the February 8, 2022, meeting were reviewed and accepted as written.

III. Subcommittee Report Out

- a. Social Media/Communications – Mame opened with presentation of a comprehensive summary handout (see Sharedrive) providing update on subcommittee activities. Ideas generated include – but are not limited to – Seniors sharing their inspiration, a “Friend Friday” feature, and entries of student gratitude. Feedback shared encouraging these efforts as great for engagement and community building. Comment on how helpful it was to have sharing of inspirational quotes and content (e.g., during Black History Month, also with thanks to Sonia) and in having this content readily accessible to for each month/year and also available to roll out for professional development use.
- b. Programs/Events – Jack shared update on committee efforts to date and an event timeline being established for year end and early next year. Opportunity to assist with upcoming events including for ESL Dept., possible May multicultural day to include Crocodile River, and possible paint night. Rob advised this committee has potential to bring in more people who are not normally engaged and they can be brought into subcommittee to assist; they need not be a DEI committee member. This also provides a good space from which to draw on for future DEI committee members.

- c. Recruitment and Retention – Heidi provided update on committee efforts and discussed posting is up for Middle School principal, opportunity for diverse pool of candidates (refer to website) and for hiring diverse candidates for workforce in general. Amelie noted it is helpful to be putting our positive DEI attributes initiatives out there as a way to promote AKF as a place people will want to work.

IV. Survey Subcommittee Presentation

Amelie provided information about Parents' Survey and related subcommittee meetings, with Rob also sharing insights from these sessions. A summary of simplified results and comparison chart are being uploaded to Sharedrive (see these for specific outcomes/figures) for reference. She provided a detailed update of efforts to date re: looking at family data to identify more trends/items to for further discussion and initiatives in future. Reviewed response rates, noting variation in responses by ES, MS, and HS among our stakeholders.

Group discussion of Parent Survey data was had with various suggestions to address areas of needs identified.

Suggestions offered including: expanding the use of a "silent buddy" to help give students an adult at school to talk to, an initiative that could be used District-wide to foster improved connection/feeling of safety; developing more opportunities for families to feel welcomed into AKF from across District, including engaging parents from other towns so we can hear everyone's voices; and encouraging communication of expectations for parent involvement early on, including for supporting their student's engagement in school clubs and activities. Observation was made that sending some communications via text to provide notifications has yielded good results for survey. Also consider having adult stakeholders fill out survey while they are already on campus during events to help gather more data/identify trends.

Rob shared related AKF's mission update, where we are at, where we want to go, and what we will do, which includes community engagement in response to survey data noting the need for an increased sense of belonging. Reviewed family data demonstrating desire for more engagement and sense of belonging. Committee will be working on this and drafting ideas on ways to create opportunity to engage and build community across buildings, we are all learning together and can all benefit from activities (including conscious dialogue, cultural sharing, fundraising and athletic opportunities, Black Student Union and other affinity/academic groups) to bring in and engage students and family as adult advisors.

Heidi also noted, as an example, the status of AKF's athletics shows where we may be missing a traditional opportunity for greater community engagement. Other schools will have sporting event-related events such as lots of fans attending, spirit wear, band, dances, homecoming week activities, etc. AKF did some of these on a limited basis pre-pandemic, but they have not picked up again and are an opportunity for gathering and celebrating as a community. Parental attendance at events and

making sure students who are participating are able to be present so games need not be cancelled are areas that could be improved. Noted there are differences in family perceptions on value of engagement in non-academic activities that could be worked on to promote events such as athletics as a community building activity. Anne also noted the issue of expectations vs. reality was also on students' mind in February conscious dialogue as they find there is a difference between what they may feel and want to prioritize re: engagement in these activities (including with school play/musical, and National Honors Society) and those family may choose to attend. Heidi noted these are big societal topics the school can try to bridge by sharing with parents for ES onwards about what goes on after school and how this can benefit students and their experience by participating.

Discussion of need to keep the good momentum present in ES going, where they have great response with clubs, etc. Need to make everyone feel comfortable and welcome in all 3 buildings, including with language/translation options, different hours of events to accommodate working schedules (such as coffee and doughnut time). We can also benefit from identifying those parents who know a good deal of others and get them to help share relevant information to encourage participation.

Rob shared we are talking about a cultural shift that is inclusive and tied to character values. Not just for competitive sport, but in learning about various cultures and how they gather and at what times. Good to start at elementary level and keep on going up from there with the goal being for engagement and meeting people where they are at. Discussed briefly the status of the PTO in ES, MS, and HS, with diminishing involvement noted for higher grades and opportunity to get parents together across schools. Need to develop sense of familiarity and belonging (perhaps giving tours of all schools early on) so they parents can get engaged and stay engaged K-12.

- VI. **“Let’s Talk About It” Exercise** – Rob lead group in discussion about ideas related to our Charter and what we are charged with doing.
- a. Jack inquired about how teachers and students are doing in light of recent events with invasion of Ukraine, and stress on parents with rising energy costs, to be conscious of any difficulties. Grace also shared that there can be a shift in student behaviors during times of stressful news, and parents may also be seeing more questions from home from their students.
 - b. Rob noted this committee would want to talk about setting up a protocol for the beginning of the next academic year that makes it easier for people to report any issues of harassment or discrimination. Noted that, if a few of our members can join Rob in researching any related learning from other districts, we may have this first phase complete for implementation at beginning of next year.
 - c. Grace shared discussion about making a nongendered bathroom for adults more clearly visible be more inclusive for adults for each building, group agreed this is doable. Feedback also shared about resources for Black History Month, and how we can work across the schools to deliver these helpful tools more consistently, with the benefit of greater coordination of activities and less need for developing

all new content each year. Rob shared there are resources nationally and regionally to aid in this; discussed the possibility of getting students involved in this as part of a project perhaps.

- d. Amelie discussed art on buildings, noting an Abby Kelly Foster portrait may be needed in MS. Reviewed subject matter and current positioning of the 3 pieces in ES that have been present since school opened (including of AKF home, Underground Railroad) and that while informative, these might be better suited in different locations. Discussion and agreement that it would be beneficial to consider creating something more engaging as a fresh new design more appropriate for the ES. Noted the current pieces are not colorful or modern, and perhaps a mural and/or a piece of student art or commission by an art teacher would be welcome.

VII. Next Meeting & Next Steps

Anne and Rob shared thanks and encouragement with the subcommittees and meeting participants to continue with their efforts, with special thanks to Mame for her presentation and to our student members. Next DEI meeting will take place on Tuesday April 12, 2022, at 6:30 PM on Zoom.

VIII. Closing – Meeting was adjourned at 8:03PM

Minutes respectfully submitted by Suzanne Campbell-Lambert



ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL
 10 New Bond Street Worcester, MA 01606
 Phone: (508) 854-8400 Fax: (508) 854-8484
 www.akfcs.org

This letter to the Board of Trustees regarding the proposed addition of a Faculty Representative is co-signed by...

Name	Signature	Name	Signature
Mike Lemay		Ben Reilly	
Nikolai Chisholm		Timothy Bookak	
Greg Shannon		James Brehany	
Grace Gallagher		Akenn Wilson	
Darrell Ballus		James Kufarski	
Todd Baggia		Adrianna Nading	
Kathleen Potter		Matthew Lemire	
Ann O'Connor		Laura Houck	
Andrew Briggs		Emilio Barton	
Trinere Rodriguez		Anne Champagne	
Peter Wallace		Robert Thorsen	
Ramon Mueser		Rob DeRoche	
DAVE O'BRIEN		Christine Lee	
Deborah Doe		Karen Dasoli	
Amanda Pratt		Patrick Bova	
Melissa Ford		LYNN D. SA	
Renee McDonald		Roxanna Padilla	
Ben Siimes		Karen Rodas	
Connie Polucha		Nichelle Ota	



ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL

10 New Bond Street Worcester, MA 01606

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

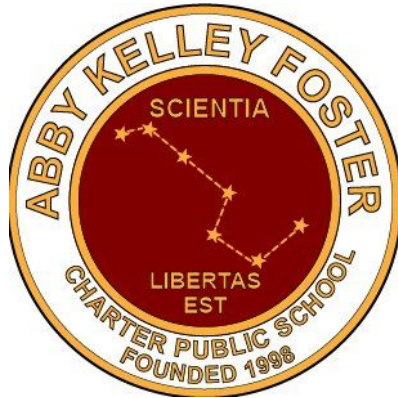
www.akfcs.org

This letter to the Board of Trustees regarding the proposed addition of a Faculty Representative is co-signed by...

Name	Signature	Name	Signature
Jessica Dolbec	Jessica Dolbec	JoEllen Burlingame	JoEllen Burlingame
Alicia Hornbaker	Alicia Hornbaker	Sherry Pelazzi	Sherry Pelazzi
Byron James	Byron James	Rachel Jewett	Rachel Jewett
Gabrielle Borsini	Gabrielle Borsini	Melissa H. Jones	Melissa H. Jones
Rachel White	Rachel White	Jill Fivore	Jill Fivore
Orin Mace	Orin Mace	Katelyn Cox	Katelyn Cox
A. Buzzeu	A. Buzzeu	Celeste Walsh	Celeste Walsh
Angela Bakes	Angela Bakes	Danielle Armiger	Danielle Armiger
Lindsay Burns	Lindsay Burns	Luca Marcil	Luca Marcil
Laurie Bento	Laurie Bento	Lisa Joslyn	Lisa Joslyn
Hannah Lalancette	Hannah Lalancette	Sally Mansoa	Sally Mansoa
Kate Greenwood	Kate Greenwood	Danielle Franer	Danielle Franer
Kaitlyn Perin	Kaitlyn Perin	Katie Massett	Katie Massett
Michaela Hayes	Michaela Hayes	Kristen Chicone	Kristen Chicone
Dianne Wasgatt	Dianne Wasgatt	Kate Cipriani	Kate Cipriani
Kara LaFond	Kara LaFond	Mackenzie Wall	Mackenzie Wall
Jaime Perchal	Jaime Perchal	Shelby Dams	Shelby Dams
Peter Magenwein	Peter Magenwein		
Danielle Carangelo	Danielle Carangelo		

Faculty Representation

Proposal for Addition of Faculty Representative to AKF Board



Draft of Proposal for BOT Faculty Representative:

1. Term Length

- a. A Faculty Representative will serve a two-year term on the AKF Board of Trustees.

2. Eligible Faculty Members

- a. Any individual not serving in an administrative role.

3. Selection Method

- a. When the position is open, interested faculty members will submit a letter of interest to the BOT.
- b. The BOT will screen candidates for the position as they would any potential BOT member.
- c. The BOT will select a faculty representative from this pool of candidates.

4. Voting and Conflicts of Interest

- a. Following the example of other MA Charter Schools with Faculty Reps, the AKF Faculty Rep:
 - i. Will participate in all BOT discussions/votes including general budget votes with the following exception:
 - 1. The Faculty Rep will recuse themselves from votes on specific financial matters from which they would directly benefit (for example, a one-time disbursement of funds to teachers).

5. Goals & Responsibilities:

- a. *Central Goal:* Add a board seat reserved for a faculty member to act as a Subject Matter Expert on AKF at the ground level, providing insight into the impact of macro-level decisions at the micro level. This individual will not “speak for all teachers”, but rather provide one teacher’s perspective.
- b. Standard BOT expectations for meeting attendance, participation, and conduct apply to Faculty Rep.

Faculty Representation

Proposal for Addition of Faculty Representative to AKF Board




Background & Context for Proposal

Proposal to add a faculty representative to the AKF BOT aims to:

- Affirm our community's commitment to teachers/faculty as stakeholders
- Empower teachers/faculty to participate in the process of school governance
- Demonstrate a more collaborative model for school management than one might see between a school district and a teachers union.
- Encourage transparency and communication at all levels of the district.
- Fulfill Article 2, Section 4 of AKF's bylaws: "To provide **teachers** with a vehicle for establishing schools with... innovative methods of educational instruction and **school structure & management.**"

Petition, Signatures, & Discussion of Proposal at AKF

- Starting in January 2021, a letter to the AKF Board circulated.
- AKF faculty signed the letter, requesting that the AKF Board add a Faculty Representative.
- The letter prompted a series of meetings between the staff advocate (Ben Gitkind), Executive Director, and the Head of the Board of Trustees between February and May of 2021.



ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL
10 New Bond Street Worcester, MA 01606
Phone: (508) 854-8400 Fax: (508) 854-8484
www.akfcs.org

To the Board of Trustees:

I'm writing today to propose the addition of a Faculty Representative to the Abby Kelley Foster Board of Trustees (BOT). I also want to emphasize upfront that this proposal is not an attempt to promote a specific agenda item or change in school policy, but rather a sincere, good-faith effort to improve the culture and governance of our school.


When considering the request, I hope that the Board will take the following into account:

1. Faculty BOT representation is common across top charter schools in Massachusetts. Among the top five charter schools in Massachusetts (Niche 2021), the majority include a board seat for a current teacher.
2. Addition of a Faculty Representative will improve our school's culture. Especially during challenging times like this pandemic, the relationship between staff, administrators, and the Board of Trustees can feel strained, or even adversarial. The addition of a Faculty Representative is important to emphasize camaraderie, collaboration, and a shared sense of responsibility.
3. Addition of a Faculty Representative not only gives teachers a voice, it gives them a say. By giving the Faculty Representative a seat on the board, the trustees will ensure that transparency, accountability, and a practical understanding of teaching and learning inform all discussions and decisions. Whereas the Faculty Council ensures that feedback is continuously solicited from staff, the Faculty Representative will be able to act more directly on that feedback when addressing issues of school governance.
4. The BOT will benefit from a broader spectrum of stakeholders: During salary discussions, administrator evaluations, and district-wide strategy sessions, the Faculty Representative can provide a new perspective based on first-hand, ground-level experience. While this might not always align with other members of the BOT, it is precisely this lack of alignment that strengthens the board's ability to make decisions that account for all interests and impacts. The Faculty Representative does not have veto power or the ability to act unilaterally; they are just one voice added by one voice.
5. An agreed upon selection method for the Faculty Representative could balance the interests of the current board and the faculty. The current Faculty Council could solicit district-wide recommendations, discuss the best options, and present the BOT with an agreed upon Representative. The BOT would then be able to review the candidate and make the final decision.

Thank you for taking the time to consider my proposal to add a Faculty Representative to the Board of Trustees. I bring this issue forward because I truly care about the school, and I want us to continue to thrive in the future.

Sincerely,

Ben Gitkind
Abby Kelley Foster Charter High School
English Department Head & IB Literature Teacher
508-534-8400 x-614
bgitkind@akfcs.org



10 New Bond Street Worcester, MA 01606
Phone: (508) 854-8400 Fax: (508) 854-8484
www.akfcs.org

This letter to the Board of Trustees regarding the proposed addition of a Faculty Representative is co-signed by...

Name	Signature	Name	Signature
Mike Amey	<i>[Signature]</i>	Ben Reilly	<i>[Signature]</i>
Nikolai Chizhola	<i>[Signature]</i>	Timothy Buchak	<i>[Signature]</i>
Gres Shinnar	<i>[Signature]</i>	James Breckan	<i>[Signature]</i>
Gracie Goughner	<i>[Signature]</i>	Glenn Wilson	<i>[Signature]</i>
Darrah Butler	<i>[Signature]</i>	James Kulbaski	<i>[Signature]</i>
Topo Binsara	<i>[Signature]</i>	William Martin	<i>[Signature]</i>
Kristen Butler	<i>[Signature]</i>	Matthew Lemire	<i>[Signature]</i>
Ann O'Connor	<i>[Signature]</i>	Laura Hawek	<i>[Signature]</i>
Andrew Briggs	<i>[Signature]</i>	Emily Barton	<i>[Signature]</i>
Trinere Rodriguez	<i>[Signature]</i>	Anne Chapman	<i>[Signature]</i>
Peter Wallace	<i>[Signature]</i>	Robert Thoson	<i>[Signature]</i>
Ben Mues	<i>[Signature]</i>	Rob DeKocher	<i>[Signature]</i>
DAVE O'BRIEN	<i>[Signature]</i>	Christine Lee	<i>[Signature]</i>
Deborah Doe	<i>[Signature]</i>	Karen Dasoti	<i>[Signature]</i>
Amanda Pratt	<i>[Signature]</i>	Patrick Bova	<i>[Signature]</i>
Melissa Ford	<i>[Signature]</i>	Lynn D. Sa	<i>[Signature]</i>
Renee McDonald	<i>[Signature]</i>	Horanna Padilla	<i>[Signature]</i>
Ben Siimes	<i>[Signature]</i>	Karen Rodas	<i>[Signature]</i>
Annie Polinski	<i>[Signature]</i>	Michelle Ota	<i>[Signature]</i>

***This image is a sample of the forty-seven signatures received on the petition.

Massachusetts Charter Schools with Faculty Reps

- Atlantis Charter School
- Advanced Math & Science Academy Charter School
- Benjamin Franklin Classical Charter Public School
- Boston Collegiate Charter School
- Boston Preparatory Charter Public School
- Boston Renaissance Charter Public School
- Brooke Charter School Network
- Cape Cod Lighthouse Charter School
- Codman Academy Charter Public School
- Four Rivers Charter Public School
- Francis W. Parker Charter Essential School
- Innovation Academy Charter School
- KIPP Academy Charter School Network
- Lowell Middlesex Academy Charter School
- Marblehead Community Charter Public School
- Old Sturbridge Academy Charter Public School
- Paulo Freire Social Justice Charter School
- Phoenix Academy Charter Network
- Pioneer Valley Performing Arts Charter Public School
- Pioneer Valley Chinese Immersion Charter School
- Sizer School, A North Central Charter Essential School
- South Shore Charter School
- Sturgis Charter Public School

***Of the top five charter schools in Massachusetts, the majority have faculty representation on their BOTs (*Niche 2020*).

Feedback from Faculty Reps at Top MA Charter Schools

Ashley Benson, Faculty Representative at Sturgis Charter: “Serving on the Board has been extremely beneficial. First, it allows for transparency between the Board and the Faculty. I can communicate with staff about Board decisions, administrative details, public comment reports, community stakeholder info, etc. It also provides the opportunity for Board members to ask about the ins and outs of the school day, how things are functioning, as well as faculty perspective on specific issues. Lastly, each month I create a Faculty Report for the Board which highlights teacher strategies, extracurricular events, clubs, and anything else happening on campus that staff want to share. Board members appreciate having access to this info.”

Jess Bowen, Faculty Representative at AMSA: “Serving on the Board allows me to develop relationships with board members, and we can work together to advocate for policies and structures that provide greater transparency. Most of the AMSA board is not in the school on a day-to-day basis. I see the role as a two-way conduit: It's my job to inform the board what's going on with the faculty, but it's also my job to inform the faculty what's going on with the Board. I try to educate the staff on what the Board's job is and what it is not (there are a ton of misconceptions about this) and what the board is doing, and the result of key votes or initiatives.”

Matthew Lindsey, Faculty Representative at F.W. Parker Charter: “Collaborating with the board as a current teacher is fairly interesting and I've found it provides me with a broader systems understanding of the school. Other board member value the input of the faculty in their decisions and like to understand what our experience is like in the classroom with the students. I imagine part of what allows for such a strong and positive collaborative relationship is that at Parker, the board really only handles the high level governance and policy of the school, while the more school keeping aspects of Parker are left to the Principal and faculty. I honestly haven't felt like I've encountered any real challenges during my time on the board. It's been an almost entirely positive and rewarding experience.”

Leah Plath, Faculty Representative at Four Rivers Charter School: “I loved being part of the board meetings. Our principal generally asked me to give my perspective on various aspects of the school to the board members, a very “boots on the ground” point of view. The board asked my opinion on whether certain decisions would be useful or have unseen repercussions. I felt like I was able to speak freely, and they valued my input. The other trustees expressed that having faculty perspective helped them feel more connected to the events of the school and our experiences, more than just the principal's point of view.”

Hannah Treworgy, Faculty Representative at PVCICS: “We initially did not have a faculty rep on our Board, and the faculty and staff petitioned the Board to amend the bylaws. Eventually, it was approved, and I am the current rep. It took about a year to make it happen, if I recall. We wrote a statement outlining why we needed to have faculty representation. This year it has been particularly tough and particularly important to have a faculty rep. on the Board. Board members or parents were unlikely to hear staff perspectives on school closure or remote / hybrid learning without having a staff member on the Board. In addition, I have been able to keep faculty and staff informed about issues the Board was voting on.”

Challenges Considered

In multiple meetings between staff advocate, Executive Director, and the head of the Board of Trustees, the following challenges were considered:

- Assessment of executive director by BOT.
- Salary negotiation for staff & administrators as they pertain to budget discussions.
- Selection method: How best to find the right teacher for the job?
- Preserving the initial intent of the position so that it is not lost long-term.
- BOT meetings not a good venue for fluid discussions.

Draft of Proposal for Consideration (Spring 2021):

This proposal seeks to establish a Faculty Representative position with following guidelines:

1. A Faculty Representative will serve a one-year term on the AKF Board of Trustees.
2. Eligible Faculty Members include any individual not serving in an administrative role.
3. Selection Method:
 - a. Opportunity to serve will rotate yearly between elementary, middle, and high school.
 - b. Faculty Council at relevant school will solicit volunteers for the position (self-nominated).
 - c. Faculty Council will conduct a single vote among their school to select candidate.
 - d. Timeline: Vote before final day of school year to select Faculty Representative for following year.
4. Faculty Representative will have standard voting privileges on Board.
5. **However**, the Faculty Representative will recuse themselves from:
 - a. Votes on financial matters from which they would directly benefit (distinct from general budget discussions).
 - b. Evaluation of executive director.
6. Responsibilities:
 - a. Same expectations for all BOT members apply to Faculty Representative.

History of the AKFC Mission Statement

The original Mission Statement was prepared by Advantage Schools and was used by all 16 schools under their management. This is the statement that appears in the charter and in the first three Annual Reports:

The mission of the Abby Kelley Foster Regional Charter School is to:

Demonstrate the heights of academic achievement that public school students can routinely attain when the advantages of charter school governance are coupled with proven curricula and instructional practices and ambitious new academic standards.

Offer area families rich new choices in public education.

Create new professional settings for teachers that permit them to succeed, free from debilitating work rules, financial constraints, and excess regulation.

After the relationship with Advantage ended, Abby Kelley Foster Charter School petitioned the Department of Education (DOE) to change our Mission Statement. The following was written by Michael Pakaluk and appears in the 2002 Annual Report:

The mission of the Abby Kelley Foster Regional Charter School is to attain the highest standards in teaching students to pursue the truth and to learn about the world; to love the good by growing in good character and civic virtues; and to cultivate what is beautiful in thought, word, action and sense. In this mission the school assists parents, who are the primary educators of their children; and it exercises stewardship by passing on to a new generation the treasures of knowledge and culture we have received from the past.

Both SchoolWorks, the group that coordinated our renewal site visit, members of the DOE charter school office, and a second site visit team, Foundations, criticized the Mission Statement. In their final report, SchoolWorks wrote: *“The mission statement, as written, is too ambiguous for comment by the team. However, during the visit, stakeholders consistently expressed the mission as follows: to provide a “classical liberal arts education” that includes foreign language, music and academics; to develop well-behaved, respectful students; and to acknowledge and engage parents as their children’s primary educators. The school is faithful to the mission verbally expressed by the stakeholders as they work toward implementation.”*

In response to this concern, the Mission Statement was simplified and was submitted to the DOE for approval in (what year? 2004?). The newest version, written primarily by Jarrett Conner, reads:

The mission of the Abby Kelley Foster Regional Charter 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.

In 2017, when the International Baccalaureate Programme underwent a five-year review, one of the recommendations that came out of it was to update the AKFCS Mission to better reflect the global perspective of IB. In 2021, when the Department of Elementary and Secondary Education (DESE) did a mid-charter review, the report indicated that the current Mission statement was outdated, especially since AKFCS does not rely on 'great works of Western Civilization' but rather has embraced more global, culturally relevant works.

As Abby Kelley begins to prepare for our upcoming Charter renewal in 2023, a small group of administrators gathers in late 2021/early 2022 to draft a more current mission statement, which is not only reflective of the IB learner, but of our diverse population, our renewed commitment to academic excellence, character formation, and accountability for all members of our community.

Proposed by an internal group (reflective of IB:)

The mission of the Abby Kelley Foster Charter Public School is to assist families in their role as primary educators of their students by providing a liberal arts education grounded in works representative of a diverse population, promoting lifelong learners with a global awareness, aimed at developing accountable citizens through academic excellence and character formation. (3.20.22)

Proposed suggestion by BOT members:

The mission of the Abby Kelley Foster Charter Public School is to partner with families to educate all students by providing a liberal arts education grounded in works representative of a diverse population; and to promote lifelong learners and develop accountable citizens with a global awareness through an emphasis on academic excellence and character formation. (4.5.22)

Proposed by ES Curriculum Coordinator:

The mission of the Abby Kelley Foster Charter Public Schools is to provide a liberal arts education which respects diverse perspectives, and to partner with families in preparing all students to be lifelong learners with the knowledge, skills and strength of character needed to be contributing, accountable, globally-aware citizens.

Feedback from DEI Committee and Faculty Council: (post March BOT meeting)

The Mission:

- Needs to be a recruitment tool
- Inspire us to be better teachers
- Who will we attract as teachers/leaders in our district
- Needs to have community spirit
- Needs to sell the culture of school to attract new staff
- Is not inspirational enough as is
- Doesn't position our students more than 'just workers' doing more than 'just tasks' Isn't inspirational enough
- Needs to be quantifiable, how do we account for this for DESE
- Use action words like
 - Contributing
 - Empowers to be accountable
 - Globally aware citizens
 - Capable beings
 - Engaged and empowered
 - Community focused
 - K-12 helping students
 - Connectedness
 - Changemeakers

Proposed for Board Consideration on Apr 27, 2022

The mission of the Abby Kelley Foster Charter Public School is to provide a liberal arts education grounded in works representative of diverse populations and perspectives. As a community, we aspire to partner with families and prepare all students to be lifelong learners and globally-aware citizens through academic excellence, personal accountability, and character formation. (4.20.22)

Please know that this statement, once approved by the Board of Trustees, will need to be sent to DESE for approval. They may offer edits and/or suggestions that impact our accountability plan starting in January 2023 and lasting for five years. We may need to revisit those suggestions at the Board level depending on the significance of changes.

ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL

CERTIFICATE OF CLERK

The undersigned certifies that:

1. She is the duly elected and acting Clerk of Abby Kelley Foster Charter Public School, a charter school established pursuant to Massachusetts General Laws Chapter 71, Section 89, as amended (the “**School**”).

2. The Board of Trustees of the School, pursuant to the adopted resolutions attached to this Certificate as Exhibit A, have authorized the Chairman, Treasurer or Executive Director of the School to sign, execute, and deliver any document relating to modifications to the loan facilities with Middlesex Savings Bank.

IN WITNESS WHEREOF, the undersigned has executed and delivered this Certificate as of April __, 2022.

Shelly Yarnie, Clerk

EXHIBIT A

RESOLUTIONS

WHEREAS, Abby Kelley Foster Charter Public School (the “School”) has entered into certain financing arrangements (the “Loans”), with Middlesex Savings Bank (the “Lender”); and

WHEREAS, the Lender has agreed to modify the certain terms of the Loans as follows:

(a) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through May 31, 2028;

(b) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through June 1, 2028; and

(c) institute a new prepayment penalty over the next three years on a schedule of 3%, 2%, 1%, expiring at the end of the three year period.

WHEREAS, the parties desire to amend the loan documents to provide for the amendments contemplated hereby.

NOW, THEREFORE, the Board of Trustees hereby resolves as follows:

RESOLVED: That the Chairman, Treasurer or Executive Director (each an “Authorized Officer”) be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver the documents set forth on Exhibit A hereto (collectively, the “Transaction Documents”), each of the foregoing to be in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That each Authorized Officer be, and each of them acting singly hereby is, authorized to execute and deliver in the name and on behalf of the School all such agreements, releases, instruments, certifications and other documents relating to the Transaction Documents (collectively, the “Additional Documents”), and to take all such further action as may be necessary or desirable to carry out and give effect to the transactions contemplated to be performed by the School under the Transaction Documents and the Additional Documents, and by the foregoing resolutions and the transactions contemplated thereby.

FURTHER RESOLVED: That the Authorized Officers be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver any such Additional Documents, in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That all actions previously taken by the several officers and officials of the School, on behalf of the School, in connection with the Transaction Documents and Additional Documents are hereby ratified and approved in all respects.

FURTHER RESOLVED: That the foregoing resolutions shall take effect immediately.

EXHIBIT A

1. Second Amendment to Loan and Trust Agreement
2. Second Amendment to Bond Purchase and Continuing Covenants Agreement
3. Amended and Restated Specimen Bonds
4. Supplemental Tax Certificate
5. Borrower's Authorization of the Amendment
6. Bond Counsel Opinion
8. Post-Issuance Compliance Letter and Certificate
9. Any and all further documents necessary or appropriate to effectuate the terms and conditions of a letter from the Lender to the School dated April 4, 2022 regarding the modification of interest rates and the establishment of a prepayment penalty with respect to the Loans.

ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL

Resolutions adopted by the Board of Trustees

April ___, 2022

WHEREAS, Abby Kelley Foster Charter Public School (the “School”) has entered into certain financing arrangements (the “Loans”), with Middlesex Savings Bank (the “Lender”); and

WHEREAS, the Lender has agreed to modify the certain terms of the Loans as follows:

- (a) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through May 31, 2028;
- (b) reset the current interest rate on Loan No. 164157127 from 3.43% (tax exempt) to 3.35% (tax exempt) through June 1, 2028; and
- (c) institute a new prepayment penalty over the next three years on a schedule of 3%, 2%, 1%, expiring at the end of the three year period.

WHEREAS, the parties desire to amend the loan documents to provide for the amendments contemplated hereby.

NOW, THEREFORE, the Board of Trustees hereby resolves as follows:

RESOLVED: That the Chairman, Treasurer or Executive Director (each an “Authorized Officer”) be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver the documents set forth on Exhibit A hereto (collectively, the “Transaction Documents”), each of the foregoing to be in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That each Authorized Officer be, and each of them acting singly hereby is, authorized to execute and deliver in the name and on behalf of the School all such agreements, releases, instruments, certifications and other documents relating to the Transaction Documents (collectively, the “Additional Documents”), and to take all such further action as may be necessary or desirable to carry out and give effect to the transactions contemplated to be performed by the School under the Transaction Documents and the Additional Documents, and by the foregoing resolutions and the transactions contemplated thereby.

FURTHER RESOLVED: That the Authorized Officers be, and each of them acting singly hereby is, authorized in the name and on behalf of the School to execute and deliver any such Additional Documents, in such form as the Authorized Officer or Authorized Officers executing the same may, in his, her or their discretion, deem to be in the best interests of the School; the execution and delivery of the same by such Authorized Officer(s) to be conclusive evidence for all purposes that the same was within

the authority of such officer and that such officer has deemed the same to be necessary, proper or advisable, and that the same has been authorized and approved by this Board.

FURTHER RESOLVED: That all actions previously taken by the several officers and officials of the School, on behalf of the School, in connection with the Transaction Documents and Additional Documents are hereby ratified and approved in all respects.

FURTHER RESOLVED: That the foregoing resolutions shall take effect immediately.

BOARD OF TRUSTEES:

Celia J. Blue

Patrick Royce

Amy Vernon

Shelly Yarnie

Bibiche Zagabe-Ndiku

EXHIBIT A

1. Second Amendment to Loan and Trust Agreement
2. Second Amendment to Bond Purchase and Continuing Covenants Agreement
3. Amended and Restated Specimen Bonds
4. Supplemental Tax Certificate
5. Borrower's Authorization of the Amendment
6. Bond Counsel Opinion
8. Post-Issuance Compliance Letter and Certificate
9. Any and all further documents necessary or appropriate to effectuate the terms and conditions of a letter from the Lender to the School dated April 4, 2022 regarding the modification of interest rates and the establishment of a prepayment penalty with respect to the Loans.



AKFCS Salary Scale Committee Presentation

The Committee:

1. Co-Chair: **Alisha Carpino** - Director of Finance and Operations
2. Co-Chair: **Benjamin Reilly** - High School Math Teacher
3. **Matthew Lemire** - High School Math Teacher
4. **Lindsay Burns** - Elementary School 3rd Grade Teacher
5. **JoEllen Burlingame** - Elementary School Reading Teacher
6. **Jennifer Connors** - Middle ELA School Teacher
7. **Rosalie Forster** - Middle School ELA Teacher

The Process

- Why now?
- What data points were used?
- What were the goals established from the data evaluation?

Current teachers salary scale.

	Teachers and Other Instructional Staff (excl. Instructional Assts.)							
	Teachers with Bachelors	Teachers with Bachelors + 15 Credits	Teachers with Masters	Teachers with Masters + 15 Credits	Teachers with Masters + 30 Credits	Teachers with CAGS	Teachers with Two Masters	Teachers with Doctorate
1	41,208	43,228	45,248	46,763	48,278	49,793	49,793	54,843
2	43,519	45,539	47,700	49,268	50,836	52,405	52,405	57,631
3	44,865	46,885	49,193	50,816	52,439	54,061	54,061	59,471
4	46,259	48,279	50,738	52,418	54,098	55,777	55,777	61,376
5	47,701	49,721	55,583	58,041	60,498	62,013	62,013	63,348
6	49,194	51,214	57,806	60,362	62,918	64,433	64,433	65,388
7	50,739	52,759	60,119	62,777	65,435	66,950	66,950	67,500
8	52,338	54,358	62,523	65,288	68,052	69,567	69,567	69,686
9	53,994	56,014	65,024	67,899	70,774	72,289	72,289	71,948
10	55,509	57,529	69,140	72,130	75,120	76,635	76,635	73,463
11	57,024	59,044	70,655	73,645	76,635	78,150	78,150	74,978
12	58,539	60,559	72,170	75,160	78,150	79,665	79,665	76,493
13	60,054	62,074	73,685	76,675	79,665	81,180	81,180	78,008
14	61,569	63,589	75,200	78,190	81,180	82,695	82,695	79,523
15	63,084	65,104	76,715	79,705	82,695	84,210	84,210	81,038
16	64,599	66,619	78,230	81,220	84,210	85,725	85,725	82,553
17	66,114	68,134	79,745	82,735	85,725	87,240	87,240	84,068
18	67,629	69,649	81,260	84,250	87,240	88,755	88,755	85,583
19	69,144	71,164	82,775	85,765	88,755	90,270	90,270	87,098
20	70,659	72,679	84,290	87,280	90,270	91,785	91,785	88,613
21	72,174	74,194	85,805	88,795	91,785	93,300	93,300	90,128
22	73,689	75,709	87,320	90,310	93,300	94,815	94,815	91,643
23	75,204	77,224	88,835	91,825	94,815	96,330	96,330	93,158
24	76,719	78,739	90,350	93,340	96,330	97,845	97,845	94,673
25	78,234	80,254	91,865	94,855	97,845	99,360	99,360	96,188

Recommendation for a new salary scale.

Step: (Years of Experience)	Level of Education						
	Bachelors	Bachelors + 15 Credits	Masters Degree	Masters + 15 Credits	Masters + 30 Credits	CAGS/2 Masters	Doctorate
1	47,200	50,032	52,864	54,280	55,696	57,112	58,528
2	48,852	51,783	54,714	56,180	57,645	59,111	60,576
3	50,562	53,596	56,629	58,146	59,663	61,180	62,697
4	52,331	55,471	58,611	60,181	61,751	63,321	64,891
5	54,163	57,413	60,663	62,288	63,912	65,537	67,162
6	56,059	59,422	62,786	64,468	66,149	67,831	69,513
7	58,021	61,502	64,983	66,724	68,465	70,205	71,946
8	60,052	63,655	67,258	69,059	70,861	72,662	74,464
9	62,153	65,883	69,612	71,476	73,341	75,206	77,070
10	64,329	68,188	72,048	73,978	75,908	77,838	79,768
11	66,580	70,575	74,570	76,567	78,565	80,562	82,560
12	68,911	73,045	77,180	79,247	81,314	83,382	85,449
13	71,322	75,602	79,881	82,021	84,160	86,300	88,440
14	73,819	78,248	82,677	84,892	87,106	89,321	91,535
15	76,402	80,987	85,571	87,863	90,155	92,447	94,739

Steps were reduced to 15, Step 1 was increased significantly, step increases are 3.5% raises, lane changes are 6% for the first two and 3% beyond that.

Teachers that go beyond step 15 on the current scale.

16TM	\$ 86,427
16TM+15	\$ 88,742
16TM+30	\$ 91,057
17TM	\$ 87,291
17TM+15	\$ 89,629
17TM+30	\$ 91,967
18TM	\$ 87,291
18TM+15	\$ 89,629
18TM+30	\$ 91,967
19TM	\$ 89,046
19TM+15	\$ 91,431
19TM2/CAGS	\$ 96,201
20TM	\$ 89,936
21TM	\$ 90,835
21TM+15	\$ 93,268
22TM	\$ 91,744
22TM+15	\$ 94,201
24TM	\$ 93,588
25TM	\$ 94,524

For all staff that fall outside of the new salary scale. These staff were started at the step 15 salary for their lane and then given a 1% compounded raise for each year of service past 15. The completed calculations are above. ⁸⁸

Budget and Extra Information:

- A three-year budget projection was completed to ensure this salary scale change could be sustained.
- This increases teacher salaries by approximately \$700,000 each year.
- No one-time funds were utilized in building the salary scale change.
- Salary projections were forecasted with no retirements and no turnover.
- Projected revenue was forecasted in a conservative manner with only a 2% change to tuition year over year and no change to other federal and state grants.
- Ten years of historical data was analyzed to evaluate the best way to look forward.
- Abby Kelley is implementing a budget committee to do a full evaluation of the salary scale every three years with reviewal of a COLA change to the scale every year. (This document is included in the packet)
- With no guarantee of a COLA change would like to propose that once teachers and instructional assistants reach the top of the scale that they receive 2% raises each year.
- Seven teachers who would be affected negatively by this change would instead receive 2% raises. This would put them inline with what their next step would have been on the old scale.

Benefits of the change to the scale:

- AKFCS will see less teachers turn down job offers due to salary requirements.
- AKFCS will be more competitive when looking for teachers in hard to hire areas such as ESL, math, science, technology.
- Teacher retention will continue to increase as this makes us more competitive with higher paying schools.

Planning for the future.

- A Budget Advisory Committee will exist yearly when budgets are being finalized to promote transparency and evaluate the ability to add a cost-of-living increase to the salary scale.
- The salary will be reviewed for its competitiveness once every three years.
- This is the start to continuing other evaluations in coming years such as
 - Stipends
 - Bonuses
 - Options for other lines of revenue
- The continuation of transparency and conversation.

Next steps.

- Salary Scale review meeting with Admin Council to allow for questions and feedback.
- The scale will be sent to all staff to allow to questions and feedback.
- The proposed salary scale will be presented to the Finance Committee as part of the budget presentation. Clarity on how this fits into a three-year financial plan will be shown.
- The final version of the proposed salary scale will be presented to the Board of Trustees as part of the budget presentation in April.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Agenda- DIGITAL MEETING

Friday, May 13, 2022, 8:00 a.m.

<https://akfcs-org.zoom.us/j/94596800263?pwd=OWJubGlrbmF2ZE0wRDd3a3V6cUVjUT09>

Meeting ID: 945 9680 0263 **Passcode:** 784667

By phone: +1 929 205 6099 US **Meeting ID:** 945 9680 0263

- I. Call to Order- Ms. Amy Vernon, Chair
- II. Introductions/Attendance Recorded
- III. Review of the April 8, 2022, Meeting Minutes
 - a. **Motion:** To approve the April 8, 2022, Meeting Minutes.
- IV. Mission Discussion- Ms. AnnMarie Little
- V. Latin & French Discussion- Mr. Christopher Kursonis, Mr. Robb Kerr
- VI. College & Career Counseling- Mr. Michael Penney
- VII. Summer School- Ms. Kelly Gould, Ms. Jessica Regan
- VIII. Upcoming Meeting(s):
 - a. Friday, June 10, 2022



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Minutes-DRAFT

Friday, April 8, 2022. 8:00 a.m.

<https://akfcs-org.zoom.us/j/95838992253?pwd=VEg1d1ZpalMwa2dzcXFreVBwRVM5UT09>

Meeting ID: 958 3899 2253 **Passcode:** 195670

By phone: +1 929 205 6099 **Meeting ID:** 958 3899 2253

The meeting was called to order by Ms. Amy Vernon, Chair, at 8:05 a.m. The attendance was recorded and is attached.

The Committee reviewed the Meeting Minutes from the March 11, 2022 meeting. Ms. Vernon asked for a motion to approve the March 11, 2022, meeting minutes. The motion was made by Ms. Yarnie and seconded by Ms. Zagabe-Ndiku.

Seal of Biliteracy

Ms. Cabral provided an update on the Seal of Biliteracy program by reminding the committee members that the Seal of Biliteracy was an award given to High School graduates who attained high functional and academic language proficiency in English and a World Language. It was explained that this was a seal that would be written on the official transcripts of the graduates and display a statement of accomplishments for future employers and college admissions. Ms. Cabral explained that this year, Abby Kelley would see four (4) students graduating with this high accomplishment, with three (3) students obtaining the seal in Spanish and one (1) student obtaining the seal in Polish. The student who obtained the Seal of Biliteracy in Polish also earned the Seal of Distinction, which means they received the highest level of English language proficiency, as determined by MCAS, and scored in the advanced category on the Polish language subtest.

Ms. Cabral explained that obtaining this seal aligned with the Abby Kelley mission to promote academic excellence and provides the necessary skills needed to be a global citizen. Approximately nine (9) Massachusetts colleges currently offer college credits to students who obtain the seal toward the world language requirement, and more colleges are looking to do the same. Ms. Cabral explained that the goal was to expand the program and work on recruiting students who are currently in high school while also promoting the program to parents of elementary and middle school students. Ms. Cabral also noted a conversation about students obtaining the seal in the native language of Twi and why no one chose to do that. Based on preliminary discussions, it was noted that it might be due to the writing component. Not many native speakers of the Twi language also write it, which is a requirement for DESE, and because of this, Ms. Cabral explained that she did reach out to DESE to shed light on this situation and see how this can be more attainable.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Ms. Vernon questioned whether students could take the foreign language portion of the test at any point in their high school career, to which Ms. Cabral explained that they could and did not have to wait to take the MCAS. Ms. Cabral stated that the students were also allowed to retake one of the subsections that they may not have passed. It was also noted that most of the students are native speakers of the language they choose, but some students are not native to the language.

Ms. Yarnie inquired about any future goals of expanding the number of institutions accepting the college credit seal. Ms. Cabral explained that DESE has made this one of its top initiatives and was working to partner with more institutions to do this. Ms. Zagabe-Ndiku inquired about plans to pursue another language, to which Ms. Cabral explained that students were able to choose the language they wanted to follow the seal in, and the pathway would be given to them. It was explained that most languages are online-based assessments, and some are portfolio-based. Ms. Zagabe-Ndiku also inquired about the French language being brought back to Abby Kelley. Ms. Paluk explained a plan to get French back as a required language as some teachers will be retiring, and it is not easy to find a Latin-speaking teacher. Because of this, there would be a proposal brought forth in May to change the languages to Spanish and French.

Middle School Principal Search

Ms. Paluk explained that a committee of twelve (12) people assisted in narrowing down the middle school principal candidates. Of the seventeen (17) people that applied, ten (10) of them had the proper qualifications and were interviewed, narrowing the number down to seven (7). There are now (4) candidates remaining, and reference checks and salary ranges are being checked. It was explained that there would be a meeting with all the candidates next week, where honest conversations would be had about the needs of the middle school and what we are looking for in a leader. After narrowing the list down to two (2), it was determined that they would be invited to meet families and staff members. Ms. Paluk explained that the end decision would be hers, but she is listening to the thoughts of others as well, and an offer would be made after April vacation.

Ms. Vernon inquired about possible support pathways for the gaps that the individual candidates may have to which Ms. Paluk explained that they would all have a mentor to assist with the learning process.

Healthy Sexuality

Ms. Regan began her update by explaining that the name has changed from healthy sexuality to puberty education based on the suggestion of the outside consultant who they are currently working with. One of the reasons for the change was that there were no students in the middle school now who had received puberty education. Ms. Regan explained that the goal was also to be conservative in the first year while still obtaining trust from families and that the name change would better describe it. It was also explained that most of the questions from students ages nine (9) to thirteen (13) were about anatomy, which is a focus within the puberty units; therefore, there will be a curriculum that is the same for grades four (4) and five (5) and another curriculum for grades six (6) and seven (7).

Ms. Regan explained that all lesson plans would be available for parents to view and not be sent home. Parents with questions would be invited to sit down with either Ms. Regan or Ms. Culkeen to discuss the

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

concerns and review the curriculum. This is set to begin on May 2 due to the specials rotation, and students can start their lessons. Next week, written communication would be going to families explaining the goals, offering two (2) family information sessions, and providing the opt-out form and a FAQ to address some common questions and concerns in advance. Ms. Yarnie inquired about the consultant's background, to which Ms. Regan stated that she would get that information for her.

SEL and the Need of Our Students

Dr. Cole began by explaining that the impact of social isolation is still being seen in students during April across the district. It was explained that the most significant effect was seen in the elementary students as they came in with very substantial and high needs because of the lack of appropriate interventions needed during the pandemic. Absences and tardies continue to be an issue in high school, and many students are experiencing anxiety and depression.

Data was collected from Panorama, and emotional regulation skills were looked at. Students who scored lower were looked at, and different interventions were put in place based on their specific needs. Dr. Cole noted that the guidance counselors are doing more than just interventions as students can see them at any time and can be contacted by teachers. There has been a focus on social skills, conflict resolution, and social regulation around aggression, as there has been an increase in aggressive acts. Students were also being taught coping skills to deal with anxiety better.

Dr. Cole explained that two counselors are servicing thirteen percent (13%) either now or have serviced at Tier two (2) or three (3) levels since January. Ten percent (10%) of kindergartners, seventeen percent (17%) of first (1st) graders, ten percent (10%) of second (2nd) graders, and fifteen percent (15%) of third (3rd) graders are receiving some form of an intervention in the elementary school. Behavior plans were also being implemented, and teachers were involved. It was noted that there are two guidance counselors and one school adjustment counselor in the high school, and there was an increase in students seeing the nurse for mental health concerns, to which they were sent to guidance. A clinician from Community Health Link is also in the district from Monday through Friday, alternating between the schools and currently seeing nineteen (19) students, focusing on the family portion and long-term counseling services for those families.

Dr. Cole explained that the survey would be redistributed in May to obtain data and look for progress among the students. SEL was also being integrated into the classrooms, and the Guidance team would continue to work on evidence-based strategies and implementation. Ms. Vernon inquired about the percentage of students who have a counselor contact. Dr. Cole stated that there was no way to determine that but that the students were receiving different levels of interventions based on their needs.

Ms. Paluk explained that staff resources are currently limited, and there will be a budgetary ask for a new clinician and behavioral support in the middle school. Ms. Zagabe-Ndiku inquired whether a note should be included in the admission packets of students who may have a challenging year due to the pandemic. Ms. Paluk explained that there would be a college readiness presentation that would touch on that. Mr. Penney also explained that though there are difficulties for some students, many students are happy to be back in school and are doing exceptionally well. Everyone was working together for the betterment of the students.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Mission Feedback/Revisions

Ms. Paluk explained that the mission statement is ever-evolving, and we are arriving at the point of creating a document that can go out to obtain feedback. Ms. Paluk explained that feedback received about the music piece of the mission being removed was not a way to say that music would not be a focus but that other subjects are a part of the liberal arts approach. Ms. Paluk explained that the Board of Trustees provided feedback, and it was reviewed with previous mission statements in an attempt to incorporate all the changes. Ms. Paluk explained that she would meet with the Faculty council and the DEI committee to review and discuss the mission and the concepts.

Ms. Vernon asked for a motion to adjourn the meeting. Ms. Zagabe-Ndiku provided the motion, and Ms. Vernon seconded the motion.

The meeting was adjourned at 9:40 a.m.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Agenda

Friday, April 8, 2022. 8:00 a.m.

<https://akfcs-org.zoom.us/j/95838992253?pwd=VEg1d1ZpalMwa2dzcXFreVBwRVM5UT09>

Meeting ID: 958 3899 2253 **Passcode:** 195670

By phone: +1 929 205 6099 **Meeting ID:** 958 3899 2253

- I. Call to Order- Ms. Amy Vernon, Chair
- II. Introductions/Attendance Recorded
- III. Review of the March 11, 2022, Meeting Minutes
 - a. **Motion:** To approve the March 11, 2022, Meeting Minutes.
- IV. Seal of Biliteracy - Ms. Amelie Cabral
- V. MS Principal Search Update- Ms. Heidi Paluk
- VI. Health Curriculum Grades 4-7 Update- Ms. Jessica Regan
- VII. SEL and the needs of our students - Dr. Caroline Cole
- VIII. Mission Feedback/Revisions- Ms. Heidi Paluk
- IX. Upcoming Meetings:
 - a. Friday, May 13, 2022
 - b. Friday, June 10, 2022

From: "Hopkins, Alyssa K (DOE)" <alyssa.k.hopkins@state.ma.us>
Date: May 9, 2022 at 1:05:35 PM EDT
To: AnnMarie Little <amlittle@akfcs.org>
Cc: Heidi Paluk <hpaluk@akfcs.org>, Celia Blue <cblue@akfcs.org>, "Buckwalter, Patrick (DESE)" <patrick.l.buckwalter@state.ma.us>, "Pamphile, Janice A (DOE)" <janice.a.pamphile@state.ma.us>
Subject: Mission Amendment: Upcoming 2023 Renewal and Timing Concerns

Thanks, AnnMarie, for connecting earlier today. Always good to see you!

We have reviewed the proposed charter amendment received last week. We have identified several considerations due the scope of changes proposed to the school's mission. Below is a summary of the information. Please let me know if you need additional information or would like to connect again. Heidi or Celia, happy to touch base with you if you have questions about the amendment process.

Next Steps

Due to the school entering its fifth and final year of the current charter term and the future renewal decision in 2023, any mission changes can only be effective beginning in the 2023-2024 school year. With this timing concern in mind, we would encourage the school to focus on the school's renewal application rather than the additional steps described below to complete the charter amendment request. By restarting this process shortly **after** renewal in February or March 2023, the school can also ensure that any mission changes will support the development of the accountability plan for the 2023-2028 charter term. The school does not need to take any action this year and we discourage pursuing a charter amendment of this scope at this time. When the school is ready to proceed, please let me know and submit the information described below.

Additional Information Required

Type of Amendment: The substantial changes proposed to the school's mission may constitute both a mission and school design charter amendment because of the removal of certain components of the mission and the introduction of new elements. The Amendment Guidelines contains instructions for both

mission and school design charter amendments (also called curriculum model and school model). In order to better explain the proposed changes and determine whether the changes align with the current mission, key design elements, and school design, the request must include responses to both sets of instructions. With additional information, the Department can determine whether a school design amendment would be required.

Process to Develop Proposed Mission: The request must explain how the proposed mission was developed and the process used by the school to revise the mission, including the involvement of stakeholders in its development, such as school leadership, teachers, families, and students in addition to the board of trustees.

Explain Each Change: The submission must explain the removal and addition of various elements within the mission. For example, the removal of music competence appears to remove a key design element. We understand that due to the school's age, the current mission may no longer fully reflect shifts that have taken place over time. The request must explain how changes in the mission align with the key design elements and/or the educational program, and indicate where revisions or additions to the key design elements or curriculum model, if any, are proposed.

Student Outcomes: The submission must explain how the school will demonstrate that it is meeting the goals of the proposed mission. How will new aspects of the mission be supported, monitored, and assessed for progress? For example, what does it mean for students to be globally-aware citizens or lifelong learners? How will the school measure and report on this aspect of the mission? There may be existing approaches that already address these areas of student performance or the school may be proposing new approaches. The Department would expect the written request to address these considerations.

I hope the above summary was helpful. Please let me know if you would like to discuss further.

Be well,

Alyssa

Alyssa K. Hopkins, M.Ed.

Assistant Director

781-605-4476

Alyssa.K.Hopkins@mass.gov

Office of Charter Schools
and School Redesign

Massachusetts Department of Elementary and
Secondary Education

75 Pleasant Street, Malden, MA 02148

[Web](#) | [Twitter](#) | [Facebook](#) | [YouTube](#) |
[Newsletters](#)

Massachusetts public schools are ready! [Learn](#) how we're supporting students every step of the way.

The School Administration and Board of Trustees will not grant a high school diploma to any student failing to meet the approved graduation requirements and the student will not be eligible to participate in any senior activities.

GRADUATION REQUIREMENTS

Requirements

- **English** four full year literature courses
- **Mathematics** four full year courses
- **History** four full year courses
- **Science** four full year courses
- **Foreign Language** one full year of Latin and two additional years of Spanish or Latin.
- **Fine Arts** three years (music/band/choir, art and one additional selection)
- **Civics** one-year course
- **PE/Health** four years
- **Electives:** Offered Junior and Senior year only
- **Community Service:** 50 hours over 4 years
- **Course Offerings and Credits:** Students are required to earn a minimum of 26 credits to qualify for a diploma.

Course Levels

0 = International Baccalaureate

1 = Honors

2 = College Preparatory

3 = College Fundamental

Grading System

97-100 A+

94-96 A

90-93 A-

87-89 B+

84-86 B

80-83 B-

77-79 C+

74-76 C

70-73 C-

65-69 D

0-64 Failing

Massachusetts Comprehensive Assessment System

All students are required to pass the state mandated English language arts, math and science/technology MCAS exams in addition to the school graduation requirements in order to receive a diploma.

5/4/2022

Good afternoon,

My name is Rob Kerr and I am the Assistant Principal at AKF High School. I am writing to you today to let you know about some changes that are happening next year in 8th grade. We are excited to announce that, for the first time, students in 8th grade will be able to choose their foreign language. Students entering 8th grade next year will either take French or Spanish. The choice that the students make will be the language that they will study in high school as well, so we wanted to give you an opportunity to speak with your child this weekend about what they would like to study. They will be choosing next week so we can create their schedules for next year.

The decision to replace Latin in 8th grade was made for a couple of reasons; low enrollment numbers in High School Latin classes and the need for another modern language option (recommended by the International Baccalaureate Program). After considering many options, we decided on French because it is among the top five languages spoken in the world and aligns with our vision of global citizenship.

If you have any questions please do not hesitate to reach out to me.

Robert Kerr

Assistant Principal
Abby Kelley Foster Charter High School
(508)854-8400 ext.4667

The College and Career Process at Abby Kelley Foster

**Mike Penney
School Counselor
Grades 10-12**

The 10,000 Foot View

- A vast majority of Abby Kelley Foster graduates go on to college (upwards of 90% most years)
- Schools that are selective (admission rate below 30-40% are getting increasingly hard to be accepted to, with some colleges having acceptance rates as low as 3%)
- The pandemic created a backlog of college entering students, resulting in more applications to selective colleges this year
- All other colleges are getting easier to get accepted to

The Landscape

- If you're not a state university or selective school, you could be in trouble
- There was already an enrollment cliff coming in 2026, and the pandemic threw gasoline on that fire
- There will be more colleges that like Becker, close their doors or merge, especially in the Northeast
- Not enough of our IB students consider “IB Friendly Schools” for various reasons
- Majority of our students attend state schools by a wide margin

Past Results and Outcomes

Where Did They Go PPT

Settings: Start Class Year/Grade: **class of 2011**; End Class Year/Grade: **class of 2021**

Sorting: Outcomes data sorted by **Number**, Descending

Outcome	Number	% of students
4 Yr College	624	69.8%
2 Yr College	221	24.7%
Other Schools	11	1.2%
Unknown	10	1.1%
Year Off	9	1%
Career Education	6	0.7%
Other	5	0.6%
4 Yr College (Unspecified)	2	0.2%
Employed	2	0.2%
Non-U.S. College	1	0.1%
Military	1	0.1%
College Prep School	1	0.1%
Undecided/No Plans	1	0.1%
2 Yr College (Unspecified)	0	0%
Non-U.S. College (Unspecified)	0	0%
Apprenticeship Program	0	0%
Dropped-out	0	0%

Total:
894

The Class of 2022

College	Accept	Attend
Quinsigamond Community College	23	13
Suffolk University	12	7
University of Massachusetts-Lowell	15	6
Worcester State University	28	5
Worcester Polytechnic Institute	8	5
University of Massachusetts-Amherst	20	3
Westfield State University	13	3
University of Massachusetts-Dartmouth	20	2
Anna Maria College	10	2
Northeastern University	7	2
Salem State University	6	2

Class of 2022

Bridgewater State University	18	1
University of Connecticut	17	1
Framingham State University	7	1
Rutgers University-New Brunswick	6	1
Assumption University	6	1
Fitchburg State University	6	1
Wentworth Institute of Technology	6	1
Syracuse University	5	1
Nichols College	4	1
Emmanuel College	3	1
Tufts University	3	1
Morgan State University	3	1
Louisiana State University	3	1
Emerson College	2	1
The University of Alabama	1	1
University of Dayton	1	1
Princeton University	1	1
Massachusetts College of Liberal Arts	1	1
Quinebaug Valley Community College	1	1
University of Central Florida	1	1
Georgia State University	1	1
The University of Texas at Arlington	1	1
Maricopa Community Colleges	1	1

FAFSA Completion

Class of 2022

Completed: 72 students

Completed with issues to resolve (no signature): 3 students

Still in Progress: 12 students

Not filing/Don't need to file: 4 students

Overall completion percentage: 83%

Service Delivery

Each student meets with me individually at least three times per year. It can be and often is many more times than this, especially senior year

I deliver classroom lessons to each grade at least once a quarter per grade on college and career topics

Weekly video updates for seniors in Fall semester

Parent information sessions on Financial Aid and College Application Process

Career Pathways Class in 9th Grade (based on MyCAP program)

Resources

Citizens Bank financial literacy presentations

Posse Scholarship

Let's Get Ready

Questbridge Scholarship

MEFA Webinars and Financial Aid Sessions

College Guidance Network

Student Resources

Google Classroom

Naviance

Scoir

Goingmerry

Mefa Pathways

Edmit

Tuitionfit

Other Pathways

Military

Career Training (Lincoln Tech, UTI, Porter and Chester, Peterson School, Toni and Guy)

GAP Year Programs

Workforce

Jobcorps

AKF College Statistics 2011-2021

Where did they apply?
Where did they get in?
Where did they go?

Worcester State University



applied: 348

accepted: 262

attended: 110

Private or Public: Public

1st Year Retention Rate: 79%

Graduation Rate: 59%

Average Annual Cost: \$19,492

UMass-Amherst



applied: 297

accepted: 152

attended: 37

Private or Public: Public

1st Year Retention Rate: 91%

Graduation Rate: 77%

Average Annual Cost: \$22,501

Quinsigamond Community College



applied: 285

accepted: 285

attended: 197

Private or Public: Public

1st Year Retention Rate: 58%

Graduation Rate: 27%

Average Annual Cost: \$7528

UMass-Lowell



applied: 278

accepted: 165

attended: 44

Private or Public: Public

1st Year Retention Rate: 84%

Graduation Rate: 57%

Average Annual Cost: \$19,119

UMass-Dartmouth



applied: 215

accepted: 154

attended: 39

Private or Public: Public

1st Year Retention Rate: 71%

Graduation Rate: 51%

Average Annual Cost: \$18,503

Framingham State



applied: 169

accepted: 116

attended: 12

Private or Public: Public

1st Year Retention Rate: 72%

Graduation Rate: 58%

Average Annual Cost: \$20,001

Fitchburg State



applied: 167

accepted: 123

attended: 19

Private or Public: Public

1st Year Retention Rate: 74%

Graduation Rate: 57%

Average Annual Cost: \$16,001

Bridgewater State



applied: 134

accepted: 95

attended: 18

Private or Public: Public

1st Year Retention Rate: 77%

Graduation Rate: 61%

Average Annual Cost: \$18,457

UMass-Boston



applied: 130

accepted: 104

attended: 19

Private or Public: Public

1st Year Retention Rate: 76%

Graduation Rate: 56%

Average Annual Cost: \$18,340

Northeastern University



applied: 126

accepted: 27

attended: 6

Private or Public: Private

1st Year Retention Rate: 98%

Graduation Rate: 87%

Average Annual Cost: \$31,093

Westfield State



SM

applied: 116

accepted: 83

attended: 12

Private or Public: Public

1st Year Retention Rate: 73%

Graduation Rate: 67%

Average Annual Cost: \$19,167

Salem State



applied: 107

accepted: 86

attended: 6

Private or Public: Public

1st Year Retention Rate: 74%

Graduation Rate: 59%

Average Annual Cost: \$18,399

Assumption University



applied: 106

accepted: 81

attended: 13

Private or Public: Private

1st Year Retention Rate: 84%

Graduation Rate: 71%

Average Annual Cost: \$28,466

UConn



applied: 97

accepted: 57

attended: 7

Private or Public: Public (out of state)

1st Year Retention Rate: 93%

Graduation Rate: 82%

Average Annual Cost: \$41,086

Suffolk University



applied: 96

accepted: 76

attended: 9

Private or Public: Private

1st Year Retention Rate: 77%

Graduation Rate: 64%

Average Annual Cost: \$30,701

Boston University



applied: 95

accepted: 13

attended: 3

Private or Public: Private

1st Year Retention Rate: 94%

Graduation Rate: 84%

Average Annual Cost: \$30,259

MCPHS



MCPHS
UNIVERSITY

applied: 94

accepted: 84

attended: 9

Private or Public: Private

1st Year Retention Rate: 81%

Graduation Rate: 82%

Average Annual Cost: \$37,712

University of Hartford



applied: 93

accepted: 85

attended: 10

Private or Public: Private

1st Year Retention Rate: 76%

Graduation Rate: 59%

Average Annual Cost: \$28,541

Anna Maria College



applied: 91

accepted: 84

attended: 16

Private or Public: Private

1st Year Retention Rate: 64%

Graduation Rate: 44%

Average Annual Cost: \$24,626

WPI



applied: 86

accepted: 34

attended: 12

Private or Public: Private

1st Year Retention Rate: 95%

Graduation Rate: 88%

Average Annual Cost: \$39,756

URI



applied: 85

accepted: 53

attended: 4

Private or Public: Public (Out of state)

1st Year Retention Rate: 84%

Graduation Rate: 66%

Average Annual Cost: \$42,305

Rhode Island College



applied: 84

accepted: 74

attended: 13

Private or Public: Public (Out of state)

1st Year Retention Rate: 74%

Graduation Rate: 53%

Average Annual Cost: \$34,189

College of the Holy Cross



applied: 80

accepted: 31

attended: 12

Private or Public: Private

1st Year Retention Rate: 94%

Graduation Rate: 91%

Average Annual Cost: \$37,292

Western New England



applied: 76

accepted: 65

attended: 4

Private or Public: Private

1st Year Retention Rate: 77%

Graduation Rate: 59%

Average Annual Cost: \$30,079

Clark University



applied: 70

accepted: 39

attended: 7

Private or Public: Private

1st Year Retention Rate: 86%

Graduation Rate: 79%

Average Annual Cost: \$28,805

Emmanuel College



applied: 70

accepted: 55

attended: 5

Private or Public: Private

1st Year Retention Rate: 78%

Graduation Rate: 67%

Average Annual Cost: \$28,314

Boston College



applied: 54

accepted: 18

attended: 6

Private or Public: Private

1st Year Retention Rate: 95%

Graduation Rate: 91%

Average Annual Cost: \$35,899

Wentworth Institute of Tech



applied: 54

accepted: 41

attended: 5

Private or Public: Private

1st Year Retention Rate: 83%

Graduation Rate: 66%

Average Annual Cost: \$36,113

University of Bridgeport



applied: 51

accepted: 48

attended: 3

Private or Public: Private

1st Year Retention Rate: 68%

Graduation Rate: 46%

Average Annual Cost: \$22,600

MCLA



applied: 46

accepted: 35

attended: 9

Private or Public: Public

1st Year Retention Rate: 71%

Graduation Rate: 57%

Average Annual Cost: \$16,861

Nichols College



applied: 45

accepted: 40

attended: 7

Private or Public: Private

1st Year Retention Rate: 75%

Graduation Rate: 49%

Average Annual Cost: \$27,721

Quinnipiac University



applied: 42

accepted: 25

attended: 0

Private or Public: Private

1st Year Retention Rate: 85%

Graduation Rate: 76%

Average Annual Cost: \$41,104

Curry College



applied: 36

accepted: 28

attended: 4

Private or Public: Private

1st Year Retention Rate: 63%

Graduation Rate: 58%

Average Annual Cost: \$27,739

Johnson and Wales



applied: 35

accepted: 29

attended: 1

Private or Public: Private

1st Year Retention Rate: 73%

Graduation Rate: 63%

Average Annual Cost: \$26,775

University of New Haven



applied: 34

accepted: 27

attended: 3

Private or Public: Private

1st Year Retention Rate: 77%

Graduation Rate: 60%

Average Annual Cost: \$33,400

Regis College



applied: 34

accepted: 25

attended: 1

Private or Public: Private

1st Year Retention Rate: 87%

Graduation Rate: 47%

Average Annual Cost: \$30,408

UNH



applied: 32

accepted: 23

attended: 2

Private or Public: Public (Out of state)

1st Year Retention Rate: 86%

Graduation Rate: 78%

Average Annual Cost: \$40,639

Bryant University



applied: 27

accepted: 17

attended: 0

Private or Public: Private

1st Year Retention Rate: 83%

Graduation Rate: 66%

Average Annual Cost: \$36,113

NYU



applied: 26

accepted: 9

attended: 3

Private or Public: Private

1st Year Retention Rate: 94%

Graduation Rate: 85%

Average Annual Cost: \$39,772

Springfield College



applied: 26

accepted: 21

attended: 1

Private or Public: Private

1st Year Retention Rate: 83%

Graduation Rate: 73%

Average Annual Cost: \$30,134

UMaine



applied: 26

accepted: 22

attended: 0

Private or Public: Public (Out of state)

1st Year Retention Rate: 76%

Graduation Rate: 59%

Average Annual Cost: \$32,702

Brandeis University



applied: 25

accepted: 7

attended: 3

Private or Public: Private

1st Year Retention Rate: 93%

Graduation Rate: 90%

Average Annual Cost: \$31,165

Dean College



applied: 25

accepted: 16

attended: 0

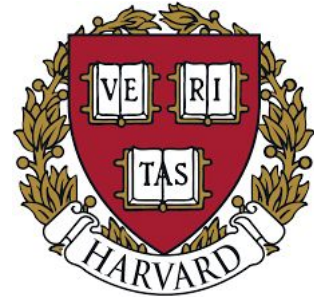
Private or Public: Private

1st Year Retention Rate: 66%

Graduation Rate: 41%

Average Annual Cost: \$31,337

Harvard University



applied: 24

accepted: 1

attended: 1

Private or Public: Private

1st Year Retention Rate: 98%

Graduation Rate: 98%

Average Annual Cost: \$15,386

Bentley University



applied: 23

accepted: 7

attended: 3

Private or Public: Private

1st Year Retention Rate: 93%

Graduation Rate: 89%

Average Annual Cost: \$38,986

Syracuse University



applied: 21

accepted: 13

attended: 4

Private or Public: Private

1st Year Retention Rate: 91%

Graduation Rate: 82%

Average Annual Cost: \$34,482

American International College



applied: 21

accepted: 20

attended: 2

Private or Public: Private

1st Year Retention Rate: 67%

Graduation Rate: 45%

Average Annual Cost: \$25,044

Bay State College



applied: 21

accepted: 17

attended: 1

Private or Public: Private

1st Year Retention Rate: 37%

Graduation Rate: 38%

Average Annual Cost: \$31,777

Lesley University



applied: 21

accepted: 17

attended: 1

Private or Public: Private

1st Year Retention Rate: 81%

Graduation Rate: 62%

Average Annual Cost: \$33,644

University of New England



applied: 21

accepted: 19

attended: 1

Private or Public: Private

1st Year Retention Rate: 79%

Graduation Rate: 62%

Average Annual Cost: \$34,118

Stonehill College



applied: 20

accepted: 14

attended: 0

Private or Public: Private

1st Year Retention Rate: 85%

Graduation Rate: 80%

Average Annual Cost: \$34,658

Temple University



applied: 19

accepted: 12

attended: 2

Private or Public: Public (Out of state)

1st Year Retention Rate: 89%

Graduation Rate: 72%

Average Annual Cost: \$35,439

Howard University



applied: 18

accepted: 4

attended: 1

Private or Public: Private

1st Year Retention Rate: 85%

Graduation Rate: 62%

Average Annual Cost: \$41,289

Brown University



applied: 17

accepted: 2

attended: 1

Private or Public: Private

1st Year Retention Rate: 98%

Graduation Rate: 96%

Average Annual Cost: \$29,392

Tufts University



applied: 17

accepted: 3

attended: 0

Private or Public: Private

1st Year Retention Rate: 96%

Graduation Rate: 93%

Average Annual Cost: \$30,744

Merrimack College



applied: 16

accepted: 13

attended: 0

Private or Public: Private

1st Year Retention Rate: 84%

Graduation Rate: 71%

Average Annual Cost: \$33,650

University of Southern Maine



applied: 14

accepted: 13

attended: 2

Private or Public: Public (Out of state)

1st Year Retention Rate: 69%

Graduation Rate: 45%

Average Annual Cost: \$29,086

Mass Art

MASSART

applied: 12

accepted: 5

attended: 2

Private or Public: Public

1st Year Retention Rate: 85%

Graduation Rate: 72%

Average Annual Cost: \$24,043

UVM



applied: 11

accepted: 8

attended: 0

Private or Public: Public (out of state)

1st Year Retention Rate: 87%

Graduation Rate: 75%

Average Annual Cost: \$40,210

Yale University



applied: 9

accepted: 0

attended: 0

Private or Public: Private

1st Year Retention Rate: 99%

Graduation Rate: 97%

Average Annual Cost: \$17,549

**Summer Programming at AKFCS
as of Education Committee Meeting
May 11, 2022**

This is a working draft and subject to change based on student participation, teacher interest, facilities, budget and other factors

Abby Kelley will offer summer programming for approximately 200 students in grades 1-12.
The students will be invited based on the following:

- Credit Recovery
- Special Education IEP (always offered)
- MTSS
- ESL
- Other (Social Group)

High School–Credit Recovery

Dates:

June 21-25 (starts Tuesday - Friday)

June 27 - July 1 (Monday - Friday)

Hours:

8:00 a.m.--11:00 a.m.

11:30 a.m.--2:30 p.m. (2 sessions each day)

Offered:

English, Math, History, Science

Number of Students:

Up to 25

Cost per student:

\$100 (refundable if completed/pass course?)

Number of Staff required:

Up to 8 staff (2 per subject)

1 administrator

Special Education–Required as part of IEP

Dates: (Tuesday, Wednesday, Thursday)

June 28-30

July 12-14

July 19-21

July 26-28

August 2-4

Hours:

8:00 a.m.–12:00 p.m. (varies by individual based on services)

Offered:

Services specific to IEP and based on IEP goals

Number of Students:

15

Cost per student:

\$0

Number of Staff:

2 per day (but is open to anyone who wants to participate)

Elementary/Middle (incoming grades 1-5)

Dates: (Full Week/Monday-Friday)

July 11- 15

July 18 - 22

July 25 - 28

Hours:

8:00 a.m.-12:00 p.m.

Offered:

ELA/MATH/Outdoor Activities/STEM

Possible Field Trip(s) and/or onsite Enrichment

Number of Students:

150 (30 per grade)

Cost per student:

\$100 deposit (sliding scale-refundable if attend)

Number of Staff:

2 teachers per grade (10)

2 IAs

2 Administrators

Under Consideration: A weekly Social Skill Group for targeted students (grades incoming 5-8)

Dates:

TBD

One day per week

Hours:

10:00 a.m. – 12:00 p.m. (gr 4 and 5)

1:00 a.m.--3:00 p.m. (gr 6 and 7)

Offered:

Social Skills and SEL

(student maybe part of other programming too)

Number of Students:

24 (12 for each session/grade span)

Cost per student:

\$0

Number of Staff:

2 RBT staff

Total Cost: Approximately \$55,000 (most of which is unbudgeted)



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Education Committee Meeting Minutes- DRAFT

Friday, May 13, 2022, 8:00 a.m.

<https://akfcs-org.zoom.us/j/94596800263?pwd=OWJubGlrbmF2ZE0wRDd3a3V6cUVjUT09>

Meeting ID: 945 9680 0263 Passcode: 784667

By phone: +1 929 205 6099 US Meeting ID: 945 9680 0263

The meeting was called to order by Ms. Amy Vernon, Chair, at 8:05 a.m. The attendance was recorded and is attached.

The Committee reviewed the Meeting Minutes from the April 08, 2022 meeting. Ms. Vernon asked for a motion to approve the April 8, 2022, meeting minutes. The motion was made by Ms. Zagabe-Ndiku and seconded by Ms. Yarnie.

Mission Discussion

As requested, Ms. Little explained that the charter renewal information was sent to DESE. After review, Ms. Little stated that DESE notified her that they would not be processing the renewal. Instead, DESE suggested that we go through the charter renewal first and resubmit the amendment in January after the approval. Ms. Little explained that DESE felt that the changes to the mission statement were currently substantial and that this would be better handled after AKFCS had completed the charter renewal. Ms. Little explained that DESE felt that the charter renewal process would include information collected regarding the mission statement and, therefore, could use the information to create the new charter.

Ms. Vernon inquired about the concern about how we planned on assessing ourselves against the new mission statement. Ms. Little explained that the problem stemmed from how the measuring took place based on what is placed in the mission statement. Ms. Vernon questioned whether the message was more visionary than practical, to which Ms. Paluk explained that while it may be the case, they would take the following months to review it and bridge the gap. Ms. Paluk also explained that she would be informing the families of the update since the charter was not accepted.

Latin & French Discussion

Mr. Kursonis began by explaining that after reviewing the current language classes being offered and the current needs compared to the resources we currently have, it was decided that French would be provided as another language option. Mr. Kursonis explained that the handbook stated that one full year of Latin was needed and two additional years of Spanish or Latin. This was done to keep Latin as a language and provide that to students starting in grade 8. Mr. Kursonis explained that the requirement for graduation is there but not for grade 8, as he viewed graduation requirements for grades 9-12 only.

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Mr. Kursonis explained that there had been a steady decline in students who signed up for Latin, with only nine students in grade 8 signing up for it. Compared to the current students in the Spanish classes, it was determined that adding French would also lessen the load on the Spanish teachers.

Mr. Kursonis explained the two choices for Abby Kelley. The mass core requirement could be changed to state students taking two years of language classes in high school, but only students in grades 9-12. A foreign language would be offered to students in grade eight, but they would not be required to take Latin. Mr. Kursonis explained that students would take Spanish or French and have the possibility of taking IB for that language, which would be five full years of a language. Latin would not be offered unless the need for Latin grew among the students under this first option.

Mr. Kursonis then explained that the other choice would be to leave everything as it is, with students taking Latin starting in grade 8 and continuing as they enter grade 9 with either Latin, Spanish, or the added language of French. With this option, it was explained that another teacher would need to be added, which was not budgeted. It was also explained that the Spanish teachers are currently overloaded with almost 140 students each. It was also noted that a Latin teacher would also have to be hired, which is a task as our current Latin teacher is retiring. Mr. Kerr explained that the best option would be to change the graduation requirement as it is challenging to find a teacher to teach the language, and it would be best for the student population.

Ms. Vernon inquired about changing the graduation requirement, and Mr. Kerr explained that it was done internally. For colleges, it is just pointed out that the students took two years of language, not specified. Ms. Vernon inquired about removing Latin from the eighth grade. Ms. Zagabe-Ndiku stated that keeping it in the eighth grade would be beneficial. Still, if it cannot be maintained, that is okay. It was also noted that removing Latin would not jeopardize the current mission that we have in place, as it was just one of many examples that could be used. It was determined that this request to change the graduation requirement would go to the Board to vote.

College & Career Counseling

Mr. Penney explained that the percentage of students going to college, whether a two-year or four-year, is generally over ninety percent. He also explained that while some colleges have become more selective, this has allowed other colleges with fewer requirements to enroll students, and there is a need for students. Mr. Penney stated that he also had encouraged students to apply to schools that accept IB credits as credits can even fulfill first-year requirements for students, allowing them to take it off. Many students attend state schools because of affordability factors, where most students go. Many schools also removed tests for entrance, and most of our students were able to forego that.

Mr. Penney explained that he created charts for students to see the different schools and costs and the cost of out-of-state tuition. Mr. Penney noted that seventy percent of students went through a four-year college in the past ten years and twenty-five percent to a two-year college, and a minimal number in the military, trade school, and gap years. Mr. Penney also noted that the valedictorian was accepted into Princeton. Mr. Penney explained the current FASFA rates among the seniors and stated that there should be closer to ninety percent of students who would have processed their FASFAS. Information sessions will be planned for students and families to assist with applying for college and financial aid.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Ms. Yarnie inquired about whether a plan could be implemented to meet with state schools to speak on accepting toe IB credits. Mr. Penney explained that outreach had been done where IB was described, but the admissions team is not always the one who makes that decision. Mr. Penney assured the committee member that he would continue outreach to different schools in Massachusetts, and the hope is to increase the number of colleges that accept IB credits. Ms. Vernon inquired about tracking specific measurements for AKFCS students, such as the particular costs students are paying for 4-year colleges. Mr. Penney explained that while that is a large amount of data, he would attempt to create a chart for the most popular colleges that students have applied to.

Summer School

Ms. Paluk explained that summer school has not taken place for a few years outside of credit recovery for students and was not initially budgeted for. Still, as the school year progressed, the administration determined that the need for summer school for other grades became necessary apparent. It was explained that a survey went out to families of students who were having trouble academically and students who were in the MTSS process, and English learners, to which ninety-three percent of families stated they would like to see a summer program in place.

Ms. Gould explained that the last three weeks of July were the potential dates for summer school, allowing for more time with students. They would be looking at pre-teaching for reading and teaching math and bringing students to grade level before starting the new school year. Teachers would be stipended for education, and recruitment would occur.

Calendar Update

Ms. Paluk explained that five snow days were automatically added to the school year. Ms. Paluk explained that only four days were used, meaning that the students could start summer break a day early. As the Board voted on June 16, 2022, as the last day of school, another vote would need to be taken to allow for the last day of school to now be June 15, 2022. Ms. Vernon inquired about teacher compensation for that last day in the case of the Board not voting to end early, to which Ms. Paluk explained that payment would need to be given for the additional day in their contract.

No additional questions were raised. Ms. Vernon made a motion to adjourn the meeting, and it was adjourned at 9:45 a.m.

Foreign Language Options for the High School:

We are looking to add another modern language as requested by IB and students looking for something other than Spanish. Based on our student population and analysis of other districts and what they offer, we chose to add French.

We have also seen a rapid decline of students taking Latin. Currently, we have 50 students taking Latin out of 365 in grades 9-12. Next year we are scheduled to have only 28 students take Latin with 210 taking Spanish. Class sizes in Latin are less than 10 for each section. Spanish is between 25-30.

The current graduation requirement states: "One full year of Latin and two additional years of Spanish or Latin". This was changed 5 years ago and was under the premise that every student in Grade 8 would take Latin and meet that requirement and then choose Latin or Spanish in 9th grade. Although Grade 8 does not count towards graduation requirements for the state, it was decided that it would be required for AKF to have it be offered to all grade 8 students to keep Latin as a language at AKF.

In order to make the shift to offering French as another modern language we have the two options listed below.

1) The board would vote to change the graduation requirement to say:

"Students will take 2 years of a foreign language." - This is the Mass Core Requirement as well.

- We will offer Spanish and French to 8th graders as a required course.
- By the time they complete their HS requirement after Sophomore year, they will have taken 3 years of the same language with the possibility of continuing on to IB and completing 5 years of a language.
- Currently, the majority of kids complete 2 years of the same language with up to 4 possible.
- Latin would continue for the next 3 years so students can work through IB.
- There is no financial impact with this option. The current 8th grade Latin teacher will be retiring. We would be hiring a Spanish teacher to replace that position as the current Spanish teachers are overfilled with students in their schedules. The HS Latin teacher is dual certified in Latin and French. His schedule would allow for 3 sections of Latin and 2 of French.

2) Keep things as is where all 8th graders take Latin in Grade 8. They then must take 2 years of Latin, French or Spanish as a graduation requirement. We will still add French as an option for Grade 9.

- This will have a financial impact where another teacher may need to be hired for Spanish and we will also have to hire a Latin teacher for grade 8 which will be difficult.
- If Latin does not have 10 or students in grade 9 sign up to take the class, we will unfortunately not be able to offer it.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Facilities and Finance Committee Meeting Agenda- DIGITAL MEETING

<https://akfcs-org.zoom.us/j/98230378526?pwd=RWRtaUkwM2pSb2lxM01jTitvQ2NWZz09>

Friday, May 20, 2022, 8:00 a.m.

Meeting ID: 982 3037 8526 **Passcode:** 258649

By phone: +1 929 205 6099 US **Meeting ID:** 982 3037 8526

- I. Call to Order- Mr. Patrick Royce, Chair
- II. Introductions/Attendance Recorded
- III. Review of the April 13, 2022, Meeting Minutes

a. Motion: To approve the April 13, 2022, Meeting Minutes

- IV. Financial Reports- Ms. Alisha Carpino
- V. Elementary School Flood Project-Ms. Heidi Paluk
- VI. SG/WBC- Ms. Heidi Paluk
- VII. Cleaning Bid Update-Ms. Alisha Carpino
- VIII. Upcoming Facilities & Finance Meeting(s):

a. Friday, June 17, 2022

- IX. Adjournment



Abby Kelley Foster Charter Public School
10 New Bond Street Worcester, MA 01606
Phone: (508) 854-8400 Fax: (508) 854-8484
www.akfcs.org

Facilities and Finance Committee Meeting Agenda

Wednesday, April 13, 2022, 8:00 a.m. DIGITAL MEETING

<https://akfcs-org.zoom.us/j/98771821507?pwd=eHptc2RzaXphQ1RnZldlSWdicWp4dz09>

Meeting ID: 987 7182 1507 **Passcode:** 824734

By phone: +1 929 205 6099 US (New York) **Meeting ID:** 987 7182 1507

- I. Call to Order- Mr. Patrick Royce, Chair
- II. Introductions/Attendance Recorded
- III. Review of the March 18, 2022, Meeting Minutes
 - a. **Motion:** To approve the March 18, 2022, Meeting Minutes
- IV. Budget Presentation- Ms. Alisha Carpino
- V. Flood Update
- VI. Facilities Update- Mr. Michael Grennon (Time Permitting)
- VII. IT Update- Mr. Gabriel Beltran (Time Permitting)
- VIII. Upcoming Facilities & Finance/ BOT Committee Meetings
 - a. Thursday, April 21, 2022- *Board of Trustees Budget Presentation*
 - b. Thursday, April 27, 2022- *Board of Trustees Budget Approval*
 - c. Friday, May 20, 2022
 - d. Friday, June 17, 2022
- IX. Timely Topics as identified by the Chair and/or ED
- X. Adjournment



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Facilities and Finance Committee Meeting Agenda

<https://akfcs-org.zoom.us/j/98983268038?pwd=R1dyaGJwMEM5Q2M4cHJXUk5YNTc0UT09>

Friday, March 18, 2022, 8:00 a.m. DIGITAL MEETING

Meeting ID: 989 8326 8038 **Passcode:** 840857

By phone: +1 929 205 6099 **Meeting ID:** 989 8326 8038

- I. Call to Order- Mr. Patrick Royce, Chair
- II. Introductions/Attendance Recorded
- III. Review of the February 18, 2022, Meeting Minutes
 - a. **Motion:** To approve the February 18, 2022, Meeting Minutes
- IV. Salary Scale Presentation- Mr. Benjamin Reilly & Ms. Alisha Carpino
- V. Flood Update
 - a. Insurance- Ms. Carpino
 - b. Renovations- Mr. Michael Grennon
 - c. Service Master- Ms. Heidi Paluk
- VI. Financial Reports- Ms. Alisha Carpino
- VII. Facilities Update- Mr. Michael Grennon (Time Permitting)
- VIII. IT Update- Mr. Gabriel Beltran (Time Permitting)
- IX. Upcoming Facilities & Finance/BOT Committee Meetings
 - a. Wednesday, April 13, 2022
 - b. Thursday, April 21, 2022- Board of Trustees Budget Presentation
 - c. Thursday, April 27, 2022- Board of Trustees Budget Approval
 - d. Friday, May 20, 2022
- X. Adjournment



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Facilities and Finance Committee Meeting Minutes- DRAFT

<https://akfcs-org.zoom.us/j/98983268038?pwd=R1dyaGJwMEM5Q2M4cHJXUk5YNTc0UT09>

Friday, March 18, 2022, 8:00 a.m. DIGITAL MEETING

Meeting ID: 989 8326 8038 **Passcode:** 840857

By phone: +1 929 205 6099 **Meeting ID:** 989 8326 8038

The meeting was called to order by Mr. Patrick Royce. The attendance was recorded and is attached.

Mr. Royce opened the meeting at 8:02 a.m. Mr. Royce asked the Committee to review the Meeting Minutes from February 18, 2022. Upon their review, Mr. Royce asked for a motion to approve the minutes from February 18, 2022, Facilities & Finance Meetings. Ms. Zagabe-Ndiku made the motion, it was seconded by Ms. Blue. A roll call vote was taken to which Ms. Blue abstained as she was not present for that meeting. The meeting notes were approved.

Flood Update

Ms. Carpino began by explaining that Abby Kelley has the national flood program which is costly and does not provide the best coverage possible. The research was done and it was determined that while the new possible coverage does not add additional coverage to what we currently have, it is significantly cheaper. Information has been shared with that company and they are currently reviewing past claims of the school and will decide. Mr. Grennon provided an update on the meeting that is scheduled for BlueSky on Monday, March 21, 2022, which will begin the process of the ES basement renovations.

Mr. Royce inquired about any flood mitigation work that would be done to which Ms. Paluk explained that a company has not been brought in to discuss that at the moment. Ms. Paluk explained that in the meeting, she would discuss how the basement was going to be rebuilt to avoid further damage from future flooding.

Service Master provided no documentation to inform the school of the scope of work that was going to be done, according to Ms. Paluk. it was also noted that many conversations took place between August to



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

October that did not involve anyone from Abby Kelley and because all of the work is not covered under the insurance, there is a very significant bill left under the responsibility of Abby Kelley. Mr. Royce inquired about whether it would be feasible to involve counsel at this step to which Ms. Paluk agreed.

While the amount that is the responsibility of Abby Kelley has not fully been determined, it was noted that even with the policy of \$500,000, only \$180,000 of it was covered for both the demolition and rebuild. The lack of communication between the agents, adjuster, and the school caused further confusion and it was determined that counsel would be the next step along with the potential of a letter being sent to the claims department head informing them this claims process was not done in good faith.

Salary Scale Presentation

Ms. Carpino provided a brief overview of the work that has been taking place since November. The co-chair of the committee, Mr. Benjamin Reilly, worked with a committee composed of different teachers from each school to come up with a salary scale that will be a stepping stone for future discussions. Ms. Carpino noted that this would be presented again during the budget meeting to demonstrate how this will work within the budget.

Mr. Reilly began by informing the committee members that the salary has not been adjusted in at least 6 years while the industry standard has been to update the salary scale every year by about 2% to account for inflation. With the standard increase of 2%, it was noted that teachers with a bachelor's degree would be paid about 13% more, while teachers with a master's degree would be paid about 14.5% more. This has also caused many people to accept jobs and then turn them down for a position that is paying them more, placing Abby Kelley in the difficult position of not being able to be competitive enough to retain teachers.

Mr. Reilly explained that every K-12 school in the district was compared to Abby Kelley based on enrollment, number of teachers, and population data, of which 100 out of the 220 distinct districts were researched. 84/100 had teacher contracts available online and 22 out of 84 were deemed recent enough to use. Based on that comparison that was done, it was noted that the cost of living averaged 1.85% and the average number of steps was 13.36, while Abby Kelley currently has 25 steps, and the average starting salary was 20% higher than our starting salary for the bachelors. The salary scale committee determined that based on the research, several actions would need to take place such as an increase in the starting salary, reducing the number



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

of steps, and increasing the difference between each step, resulting in more significant yearly raises. The current salary scale for Abby Kelley was at \$40,000 when the average was \$50,000 and yearly increases were small, between 2%-3%.

With this information in hand, the suggestions from the salary scale committee were to increase the starting salary to \$47,000, which is still below standard but a step forward. It was also determined that the number of steps should be decreased from 25 to 15, which is also above standard and each step increase would come with a 3.5% raise. There would be a 6% increase for the first 2 lane changes and any lane changes after the masters is a 3% increase. With these new proposals, we would still be behind the average amounts by 5%. The budget would be reviewed yearly and a salary scale committee would meet yearly while reviewing the schools' competitiveness every 3 years.

Ms. Carpino explained that a ten-year trend of information was used to create the three-year projection and that was done to ensure that the salary scale could be sustained. Because of this, Ms. Carpino explained that no one-time funds were used in building the scale and the salary scale was forecasted with no retirements and no turnover so the projection would be higher. There were also no changes to federal or state grants going forward and kept in the state every year. Ms. Carpino noted that the budget advisory committee would consist of two instructional staff from each school which the Faculty council would nominate. At the end of the scale where the staff would max out on their raises, there would be a longevity bonus that would allow for staff to be able to stay current with the cost of living challenges.

Based on the budget calculations from Ms. Carpino, each year would be about a \$700,000 increase in teachers' salaries and this was done to make sure that we did not outpace ourselves with this projection. The salary scale update would allow our teachers to be paid a salary that is much closer to the industry standard, making Abby Kelley more competitive in attracting qualified teachers and staff. The salary scale would also have predictable and significant raises every year, allowing for better retention of staff.

Mr. Royce inquired about obtaining a list of the 22 schools that were used for comparison as he wanted to use that to compare the cost of living, stating that it would be more expensive to live in Boston as opposed to Worcester. Mr. Royce also asked for clarification on teachers not receiving a salary scale adjustment in 6 years,

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

to which it was explained that there was an adjustment two years ago in which everyone skipped one level and there was a 1% adjustment through all the levels but an actual standard increase was not done in the past 6 years. It was also noted that while teachers do receive step increases, it does not include the cost of living changes.

Ms. Blue inquired about the current longevity bonus and whether there was a plan in place for it to which Ms. Carpino explained that while there was no document in place, this has been something that has been done even by her predecessor once the teacher no longer qualifies for the yearly raises. Mr. Royce also inquired about where the teachers reside and it was noted that there were not many teachers with bachelor's degrees due to not having a competitive salary scale among other institutions. Ms. Zagabe-Ndiku also inquired about whether there would be space to increase the starting scale as it is still below standard and the hiring of teachers has become difficult but is critical to which Ms. Carpino explained that while she agrees that this is not enough, it is currently what fits. She also explained that this is just a starting point and would be looking at other ways to increase the lines of revenue, which would allow for more salary increases. Ms. Zagabe-Ndiku then inquired about finding grants that support a hiring bonus which would allow for the budget to remain the same to which Ms. Carpino explained that a bonus was provided last year and there would also be a 2% bonus being given in May.

Ms. Paluk stated that there is money available for teacher diversification that does go towards helping to pay for classes and other items but it is focused on diverse teachers. It was noted that the application was not submitted this year due to the lack of structure in place that would have supported that. She explained that there were systemic changes that needed to take place for the recruitment of teachers who may not have had a traditional path into education and to also support them with additional financial compensation. Ms. Blue also inquired about the current grants and whether any of them could be influenced in terms of requesting them on our end from a proposal standpoint to which Ms. Carpino explained that Ms. Vigneux has done an incredible job of finding grants for budget items that were included so it allows for the grant monies to open space in the budget.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Mr. Royce inquired about whether the incentives were properly aligned with the needs of the school to which Ms. Caprino explained that the first three lanes were the ones that had the most increase and that more steps allowed for staff to have the incentive to advance their education. It was also noted that the longevity bonus was a great way to retain staff. Ms. Blue also noted that it would be a good idea to see a grid to see where all the salaries land and create an overall district goal of receiving incentives.

Financial Report

Ms. Carpino began by stating that we are under the budget for the revenue from state sources. It was also noted by Ms. Carpino that the revenue was reduced by 7% and she is in touch with DESE to figure out the mistake if there was one. The Regional Transportation payment has also not been received yet so there is a difference showing as it comes later in the year. The in-district transportation is also reporting under budget by \$94,000 due to issues such as snow days and the lack of education outings due to the pandemic. The cost of gas has also increased so gas adjustment invoices have been sent, costing about \$4000.00 and it is currently being watched. The federal grant funding is also above the budgeted number and a \$200,000 ELA curriculum was received, along with a grant for \$61,000 for social, emotional, and mental health. Staffing costs and salaries are under budget by 2% and there are 3 open full-time positions at the moment.

The current benefits are under budget at 9% and based on a meeting with Ken, it was advised to budget at 9% again to be safe. A \$60,000 refund was received for HRA due to our funding of 25%, which was \$111,000 but any monies not used would be refunded. Ms. Carpino explained that this all put the debt ratio at 1.76%, compared to the required ratio of 1.15%.

Mr. Royce exited the meeting at 9:28 a.m. and Ms. Blue headed the remaining portion of the meeting.

Facilities Update

Mr. Grennon noted that there were outside cameras added outside of the middle school and the warehouse cameras are being completed at the high school. Ms. Blue inquired about having a document put together providing an overview of the different projects being completed.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

IT Update

Mr. Beltran began by stating that the main issues are still the Chromebooks and new Chromebooks being rolled out to the students and staff. The exterior cameras that were placed are now being backed up in case something were to happen to the server. Mr. Beltran also noted that updates have been done on many of the Chromebooks as they were not up-to-date and they have also been working on implementing an inventory system by next month. It was also explained that there was still a nationwide toner shortage and they were reviewing if the number of copier machines and printers were necessary in terms of cost and supply shortages.

Mr. Beltran implored everyone to think about the supplies that the teachers may need and use that information to strategically plan the devices that would be needed such as the projectors and Chromebooks as it is impacting how the students are expected to do their work.

Ms. Blue asked for a motion to adjourn the meeting. The motion was made by Ms. Zagabe-Ndiku and seconded by Ms. Blue. The meeting was adjourned at 9:45 a.m.



Abby Kelley Foster Charter Public School
10 New Bond Street Worcester, MA 01606
Phone: (508) 854-8400 Fax: (508) 854-8484
www.akfcs.org

Facilities and Finance Committee Meeting Agenda

Wednesday, April 13, 2022, 8:00 a.m. DIGITAL MEETING-DRAFT

<https://akfcs-org.zoom.us/j/98771821507?pwd=eHptc2RzaXphQ1RnZldlSWdicWp4dz09>

Meeting ID: 987 7182 1507 **Passcode:** 824734

By phone: +1 929 205 6099 US (New York) **Meeting ID:** 987 7182 1507

The meeting was called to order by Mr. Patrick Royce. The attendance was recorded and is attached.

Mr. Royce opened the meeting at 8:02 a.m. Mr. Royce asked the Committee to review the Meeting Minutes from March 18, 2022. Upon their review, Mr. Royce asked for a motion to approve the minutes from March 18, 2022, Facilities & Finance Meetings. Ms. Zagabe-Ndiku made the motion; Ms. Blue seconded it. A roll call vote was taken, and the meeting notes were approved.

Budget Presentation

Ms. Carpino began by stating that the budget for next year puts us at a gain of \$307,000. A six percent (6%) increase was budgeted for revenue and state sources, and the state grant has been kept at \$50,000. Revenue from federal sources was kept the same as notifications about the federal funding next year are not sent out until August. Meal revenue was budgeted for \$650,000, and an application for CIP has been submitted to assist with free lunches for the students.

An E-rate amount of \$30,000 has been placed in the budget as that is a guaranteed amount, but that amount may increase. An increase in next year's budget will be seen due to athletic fees. Next year, the middle school will offer athletics, which accounts for the rise. Ms. Blue inquired about a program where students who required assistance with the athletic costs could apply. Ms. Carpino stated that there was no official document about that policy. It was being done on a case-by-case basis.

An eight percent (8%) increase will be seen in the salary, leadership, and administration section of the budget due to regular raises and the hiring of an IT director, and IT support is included. Legal services were kept the same as \$50,000 has been spent to date, and this covers all of the legal services provided to Abby

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Kelley. The IT budget has also increased due to the demands of the school, such as projectors and computers, and Administrative expenses have increased due to condensing subscriptions and memberships in the workplace to save money. Board spending has also been added to the budget to assist with costs. Ms. Carpino also explained the steps to clean the budget and remove outdated data.

Instructional Salaries will see a thirteen percent (13%) increase due to the salary scale increase. Ms. Caprino informed the Committee that this increase would be sustainable as no one-time funds were used in the projection. Because of grants received, the instructional initiatives category was broken down to reflect zero, and the types have been moved to the proper places in the budget. It was noted that this budget item has existed in last year's budget but has been broken down more specifically in this year's budget. Pupil services, including the salaries for other student services, will not significantly increase as the regular raises and a small percentage of the increase to the salary scale.

The cleaning company and snow removal company have been put out for bid this year. A seven percent (7%) increase will be seen in transportation due to contract changes, supplemental fuel bills, and school activities. There will be a 2% increase in food services as more students are served. Food is being brought in currently, but the kitchen staff will begin cooking for the students. Because the athletic department underspent, there was no need to increase the budget, and it was kept at \$200,000. Maintenance operations will see an eight percent (8%) decrease due to the cleaning company's changes. Maintenance has been budgeted for \$200,000, and there has been a decrease in supplies as we are no longer buying the same amount of masks and equipment to deal with the pandemic.

Insurance increased by three percent (3%). Health insurance was less than projected, so there was a one percent (1%) decrease. Staff retention also decreased due to bonuses being removed from the category, leaving money for activities such as teacher appreciation week and holidays.

Mr. Royce commended Ms. Carpino on the work on the budget this year and on incorporating the updated salary scale into the budget. Ms. Carpino explained that contracted services it was composed of accounting and audit fees and professional fees. Ms. Blue inquired about the category titled other administrative expenses, which Ms. Carpino described housed the different subscriptions and memberships and currently has \$100,000. There was some discussion about breaking down categories differently and keeping things separate.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Ms. Carpino also suggested tracking the Board spending on the back-end to assist with creating the budget based on their spending habits.

Ms. Zagabe-Ndiku inquired about whether any issues would arise if we did not receive Covid monies, to which Ms. Carpino stated that we would be able to sustain without it. Mr. Royce inquired whether it made sense to show the specific areas where the ESSR funds are going to which Ms. Carpino stated she would provide a narrative to make clear all of this information. Ms. Zagabe-Ndiku also inquired about the Foundation monies received and the line item that it falls under, and it was explained that it is not included as some of the funds come directly to the school and not the Foundation. Ms. Blue inquired about the monies categorized under the other revenue categories. Ms. Carpino explained that it houses monies that may come in for field trips, facilities rentals, reimbursements, and any additional funds that do not fall under a specific category.

Ms. Blue suggested adding the principals as advisors to the committee that Ms. Carpino has established to obtain feedback and to also include in the document to show inclusivity. Mr. Royce also spoke on the bond interest rates, fixed until June 2023 and reset. According to Mr. Royce, the concern is that because we are in a rising interest rate period, it was suggested to fix the interest rate for the remaining time through 2028 to 3.5%, which is when the bonds would mature. There would be a prepayment penalty, according to Mr. Royce, if we were to choose that option, but it is well worth the risk. Mr. Royce explained that an official vote would be taken at the Board of Trustees meeting to finalize it.

Flood Update

Ms. Carpino explained that an engineer would be at the middle school to evaluate the work that needs to be done to prevent the flooding or have measurements in place to assist with cleaning up the water that may come in.

IT Update

Mr. Beltran explained that 385 tasks had been resolved, and new batches of IDs had been issued to students. An asset management software has been connected; therefore, devices such as the printers, computers, and servers will be housed there. Mr. Beltran also noted that they were looking into another software system as the current one, Rediker, is outdated. This is expected to take a year to implement. An app store has been added for teachers and eventually will be added for students, which will help in the future. All district admins have



Abby Kelley Foster Charter Public School

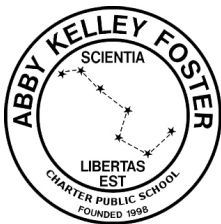
10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

received new laptops and screens. Mr. Royce requested an update on the status of the IT infrastructure and where we stand at the next meeting, which Mr. Beltran stated would not be a problem.

Mr. Royce asked for a motion to adjourn the meeting. The motion was made by Ms. Zagabe-Ndiku and seconded by Ms. Blue. The meeting was adjourned at 9:45 a.m.



ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

May 19, 2022

Notes to Draft Financial Statements dated April 2022:

Attached are unaudited financial statements for the 10-month period ending April 30, 2022.

Following are explanations of various budget items and variances:

Revenue from State Sources- The actual for our tuition and transportation payments is \$92,709 above the budgeted amount. We are seeing an upward trend again as DESE has increased our monthly payments to make up for what was missed during the winter months. This will put us above the budgeted amount as tuition revenue is expected to be higher than budgeted.

In District Transportation- Costs related to this are below the budgeted number by \$34,156. This is due to days we have had no school and spending on transportation-related to special education, sports, and field trips being lower than budgeted to date. I do want to note that with the increase in gas prices, AA Transportation bills for fuel adjustment on a monthly basis depending on the price of diesel fuel and in correlation to the standards outlined within the contract.

Federal Grant Funding- The actual here continues to be above the budgeted number. This is due to receiving extra grant funding that wasn't anticipated in the Title I grant and competitive federal grants that were received totaling over \$300,000.

Staffing Costs- Salaries are showing at \$70,078 over budget. This is due to bonuses being paid. This was budgeted under other administrative expenses in the staff retention line. When taking this into consideration it puts salaries under the budgeted amount.

Benefits and Other Fixed Charges - For FY22 we decided to stay with BCBS. This was budgeted at a 5%-9% increase based on information received from HRK. We ended up being able to renew at a 3% increase and this will give us significant savings from what we projected the cost to be. Due to this, the expense continues to be under the budgeted amount. Abby Kelly has also received a \$60,000 refund for unused HRA funds from last year.

Financing- The FY22 Debt Service Coverage Ratio is 2.07:1, compared to a required ratio of 1.15:1.

**Abby Kelley Foster Charter Public School
Statement of Activities - Unaudited
July 2021 - April 2022**

	Actual	Budgeted		Budgeted	
	July 1, 2021- Apr 28, 2022	July 1, 2021- Apr 28, 2022	YTD Budget Variance as of Apr 28, 2021	Total Fiscal Year 2022	YTD Budget Variance Percentage
Operating Revenues:					
Revenue from State Sources	18,478,810.00	18,386,101.40	92,708.60	22,063,321.68	1%
State Grants	12,500.01	-	12,500.01	-	
Revenue from Federal Sources	2,398,023.50	2,159,948.30	238,075.20	2,591,937.96	11%
Meal Program Revenues	770,303.04	541,666.70	228,636.34	650,000.04	42%
AKFCS Educational Foundation Funding	1,723.75	16,666.70	(14,942.95)	20,000.04	-90%
E-Rate Reimbursement	2,611.20	25,000.00	(22,388.80)	30,000.00	-90%
Other Revenues	104,845.41	112,500.10	(7,654.69)	135,000.12	-7%
Total Revenue	21,768,816.91	21,241,883.20	526,933.71	25,490,259.84	2%
Operating Expenses:					
Administration:					
Salaries- Leadership & Administration	734,731.00	741,109.70	(6,378.70)	889,331.64	-1%
Contracted Services- District	131,895.66	184,800.00	(52,904.34)	221,760.00	-29%
Contracted Services- Legal	59,150.31	62,500.00	(3,349.69)	75,000.00	-5%
Information Management & Technology	242,573.77	120,000.04	122,573.73	144,000.04	102%
Recruitment & Advertising	21,385.25	18,750.04	2,635.21	22,500.04	14%
Other Administrative Expenses	96,424.09	472,515.66	(376,091.57)	567,018.76	-80%
Depreciation	10,125.00	71,823.50	(61,698.50)	86,188.20	-86%
Total Administration	1,296,285.08	1,671,498.94	(375,213.86)	2,005,798.68	-19%
Instructional Services:					
Salaries- Instructional	9,453,307.63	9,748,392.34	(295,084.71)	11,698,070.88	-3%
Contracted Services- Instructional	219,317.17	191,749.90	27,567.27	230,099.88	14%
Professional Development	50,536.25	117,250.10	(66,713.85)	140,700.12	-57%
Supplies & Materials	243,240.49	224,756.50	18,483.99	269,707.88	8%
International Baccalaureate Program	45,216.41	41,188.90	4,027.51	49,426.68	10%
Depreciation	103,380.40	138,140.00	(34,759.60)	165,768.00	-25%
Total Instructional Services	10,114,998.35	10,461,477.74	(346,479.39)	12,553,773.44	-3%
Pupil Services-Other					
Salaries- Other Student Services	973,841.83	566,393.50	407,448.33	679,672.20	72%
Student Transportation	1,096,337.19	1,130,493.50	(34,156.31)	1,356,592.20	-3%
Food Services	509,437.66	386,340.20	123,097.46	463,608.24	32%
Nursing Supplies	1,245.32	5,000.10	(3,754.78)	6,000.12	-75%
Athletic Programs	137,408.53	169,155.50	(31,746.97)	202,986.60	-19%
Translations	12,690.22	25,000.00	(12,309.78)	30,000.00	-49%
Other Student Services	50,268.60	588,041.80	(537,773.20)	705,650.16	-91%
Total Pupil Services	2,781,229.35	2,870,424.60	(89,195.25)	3,444,509.52	-3%
Operation and Maintenance of Plant:					
Salaries	303,838.77	339,745.80	(35,907.03)	407,694.96	-11%
Contracted Cleaning Costs	211,370.00	-	211,370.00	-	
Maintenance of Buildings, Grounds & Equipment	589,656.25	613,153.30	(23,497.05)	735,783.96	-4%
Environmental Costs	-	-	-	-	
Utilities	672,611.57	725,028.30	(52,416.73)	870,033.96	-7%
Depreciation	1,170,696.60	1,210,643.70	(39,947.10)	1,452,772.44	-3%
Total Operation & Maintenance of Plant	2,948,173.19	2,888,571.10	59,602.09	3,466,285.32	2%
Benefits and Other Fixed Charges					
Retirement & Fringe Benefits	2,021,380.06	2,417,929.40	(396,549.34)	2,901,515.28	-16%
Rental/Lease of Buildings, Grounds & Equipment	92,851.70	70,000.00	22,851.70	84,000.00	33%
Insurance (non-employee)	128,158.64	128,534.00	(375.36)	154,240.83	0%
Total Benefits and Other Fixed Charges	2,242,390.40	2,616,463.40	(374,073.00)	3,139,756.11	-12%
Total Operating Expenses	19,383,076.37	20,508,435.78	(1,125,359.41)	24,610,123.07	-5%
Non-Operating Expenses:					
Interest Expense- Long Term Debt	516,876.37	572,266.30	(55,389.93)	686,719.56	-10%
MDFA Guaranty Fee/Letter of Credit Fee	-	2,500.00	(2,500.00)	3,000.00	-100%
Total Non-Operating Expenses	516,876.37	574,766.30	(57,889.93)	689,719.56	-8%
Non-Operating Revenue:					
Interest Income	3,407.24	2,500.00	907.24	3,000.00	36%
Total Non-Operating Revenue	3,407.24	2,500.00	907.24	3,000.00	30%
Total Expenses	19,899,952.74	21,083,202.08	(1,183,249.34)	25,299,842.63	-5%
Change in Net Position	1,872,271.41	161,181.12	1,711,090.29	193,417.21	885%

Abby Kelley Foster Charter Public School
Statement of Cash Flows (unaudited)
July 1, 2021 thru April 30, 2021

OPERATING ACTIVITIES

Change in Net Position	1,870,370.59
Adjustments to reconcile Net Income to net cash provided by Operations:	
Accounts Receivable	(1,419,514.88)
Prepaid Expenses	(35,062.68)
Accounts Payable	225,140.94
Fundraising Liabilities	42,336.67
Accrued Payroll Related Liabilities	396,307.40
Accrued Interest and Bond Costs	(58,150.18)
Accrued Environmental Expenses	(588,407.72)
Other Accrued Expenses	(4,468.67)
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	(1,441,819.12)
Net cash provided by operating activities	428,551.47

INVESTING ACTIVITIES

Building Improvements	983,306.70
Buildings	0.00
Computers & Peripherals	56,032.20
Construction in Progress	(517,371.26)
FF&E	228,413.40
Land Improvements	8,226.40
Textbooks & Other Instructional	8,223.30
Net cash provided by investing activities	766,830.74

FINANCING ACTIVITIES

Principal Payments for Bond Payable	(538,653.54)
Amortization of Bond Costs	0.00
Net cash provided by financing activities	(538,653.54)

Net cash increase (decrease) for period (7/1/2021-4/30/2022)	656,728.67
Cash Balance @ Beginning of Period (7/1/2021)- unrestricted	8,941,531.15
Cash Balance @ End of Period (4/30/2022)- unrestricted	9,598,259.82

Abby Kelley Foster Charter Public School
Statement of Net Position
As of April 30, 2022

	Total			
	As of Apr 30, 2022	As of Apr 30, 2021 (PY)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts	9,598,259.82	8,495,463.18	1,102,796.64	12.98%
Accounts Receivable	24,576.09	14,333.33	10,242.76	71.46%
Other Current Assets	1,698,587.34	975,377.71	723,209.63	74.15%
Total Current Assets	\$ 11,321,423.25	\$ 9,485,174.22	\$ 1,836,249.03	19.36%
Fixed Assets	36,380,313.98	37,530,528.70	-1,150,214.72	-3.06%
Other Assets	0.00	0.00	0.00	
TOTAL ASSETS	\$ 47,701,737.23	\$ 47,015,702.92	\$ 686,034.31	1.46%
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable	369,064.05	488,039.99	-118,975.94	-24.38%
Credit Cards	74.65	9,318.67	-9,244.02	-99.20%
Other Current Liabilities	3,713,039.62	3,382,291.36	330,748.26	9.78%
Total Current Liabilities	\$ 4,082,178.32	\$ 3,879,650.02	\$ 202,528.30	5.22%
Long-Term Liabilities	18,177,142.32	19,339,566.39	-1,162,424.07	-6.01%
Total Liabilities	\$ 22,259,320.64	\$ 23,219,216.41	-\$ 959,895.77	-4.13%
Equity	25,442,416.59	23,796,486.51	1,645,930.08	6.92%
TOTAL LIABILITIES AND EQUITY	\$ 47,701,737.23	\$ 47,015,702.92	\$ 686,034.31	1.46%

**Abby Kelley Foster Charter Public School
Middlesex Savings Bank
Covenant Compliance Certificate
For the Period Ending April 30, 2022 (unaudited)**

Debt Service Coverage Ratio: Tested Semi-Annually

CASH FLOW AVAILABLE FOR DEBT SERVICE:

Change in Net Position	\$ 1,872,271
<i>Plus:</i>	
Depreciation	\$ 1,284,202
Amortization	\$ -
Interest Expense	\$ 516,876
<i>Minus/Plus:</i>	
Unrealized Gains/(Losses) on Investments	
Extraordinary Gains/(Losses)	
Net Operating Cash Flow	<u>\$ 3,673,350</u>

DEBT SERVICE:

Interest Expense	\$ 516,876
Current Maturities of Long Term Debt (ytd)	<u>\$ 1,254,563</u>
Total Debt Service	<u>\$ 1,771,440</u>
 Required Ratio	 1.15
Actual Ratio (unaudited YTD)	2.07
Compliance	yes

Abby Kelley Foster Charter Public School
Check Detail
February 2022 - April 2022

Date	Transaction Type	Name	Memo/Description	Amount
02/01/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Inv #CDIM/1254732	-1,883.13
02/01/2022	Expense	Daniels, Bryan	DEP RETURN CHARGEBACK - Bounced Check	-80.00
02/01/2022	Expense	Daniels, Bryan	DEP RETURN FEE - Bounced check	-20.00
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-9,921.90
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-13,908.85
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-11,140.49
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-153,177.12
02/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157127Jan22	-96,709.40
02/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157466Jan22	-71,390.82
02/02/2022	Expense	Blue Cross Blue Shield of MA	February 2022 Vision	-1,495.58
02/02/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 4bf1505d21fe96	-4,993.00
02/03/2022	Bill Payment (Check)	City of Worcester - Fire Prevention		-115.00
02/04/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-189.44
02/04/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Multiple invoices	-2,256.52
02/04/2022	Bill Payment (Check)	Addchieve	Inv #1143	-600.00
02/04/2022	Bill Payment (Check)	Arnold, Todd	Inv #1/26/22Basketball	-66.00
02/04/2022	Bill Payment (Check)	Atlantic Charter Insurance Company	Inv #335350	-5,486.00
02/04/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197657	-825.12
02/04/2022	Bill Payment (Check)	Frontline Technologies Group LLC	Inv #INVEP13679	-794.28
02/04/2022	Bill Payment (Check)	Joanne Grzembski	Inv #1/26/22 Basketball	-66.00
02/04/2022	Bill Payment (Check)	Ken Janulewicz	Inv #1/26/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Kid Inspired Classroom	Inv #INV000141	-79.99
02/04/2022	Bill Payment (Check)	Learn Well	Inv #INV90547	-89.02
02/04/2022	Bill Payment (Check)	McDonald, Renee	Inv #ClassroomSupplies	-131.52
02/04/2022	Bill Payment (Check)	National Center for Youth Issues	Inv #MASCA Conference	-145.00
02/04/2022	Bill Payment (Check)	Peter Saucier	Inv #1/24/22Basketball	-66.00
02/04/2022	Bill Payment (Check)	Quadiant Leasing USA Inc	Inv #N9250572	-1,325.07
02/04/2022	Bill Payment (Check)	Rasmussen, Marci	Inv #MS Faulty Room	-219.20
02/04/2022	Bill Payment (Check)	REPUBLIC SERVICES	Acct #309540019731 - Inv #0954-002066332	-3,803.38
02/04/2022	Bill Payment (Check)	Rubin and Rudman, LLP	Inv #603289	-1,593.75
02/04/2022	Bill Payment (Check)	Sanchez, Rigo	Inv #1/28/2022Basketball	-90.00
02/04/2022	Bill Payment (Check)	Sanders, Bobby	Inv #1/26/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Simarrian, Brett	Inv #1/24/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3497962587	-719.80
02/04/2022	Bill Payment (Check)	Storm Valery	Inv #1/24/22Basketball	-66.00
02/04/2022	Bill Payment (Check)	Tomasetta, Nicholas	Inv #1/28/2022Basketball	-90.00
02/04/2022	Bill Payment (Check)	Tri County Athletics	Inv #Winter Invitational	-100.00
02/04/2022	Bill Payment (Check)	Valery, George	Inv #1/24/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Tri County Athletics	Inv #Winter Invitational	-100.00
02/04/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	- Multiple invoices (details on stub)	-11,309.26
02/04/2022	Bill Payment (Check)	Charlton Oil Company	Inv #1303305	-2,539.27
02/04/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11800	-3,888.00
02/04/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #1639 370010Dec8-Jan11	-1,982.53
02/04/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Inv #28458270023Jan22	-13,922.97
02/04/2022	Bill Payment (Check)	Eversource (formerly NSTAR-1638- MS)	Acct #16382880025 - Inv #163800250025Dec8-Jan1	-6,537.06
02/04/2022	Bill Payment (Check)	Gordon Foodservice	Inv #216259469	-611.21
02/04/2022	Bill Payment (Check)	Graybar	Inv #9325235955	-3,587.44
02/04/2022	Bill Payment (Check)	MakeMusic, Inc.	Inv #NY3Z-HH5X	-279.80
02/04/2022	Bill Payment (Check)	Next Gen Supply Group	Inv #279070-02	-643.24
02/04/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4326	-40,938.92
02/04/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Voided - Acct # AKFCS - Inv #1121-T20	0.00
02/07/2022	Expense	USABLE Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-5,953.70
02/10/2022	Bill Payment (Check)	Bethlyn Ramautar	# ED Search Lunch	-100.00
02/10/2022	Expense	M.T.R.S.	External Withdrawal MTRS - P External Withdrawal MTRS - Payment REF*AA*01202203262	-88,446.81
02/11/2022	Bill Payment (Check)	Institute for Multi-Sensory Education	Multiple invoices (details on stub)	-2,550.00
02/11/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197744	-1,031.40
02/11/2022	Bill Payment (Check)	DePasse, Leo	Inv #2/2/22Basketball	-132.00
02/11/2022	Bill Payment (Check)	Facilities Management & Maintenance, Inc.	Inv #38298	-21,137.33
02/11/2022	Bill Payment (Check)	Graf, Alex	Inv #2/2/22Basketball	-90.00
02/11/2022	Bill Payment (Check)	McCarthy, Ryan	Inv #2/2/22Basketball	-90.00
02/11/2022	Bill Payment (Check)	Melissa Couepel	Inv #1/24-2/4/2022	-82.71
02/11/2022	Bill Payment (Check)	PSAT/ NMSQT	Inv #382290120A	-514.00
02/14/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING ed9372be105143	-4,003.25
02/15/2022	Bill Payment (Check)	Gurney Water Treatment NE	Multiple invoices (details on stub)	-562.75
02/15/2022	Bill Payment (Check)	Citizens Bank	Inv #5530950000014104Feb2	-7,634.45
02/15/2022	Bill Payment (Check)	Cogent	Inv #ABBYKELL00001Feb22	-3,264.00
02/15/2022	Bill Payment (Check)	Duva Distributors	Inv #20036538	-57.50

02/15/2022	Bill Payment (Check)	Jeffrey Niedjadlik	Inv #2/2/22Basketball	-132.00
02/15/2022	Bill Payment (Check)	Maid-Rite Specialty Foods, LLC	Inv #28319189	-201.60
02/15/2022	Bill Payment (Check)	Mansfield Paper Company, Inc.	Acct #2355 - Inv #451907	-1,207.80
02/15/2022	Bill Payment (Check)	National Grid 38928-53023	Inv #38928-53023Jan6-Feb4	-6,163.98
02/15/2022	Bill Payment (Check)	National Grid 69923-82006	Inv #69923-82006Jan6-Feb4	-8,744.83
02/15/2022	Bill Payment (Check)	National Grid-6 New Bond	Acct #3922905023 - Inv #39229-05023Jan10-Feb7	-16,579.45
02/15/2022	Bill Payment (Check)	New England Ice Cream	Voided - Inv #5512203408	0.00
02/15/2022	Bill Payment (Check)	Sal's Pizza	Inv #0118503	-343.20
02/15/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14668552	-1,007.18
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3498528686	-14.67
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3498528682	-160.56
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467593	-15.48
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467592	-98.60
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467587	-32.29
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467591	-20.49
02/15/2022	Bill Payment (Check)	Summit Forms	Inv #210930-056	-590.00
02/15/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-16,954.14
02/15/2022	Bill Payment (Check)	Rediker Software, Inc.	Inv #INV-14293	-700.00
02/15/2022	Bill Payment (Check)	Kara LaFond	Voided - Inv #Classroom Supplies	0.00
02/15/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,576.40
02/15/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-3,307.10
02/16/2022	Bill Payment (Check)	Cherry Road Technologies	Inv #ACC-SINV-2022-00117-1	-3,340.68
02/16/2022	Bill Payment (Check)	Promise54	Inv #INV0885	-6,533.34
02/16/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-130,923.20
02/16/2022	Bill Payment (Check)	Service Master By Williams	Inv #Water Damage	-80,000.00
02/17/2022	Bill Payment (Check)	PaySchools	Inv #247632	-11,493.50
02/17/2022	Bill Payment (Check)	Blick Art Materials	Acct #181886 - Inv #7969361	-357.38
02/17/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-6,768.41
02/17/2022	Bill Payment (Check)	Shanley O'Neill		-2,715.28
02/17/2022	Expense	USABLE Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-6,909.71
02/18/2022	Bill Payment (Check)	Martin, Daniel	Multiple invoices (details on stub)	-198.00
02/18/2022	Bill Payment (Check)	Really Good Stuff, Inc	Multiple invoices	-227.26
02/18/2022	Bill Payment (Check)	Teixeira, Joe	Multiple invoices (details on stub)	-198.00
02/18/2022	Bill Payment (Check)	Adam Jakola	Inv #2/3/22Basketball	-156.00
02/18/2022	Bill Payment (Check)	Ashdown Technologies	Inv #118895	-6.50
02/18/2022	Bill Payment (Check)	Caroline Cole	Inv #WISC V - 3 year	-125.00
02/18/2022	Bill Payment (Check)	Charlton Oil Company	Inv #1309754	-1,313.74
02/18/2022	Bill Payment (Check)	Cherry Road Technologies	Inv #ACC-SINV-2022-00251	-3,357.48
02/18/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197835	-825.12
02/18/2022	Bill Payment (Check)	Crystal Rock	Acct #11174381270102 - Inv #1270102 020922	-190.34
02/18/2022	Bill Payment (Check)	Deignan, John	Inv #2/7/22 Basketball	-66.00
02/18/2022	Bill Payment (Check)	DePasse, Leo	Inv #2/7/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	Didonna, Amy	Inv #January 2022	-3,280.00
02/18/2022	Bill Payment (Check)	Earthlink Business/Windstream	Inv #74547000	-460.82
02/18/2022	Bill Payment (Check)	Flinn Scientific Inc	Inv #2677095	-228.00
02/18/2022	Bill Payment (Check)	Gero, Brian	Inv #Staff Breakfast	-82.73
02/18/2022	Bill Payment (Check)	Jimenez, Linetis	Inv #ED Search	-44.76
02/18/2022	Bill Payment (Check)	Kathryn Shrauger	Inv #FY22 PD	-400.00
02/18/2022	Bill Payment (Check)	Keys to Literacy, LLC	Inv #OC0821-16	-208.00
02/18/2022	Bill Payment (Check)	Kuczinski, Wayne	Inv #2/7/22 Basketball	-66.00
02/18/2022	Bill Payment (Check)	Libby, Brian	Inv #2/11/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	Mark Anderson	Inv #2/9/22Basketball	-90.00
02/18/2022	Bill Payment (Check)	Music Theatre International	Inv #9724815	-1,098.50
02/18/2022	Bill Payment (Check)	Nardella Thomas	Inv #Staff Appreciation	-23.64
02/18/2022	Bill Payment (Check)	O'Brien, Jonathan	Inv #2/9/22Basketball	-90.00
02/18/2022	Bill Payment (Check)	Ofring, Daniel	Inv #2/11/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	Packard, Dean	Inv #2/3/22Basketball	-90.00
02/18/2022	Bill Payment (Check)	Ransford Pest Control	Inv #435263	-150.00
02/18/2022	Bill Payment (Check)	Roy, Sarah	Inv #ES Art	-294.04
02/18/2022	Bill Payment (Check)	Sanchez, Rigo	Inv #2/3/22Basketball	-66.00
02/18/2022	Bill Payment (Check)	Shapiro Educational & Behavioral Consulta	Inv #AK01222S	-8,805.00
02/18/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14706842	-922.28
02/18/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #8065211029	-82.33
02/18/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499930757	-1,068.00
02/18/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499930754	-26.12
02/18/2022	Bill Payment (Check)	Trumble, James	Inv #2/7/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	United Rentals	Inv #202534291-001	-413.36
02/18/2022	Bill Payment (Check)	Wilson Language Training Corp	Acct #ABBYKELL1000 - Inv #1907798	-33.00
02/18/2022	Bill Payment (Check)	YMCA of Central Massachusetts	Inv #CM10013	-695.92
02/18/2022	Bill Payment (Check)	Music & Arts	Multiple invoices	-326.16
02/18/2022	Bill Payment (Check)	French River Ed. System	Inv #11570	-20,626.00
02/18/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4337	-17,632.76
02/23/2022	Bill Payment (Check)	Trane U.S., Inc.	Inv #312373181	-963.00

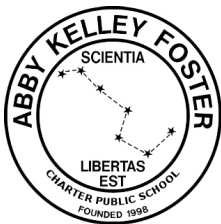
02/23/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-4,602.81
02/23/2022	Bill Payment (Check)	Beltronics, Inc.	Inv #67961	-5,793.00
02/23/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4334	-47,799.73
02/23/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct # 600419881 - Inv #2/15/2022	-486.00
02/24/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Inv #1074244	-785.57
02/25/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING ee1ecfb0f85f4	-4,003.25
02/25/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-4,781.77
02/25/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-26,144.97
02/28/2022	Bill Payment (Check)	Curriculum Associates	Inv #90124775	-1,531.00
02/28/2022	Bill Payment (Check)	UPS	Acct #2830ER - Inv #00002830ER072	-18.03
03/01/2022	Bill Payment (Check)	Music Theatre International	Multiple invoices (details on stub)	-2,105.00
03/01/2022	Bill Payment (Check)	Adam Jakola	Inv #2/14/22Basketball	-90.00
03/01/2022	Bill Payment (Check)	Bienvenido Nieves	Inv #2/14/22Basketball	-66.00
03/01/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197931	-1,031.40
03/01/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #16399370010Jan11-Feb9	-2,701.43
03/01/2022	Bill Payment (Check)	Eversource (formerly NStar-1638- MS)	Acct #16382880025 - Inv #16382880025Jan11-Feb9	-7,855.05
03/01/2022	Bill Payment (Check)	J.W.Pepper	Inv #364068134	-656.95
03/01/2022	Bill Payment (Check)	Jeff Galicki	Inv #2/14/22Basketball	-90.00
03/01/2022	Bill Payment (Check)	Learn Well	Inv #INV91488	-203.50
03/01/2022	Bill Payment (Check)	MATSOL	Inv #2022-211	-40.00
03/01/2022	Bill Payment (Check)	MMEA	Inv #44643	-175.00
03/01/2022	Bill Payment (Check)	MSAA (Mass School Administrators' Assoc	Inv #0022430-IN	-1,045.00
03/01/2022	Bill Payment (Check)	Music & Arts	Inv #INVO30332974	-43.40
03/01/2022	Bill Payment (Check)	Next Gen Supply Group	Inv #301834	-1,082.16
03/01/2022	Bill Payment (Check)	Nick Buoniconti	Inv #2/14/22Basketball	-66.00
03/01/2022	Bill Payment (Check)	Rubin and Rudman, LLP	Inv #604152	-1,125.00
03/01/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14746244	-87.88
03/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3500441483	-23.65
03/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3500441482	-20.12
03/01/2022	Bill Payment (Check)	T. Lee Associates	Inv #02232022	-1,620.00
03/01/2022	Bill Payment (Check)	Verizon	Inv #351413268000197Feb22	-113.88
03/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-13,308.87
03/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-159,496.10
03/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-7,920.03
03/01/2022	Expense	Middlesex Savings Bank	Service Charge Assessed	-58.12
03/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157466Feb 2022	-71,390.82
03/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157127Feb22	-96,709.40
03/02/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 7e0a64fa22abe5	-4,993.00
03/02/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal EBPA LLC - External Withdrawal EBPA LLC - INS PREM	-1,502.98
03/03/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Acct # AKFCS - Inv #1121-T20	-381.03
03/03/2022	Expense	Laro, Shannon	DEP RETURN FEE - Bounced Check	-20.00
03/03/2022	Expense	Laro&Lecuyer Kyle and Shannon	DEP RETURN CHARGEBACK - Bounced Check	-60.00
03/04/2022	Bill Payment (Check)	Charlton Oil Company	Multiple invoices (details on stub)	-3,083.71
03/04/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Multiple invoices	-4,810.16
03/04/2022	Bill Payment (Check)	Addchieve	Inv #1148	-1,800.00
03/04/2022	Bill Payment (Check)	Arnold, Todd	Inv #2/17/2022	-66.00
03/04/2022	Bill Payment (Check)	Bienvenido Nieves	Inv #2/16/2022Basketball	-66.00
03/04/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS198047	-618.84
03/04/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4345	-13,348.96
03/04/2022	Bill Payment (Check)	French River Ed. System	Inv #11572	-500.00
03/04/2022	Bill Payment (Check)	Frontline Technologies Group LLC	Inv #INVESP13876	-586.20
03/04/2022	Bill Payment (Check)	George Naumes	Inv #2/16/2022Basketball	-66.00
03/04/2022	Bill Payment (Check)	Hanover Insurance Co.	Acct #1502972751-001-000 - Inv #1502972751001000Feb22	-487.40
03/04/2022	Bill Payment (Check)	Jeffrey Niedjadlik	Inv #2/17/2022	-90.00
03/04/2022	Bill Payment (Check)	Libby, Brian	Inv #2/16/2022Basketball	-90.00
03/04/2022	Bill Payment (Check)	Mirick O'Connell Attorneys at Law	Inv #529734	-18,612.00
03/04/2022	Bill Payment (Check)	Morse, Brian	Inv #Basketball Sr.Night	-139.86
03/04/2022	Bill Payment (Check)	Nardella Thomas	Inv #Nurse Flowers	-78.90
03/04/2022	Bill Payment (Check)	Next Gen Supply Group	Inv #296502	-158.50
03/04/2022	Bill Payment (Check)	Oftring, Daniel	Inv #2/16/2022Basketball	-90.00
03/04/2022	Bill Payment (Check)	OHI Engineering, Inc	Inv #7034	-2,070.00
03/04/2022	Bill Payment (Check)	Pisano, Kali	Inv #Mote Subscription	-41.44
03/04/2022	Bill Payment (Check)	Prifti, Nicholas	Inv #2/17/2022Basketball	-90.00
03/04/2022	Bill Payment (Check)	Rasmussen, Marci	Inv #FY22 PD	-400.00
03/04/2022	Bill Payment (Check)	Regan, Jessica	Inv #Staff Breakfast	-36.98
03/04/2022	Bill Payment (Check)	REPUBLIC SERVICES	Acct #309540019731 - Inv #0954-002073764	-4,054.38
03/04/2022	Bill Payment (Check)	Sanders, Bobby	Inv #2/17/2022Basketball	-66.00
03/04/2022	Bill Payment (Check)	Simmarano, Michael	Inv #21-22 BB Assignor	-378.00
03/04/2022	Bill Payment (Check)	T Mobile	Inv #970721002Feb2022	-374.58
03/07/2022	Bill Payment (Check)	New England Ice Cream	Inv #5512203408	-384.27
03/07/2022	Bill Payment (Check)	Confianza LLC	Multiple invoices (details on stub)	-500.00
03/07/2022	Bill Payment (Check)	EDS Mechanical Inc	Multiple invoices (details on stub)	-15,642.35
03/07/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Multiple invoices (details on stub)	-15,612.14

03/07/2022	Bill Payment (Check)	Beltronics, Inc.	Inv #67975	-1,275.00
03/07/2022	Bill Payment (Check)	Conca, Kelly	Inv #Website Management	-514.00
03/07/2022	Bill Payment (Check)	Fire Equipment Inc.	Inv #SIN159035	-700.00
03/07/2022	Bill Payment (Check)	Liberty Mutual Insurance	Inv #14180753	-9,126.20
03/07/2022	Expense	USAbLe Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-5,945.19
03/08/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169543	-125.00
03/08/2022	Bill Payment (Check)	Kara LaFond	Inv #Classroom Supplies	-42.47
03/10/2022	Bill Payment (Check)	J.W.Pepper	Multiple invoices	-444.49
03/10/2022	Bill Payment (Check)	Heidi Paluk		-155.12
03/11/2022	Bill Payment (Check)	Really Good Stuff, Inc	Inv #7869778	-467.88
03/11/2022	Bill Payment (Check)	Beltronics, Inc.	Multiple invoices (details on stub)	-7,144.00
03/11/2022	Bill Payment (Check)	City Of Worcester Water/Sewer	Multiple invoices (details on stub)	-3,544.41
03/11/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-588.08
03/11/2022	Bill Payment (Check)	New England Ice Cream	Multiple invoices (details on stub)	-762.21
03/11/2022	Bill Payment (Check)	Wells Fargo Financial Leasing	Voided - Multiple invoices (details on stub)	0.00
03/11/2022	Bill Payment (Check)	AKFCS Booster Club	Inv #Athletic Scholarship	-1,000.00
03/11/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Acct #AKFCS - Inv #0122-T17	-1,412.63
03/11/2022	Bill Payment (Check)	Best Plumbing Specialties, Inc	Inv #6070535	-4,118.35
03/11/2022	Bill Payment (Check)	Bethlyn Ramautar	Inv #Allergy Meals	-22.94
03/11/2022	Bill Payment (Check)	Citizens Bank	Inv #5530950000014104Mar22	-11,762.02
03/11/2022	Bill Payment (Check)	Cogent	Inv #ABBY KELLO0001Mar22	-3,264.00
03/11/2022	Bill Payment (Check)	Conway Technology Group	Inv #IN3276249	-70.00
03/11/2022	Bill Payment (Check)	Curriculum Associates	Inv #90162743	-66.30
03/11/2022	Bill Payment (Check)	Elite Fitness Professionals DBA SLS Fitness	Inv #1	-3,000.00
03/11/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4355	-21,332.67
03/11/2022	Bill Payment (Check)	Facilities Management & Maintenance, Inc.	Inv #38742	-21,137.33
03/11/2022	Bill Payment (Check)	French River Ed. System	Inv #11587	-20,263.00
03/11/2022	Bill Payment (Check)	Joseph's Lock & Safe	Inv #11307	-130.00
03/11/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169545	-125.00
03/11/2022	Bill Payment (Check)	Kush, Peter	Inv #12/15 Basketball JV	-66.00
03/11/2022	Bill Payment (Check)	Lesley University Center for Math Achieve	Inv #CMA 1815-11012103	-1,509.91
03/11/2022	Bill Payment (Check)	Meaghan Culkeen	Inv #Musical Supplies	-652.72
03/11/2022	Bill Payment (Check)	Melissa Couepel	Inv #2/7-3/4/2022	-119.47
03/11/2022	Bill Payment (Check)	Morse Bros LLC	Inv #3826	-9,775.00
03/11/2022	Bill Payment (Check)	National Grid-6 New Bond	Acct #3922905023 - Inv #39229-05023Feb7-Mar8	-17,139.72
03/11/2022	Bill Payment (Check)	Newman & DiStefano	Acct #AKF100 - Inv #14314	-1,960.60
03/11/2022	Bill Payment (Check)	O' Brien, David	Inv #FY22 PD	-100.00
03/11/2022	Bill Payment (Check)	Pamela Choinski	Inv #FY22 PD	-175.00
03/11/2022	Bill Payment (Check)	Pisano, Kali	Inv #Printing	-108.80
03/11/2022	Bill Payment (Check)	Quadient Financial USA, Inc	Acct #7900044050672835 - Inv #7900044050672835Feb22	-200.00
03/11/2022	Bill Payment (Check)	Sal's Pizza	Inv #0119353	-343.20
03/11/2022	Bill Payment (Check)	Shapiro Educational & Behavioral Consulta	Inv #AK0222S	-10,125.00
03/11/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14816147	-1,988.00
03/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3501910986	-48.72
03/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #8065455661	-198.62
03/11/2022	Bill Payment (Check)	Thurstion Foods, Inc.	Acct #19950 - Inv #1080441	-4,732.17
03/11/2022	Bill Payment (Check)	Trane U.S., Inc.	Inv #312438261	-963.00
03/11/2022	Bill Payment (Check)	Varitronics, LLC	Inv #PSI-139450	-1,022.96
03/11/2022	Bill Payment (Check)	Worthington Direct	Inv #INV382846ABBO05	-1,379.58
03/11/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-26,331.16
03/11/2022	Bill Payment (Check)	Office Supply.com	Inv #4586116	-357.12
03/11/2022	Expense	Roman, Vanessa	DEP RETURN CHARGEBACK - Bounced Check	-152.00
03/11/2022	Expense	Roman, Vanessa	DEP RETURN FEE - Bounced Check	-20.00
03/11/2022	Expense	M.T.R.S.	External Withdrawal MTRS - P External Withdrawal MTRS - Payment REF*AA*02202203944	-87,461.39
03/11/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,359.08
03/11/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING e01716fabca38e	-4,003.25
03/14/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-139,385.43
03/14/2022	Expense	Ayantola, Jerry & Melissa	DEP RETURN FEE - Bounced Check	-20.00
03/14/2022	Expense	Ayantola, Jerry & Melissa	DEP RETURN CHARGEBACK - Bounced Check	-92.00
03/14/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-3,485.64
03/16/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169544	-125.00
03/18/2022	Expense	USAbLe Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-6,920.32
03/21/2022	Bill Payment (Check)	Rosario, Manuel		-226.55
03/22/2022	Bill Payment (Check)	City of Worcester Fire Department	Multiple invoices (details on stub)	-600.00
03/22/2022	Bill Payment (Check)	City Of Worcester Water/Sewer	Multiple invoices (details on stub)	-9,529.22
03/22/2022	Bill Payment (Check)	Symczak, Jessica	Multiple invoices	-30.80
03/22/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct #600419881 - Inv #4369182 W&S1/15-2/15	-607.50
03/22/2022	Bill Payment (Check)	Meaghan Culkeen	Inv #Musical Costumes	-478.23
03/22/2022	Bill Payment (Check)	MSAA (Mass School Administrators' Assoc	Voided - Inv #0022524-IN	0.00
03/22/2022	Bill Payment (Check)	National Grid 38928-53023	Inv #38928-53023Feb4-Mar8	-6,446.68
03/22/2022	Bill Payment (Check)	National Grid 69923-82006	Inv #69923-82006Feb4-Mar8	-8,208.99
03/22/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Inv #CDIM/1263708	-4,430.04
03/22/2022	Bill Payment (Check)	United Rentals	Inv #203496153-001	-368.18

03/22/2022	Bill Payment (Check)	Crystal Rock	Acct # 11174381270102 - Inv #1270102 030922	-190.34
03/23/2022	Bill Payment (Check)	Crafting Minds	Inv #1222	-350.00
03/24/2022	Bill Payment (Check)	Wells Fargo Financial Leasing	Multiple invoices	-13,060.59
03/25/2022	Bill Payment (Check)	Mirick O'Connell Attorneys at Law	Inv #532007	-1,797.50
03/25/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,332.42
03/25/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 965e38aea485ed	-4,003.25
03/28/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Multiple invoices	-3,094.20
03/28/2022	Bill Payment (Check)	MacGill, W. Nurse Supply Co.	Multiple invoices	-73.74
03/28/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Acct #AKFCS - Inv #02220-T19	-39.42
03/28/2022	Bill Payment (Check)	Ashdown Technologies	Inv #119000	-6.50
03/28/2022	Bill Payment (Check)	Cherry Road Technologies	Inv #ACC-SINV-2022-00315	-3,341.25
03/28/2022	Bill Payment (Check)	Earthlink Business/Windstream	Inv #74635775	-460.67
03/28/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #16399370010Feb9-Mar10	-1,890.74
03/28/2022	Bill Payment (Check)	Eversource (formerly NSTar-1638- MS)	Acct #16382880025 - Inv #16382880025Feb9-Mar10	-6,362.13
03/28/2022	Bill Payment (Check)	Forster, Rosalie	Inv #Teachers Pay	-87.98
03/28/2022	Bill Payment (Check)	Graybar	Inv #9325965860	-323.57
03/28/2022	Bill Payment (Check)	Institute for Multi-Sensory Education	Inv #155853	-20.00
03/28/2022	Bill Payment (Check)	Melissa Couepel	Inv #3/7-3/18/2022	-91.90
03/28/2022	Bill Payment (Check)	T. Lee Associates	Inv #03232022	-1,620.00
03/28/2022	Bill Payment (Check)	Thompson - Liston Associates, Inc.	Inv #202280304016	-180.00
03/28/2022	Bill Payment (Check)	Verizon	Inv #351413268000197Mar22	-113.88
03/28/2022	Bill Payment (Check)	YMCA of Central Massachusetts	Inv #CM10016, 52461, 55797	-634.00
03/28/2022	Bill Payment (Check)	Richmond Boateng	Voided - Inv #Prom 2022	0.00
03/28/2022	Bill Payment (Check)	J.W.Pepper	Multiple invoices	-30.00
03/28/2022	Bill Payment (Check)	Hanover Insurance Co.	Acct #1502972751-001-000 - Inv #1502972751001000Mar22	-487.40
03/28/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3172181	-591.50
03/28/2022	Bill Payment (Check)	Roto Rooter Services	Inv #80-22467351	-624.67
03/28/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-4,929.11
03/29/2022	Bill Payment (Check)	Bureau Of Education & Research Inc.	Multiple invoices (details on stub)	-837.00
03/29/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-18,312.24
03/29/2022	Bill Payment (Check)	Animal Adventures	Inv #7872	-1,840.00
03/29/2022	Bill Payment (Check)	Best Plumbing Specialties, Inc	Inv #6091295	-1,185.35
03/29/2022	Bill Payment (Check)	Charlton Oil Company	Inv #1325099	-2,270.31
03/29/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11890	-11,895.00
03/29/2022	Bill Payment (Check)	Lesley University Center for Math Achieve	Inv #CMA 1815-09132102	-2,500.00
03/29/2022	Bill Payment (Check)	MSAA (Mass School Administrators' Assoc	Inv #0022591-IN	-125.00
03/29/2022	Bill Payment (Check)	National Business Furniture LLC	Inv #ZK167521-TDQ	-3,172.20
03/29/2022	Bill Payment (Check)	Quadient Financial USA, Inc	Acct #7900044050672835 - Inv #7900044050672835Mar22	-41.76
03/29/2022	Bill Payment (Check)	Sweeten, Timothy	Inv #11/13 Football	-97.00
03/31/2022	Bill Payment (Check)	Carver, Sarah	Inv #11/13 Football	-200.00
03/31/2022	Bill Payment (Check)	T Mobile	Inv #970721002Mar22	-374.04
03/31/2022	Bill Payment (Check)	Roto Rooter Services	Inv #80-22460335	-4,750.00
03/31/2022	Expense	Middlesex Savings Bank	Service Charge Assessed	-59.33
04/01/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3194709	-125.00
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388430	-65.45
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388429	-135.56
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388427	-23.21
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388426	-176.00
04/01/2022	Bill Payment (Check)	Bean, Corinne Polucha	Multiple invoices (details on stub)	-48.61
04/01/2022	Bill Payment (Check)	CDW Government, Inc.	Multiple invoices (details on stub)	-7,624.62
04/01/2022	Bill Payment (Check)	EDS Mechanical Inc	Multiple invoices (details on stub)	-10,611.44
04/01/2022	Bill Payment (Check)	Gitkind, Benjamin	Multiple invoices (details on stub)	-849.33
04/01/2022	Bill Payment (Check)	Gordon Foodservice	Multiple invoices (details on stub)	-2,612.70
04/01/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-29,339.67
04/01/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Multiple invoices	-9,455.62
04/01/2022	Bill Payment (Check)	Didonna, Amy	Inv #February 2022	-960.00
04/01/2022	Bill Payment (Check)	DoorDash, Inc.	Inv #504368	-136.77
04/01/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4364	-11,954.33
04/01/2022	Bill Payment (Check)	ID Wholesaler	Inv #INV6788865	-187.26
04/01/2022	Bill Payment (Check)	International Baccalaureate Americas	Acct #S004965 - Inv #P5NQ9WVRMS	-1,280.00
04/01/2022	Bill Payment (Check)	Kursonis, Christopher	Inv #ASCD Conference	-1,225.38
04/01/2022	Bill Payment (Check)	Liberty Mutual Insurance	Inv #14207244	-9,126.20
04/01/2022	Bill Payment (Check)	Little, AnnMarie	Inv #Cab ride	-40.00
04/01/2022	Bill Payment (Check)	MATSOL	Inv #2325156	-40.00
04/01/2022	Bill Payment (Check)	National Glass Works Inc.	Inv #3-10149	-384.00
04/01/2022	Bill Payment (Check)	New England Aquarium	Inv #5994581	-705.00
04/01/2022	Bill Payment (Check)	New England Center for Children	Inv #20740	-1,650.00
04/01/2022	Bill Payment (Check)	Ramirez, Sara	Inv #Ice packs/OTC meds	-61.48
04/01/2022	Bill Payment (Check)	Sal's Pizza	Inv #0120883	-343.20
04/01/2022	Bill Payment (Check)	Sherwin Williams Sturbridge	Inv #2575-3	-320.40
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3503407627	-2,879.20
04/01/2022	Bill Payment (Check)	United Rentals	Inv #203945758-001	-855.45
04/01/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Inv #28458270023Feb9-Mar10	-14,246.67

04/01/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct #600419881 - Inv #Snow Removal2021/2022	-30,000.00
04/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157127March22	-96,709.40
04/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157466March22	-71,390.82
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-911.50
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-10,760.09
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-144,771.12
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-12,899.01
04/04/2022	Expense	TASC- FlexSystem	External Withdrawal TASC - TASC External Withdrawal TASC - TASCFUNDS 2dcbd4bf2e780e5	-5,038.00
04/05/2022	Bill Payment (Check)	Carolina Biological Supply Company	Inv #51705733 RI	-328.28
04/05/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169547	-125.00
04/05/2022	Expense	USable Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-5,764.54
04/08/2022	Bill Payment (Check)	Allison Smith	Inv #IB Test Refund	-100.00
04/08/2022	Bill Payment (Check)	Fire Equipment Inc.	Inv #SIN164115	-755.00
04/08/2022	Bill Payment (Check)	REPUBLIC SERVICES	Acct #309540019731 - Inv #0954-002083190	-4,220.38
04/08/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,154.80
04/08/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-3,342.83
04/11/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-139,706.74
04/11/2022	Bill Payment (Check)	Cabral, Amelie Beth	Multiple invoices	-577.42
04/11/2022	Bill Payment (Check)	City of Worcester Water Construction	Multiple invoices (details on stub)	-1,620.00
04/11/2022	Bill Payment (Check)	EDS Mechanical Inc	Multiple invoices (details on stub)	-6,706.20
04/11/2022	Bill Payment (Check)	Morse Bros LLC	Multiple invoices	-2,087.00
04/11/2022	Bill Payment (Check)	Naira Joseph	Multiple invoices	-213.81
04/11/2022	Bill Payment (Check)	New England Ice Cream	Multiple invoices (details on stub)	-1,020.13
04/11/2022	Bill Payment (Check)	Next Gen Supply Group	Multiple invoices	-8,147.90
04/11/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-22,892.61
04/11/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Multiple invoices	-6,003.70
04/11/2022	Bill Payment (Check)	Wells Fargo Financial Leasing	Multiple invoices	-6,540.41
04/11/2022	Bill Payment (Check)	AFR Insurance Services	Inv #19420	-22,669.92
04/11/2022	Bill Payment (Check)	CDW Government, Inc.	Inv #T964813	-847.18
04/11/2022	Bill Payment (Check)	Centimark Corporation	Inv #8001026355	-2,887.21
04/11/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS198510	-1,031.40
04/11/2022	Bill Payment (Check)	Cogent	Inv #ABBY KELLO0001April22	-3,264.00
04/11/2022	Bill Payment (Check)	DIY Mobile Box	Inv #18402	-1,880.00
04/11/2022	Bill Payment (Check)	Donahue, Mark	Inv #4/4/2022 Volleyball	-153.00
04/11/2022	Bill Payment (Check)	Facilities Management & Maintenance, Inc.	Inv #39132	-21,137.33
04/11/2022	Bill Payment (Check)	Frontline Technologies Group LLC	Inv #INVESP14123	-110.40
04/11/2022	Bill Payment (Check)	Gould, Kelly	Inv #Math Club Pizza	-125.64
04/11/2022	Bill Payment (Check)	Jeff Galicki	Inv #4/4/2022 Volleyball	-153.00
04/11/2022	Bill Payment (Check)	Joseph's Lock & Safe	Inv #11727	-167.00
04/11/2022	Bill Payment (Check)	Mancini, Diane	Inv #Krispy Kreme	-173.25
04/11/2022	Bill Payment (Check)	Melissa Couepel	Inv #3/21/22-4/1/22	-73.52
04/11/2022	Bill Payment (Check)	New England Medical Billing	Inv #ABBYK2112	-811.52
04/11/2022	Bill Payment (Check)	Pro-Ed	Inv #2933743	-59.40
04/11/2022	Bill Payment (Check)	Regan, Jessica	Inv #Thank you notes	-30.00
04/11/2022	Bill Payment (Check)	RI Analytical Laboratories Inc.	Inv #45113	-2,520.00
04/11/2022	Bill Payment (Check)	Roy, Sarah	Inv #Art Supplies.	-196.20
04/11/2022	Bill Payment (Check)	Rubin and Rudman, LLP	Inv #605833	-671.50
04/11/2022	Bill Payment (Check)	SmartSign	Inv #MAT-216384	-392.00
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3504207961	-64.58
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #8065760722	-243.16
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3504207954	-138.48
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3504207962	-155.33
04/11/2022	Bill Payment (Check)	Herff Jones	Inv #2782458	-1,877.55
04/11/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-466.66
04/11/2022	Bill Payment (Check)	WSHS CBC	Inv #MS Cheer 2022	-125.00
04/11/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-150.00
04/11/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING b203670efd3b36	-4,003.25
04/11/2022	Expense	M.T.R.S.	External Withdrawal MTRS - P External Withdrawal MTRS - Payment REF*AA*03202204546	-86,968.78
04/12/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169548	-125.00
04/12/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal EBPA LLC - External Withdrawal EBPA LLC - INS PREM	-1,502.98
04/13/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169541	-395.00
04/15/2022	Bill Payment (Check)	New England Ice Cream	Inv #5512208308	-305.03
04/15/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-6,170.50
04/15/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-693.50
04/15/2022	Bill Payment (Check)	New England Ice Cream	Multiple invoices (details on stub)	-683.61
04/15/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-5,769.32
04/15/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Multiple invoices	-4,127.96
04/15/2022	Bill Payment (Check)	Charles H. Stewart Co. Ltd	Inv #2022-0408	-415.00
04/15/2022	Bill Payment (Check)	Citizens Bank	Inv #5530950000014104Apr22	-11,327.31
04/15/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS198603	-1,031.40
04/15/2022	Bill Payment (Check)	Crystal Rock	Acct #11174381270102 - Inv #1270102 040622	-190.34
04/15/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11583	-1,607.00
04/15/2022	Bill Payment (Check)	Gould, Kelly	Inv #MCAS Supplies	-120.00

04/15/2022	Bill Payment (Check)	Idioma Education & Consulting, LLC	Inv #1081	-450.00
04/15/2022	Bill Payment (Check)	Lawrence Waste Services	Inv #0000294108	-670.00
04/15/2022	Bill Payment (Check)	Lesley University Center for Math Achieve	Inv #CMA 1815-04012204	-9,118.18
04/15/2022	Bill Payment (Check)	MacGill, W. Nurse Supply Co.	Inv #IN0790406	-130.93
04/15/2022	Bill Payment (Check)	Mansfield Paper Company, Inc.	Acct #2355 - Inv #459485	-1,329.05
04/15/2022	Bill Payment (Check)	McDonald, Renee	Inv #Grad Class	-400.00
04/15/2022	Bill Payment (Check)	National Grid 38928-53023	Inv #38928-53023Mar8-Apr6	-6,394.95
04/15/2022	Bill Payment (Check)	National Grid 69923-82006	Inv #69923-82006Mar8-Apr6	-7,867.06
04/15/2022	Bill Payment (Check)	National Grid-6 New Bond	Acct #3922905023 - Inv #39229050238Mar8-Apr8	-18,142.03
04/15/2022	Bill Payment (Check)	Quadient Financial USA, Inc	Acct #7900044050672835 - Inv #7900044050672835Apr22	-200.00
04/15/2022	Bill Payment (Check)	Sal's Pizza	Inv #0121772	-343.20
04/15/2022	Bill Payment (Check)	Shapiro Educational & Behavioral Consulta	Inv #AK0322S	-17,092.50
04/15/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B15031584	-4,004.00
04/15/2022	Bill Payment (Check)	Trane U.S., Inc.	Inv #312530517	-963.00
04/15/2022	Bill Payment (Check)	United Rentals	Inv #203496153-001A	-18.00
04/19/2022	Bill Payment (Check)	Maltoufi, Nour		-30.53
04/20/2022	Expense	USABLE Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-6,896.95
04/22/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 5df3e02900e3d5	-4,385.05
04/25/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-6,175.42
04/26/2022	Bill Payment (Check)	First Book	Inv #700504566	-104.87
04/26/2022	Bill Payment (Check)	T-Mobile	Acct #970542208 - Inv #970542208Mar2022	-157.55
04/26/2022	Bill Payment (Check)	T-Mobile	Acct #970542208 - Inv #970542208Apr22	-400.00
04/26/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,291.22
04/27/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-13,168.49
04/27/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Multiple invoices	-1,650.24
04/27/2022	Bill Payment (Check)	City Of Worcester Water/Sewer	Acct #15-0088-F00 - Multiple invoices (details on stub)	-4,662.48
04/27/2022	Bill Payment (Check)	DIY Mobile Box	Multiple invoices (details on stub)	-770.00
04/27/2022	Bill Payment (Check)	Meaghan Culkeen	Multiple invoices (details on stub)	-578.41
04/27/2022	Bill Payment (Check)	Alexandra Connell	Inv #Teachers Pay Teachers	-122.70
04/27/2022	Bill Payment (Check)	Conca, Kelly	Inv #Class Headphones	-102.39
04/27/2022	Bill Payment (Check)	Crocodile River Music & Media, LLC	Inv #CRM22031502	-1,500.00
04/27/2022	Bill Payment (Check)	David Morin	Inv #4/12/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	Davis Farmland and Mega Maze	Inv #5883	-1,566.95
04/27/2022	Bill Payment (Check)	Earthlink Business/Windstream	Inv #74714656	-489.58
04/27/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11934	-22,500.00
04/27/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #16399370010Mar10-Apr8	-1,219.33
04/27/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Inv #28458270023Mar10-Apr8	-9,819.79
04/27/2022	Bill Payment (Check)	Eversource (formerly NStar-1638- MS)	Acct #16382880025 - Inv #16382880025Mar10-Apr8	-4,596.15
04/27/2022	Bill Payment (Check)	Good As Gold Coffee Systems Inc.	Inv #397793	-1,567.91
04/27/2022	Bill Payment (Check)	Houck, Laura	Inv #FY22 PD	-49.00
04/27/2022	Bill Payment (Check)	Kasprzak, Leonard	Inv #4/11/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	King, Paul	Inv #4/11/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct #600419881 - Inv #4385174 W&S 2/15-3/15	-486.00
04/27/2022	Bill Payment (Check)	Mansfield Paper Company, Inc.	Acct #2355 - Inv #459485A	-51.32
04/27/2022	Bill Payment (Check)	Morse Bros LLC	Inv #3947	-9,575.00
04/27/2022	Bill Payment (Check)	North Oxford Mills	Inv #NO011495	-5,694.00
04/27/2022	Bill Payment (Check)	SCOIR, Inc	Inv #INV-101365	-250.00
04/27/2022	Bill Payment (Check)	Simmarano, Michael	Inv #4/12/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Inv #1104842	-1,599.32
04/27/2022	Bill Payment (Check)	Verizon	Inv #351413268000197Apr22	-113.88
04/27/2022	Bill Payment (Check)	Mulcahy, Daniel	Inv #4/12/2022	-99.00
04/27/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3505393874	-73.93
04/27/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3505393873	-26.42
04/27/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3505393872	-38.60
04/30/2022	Expense	Middlesex Savings Bank	Service Charge Assessed	-58.57



ABBY KELLEY FOSTER CHARTER PUBLIC SCHOOL
10 New Bond Street Worcester, MA 01606
Phone: (508) 854-8400 Fax: (508) 854-8484
www.akfcs.org

May 19, 2022

Notes to Draft Financial Statements dated April 2022:

Attached are unaudited financial statements for the 10-month period ending April 30, 2022.

Following are explanations of various budget items and variances:

Revenue from State Sources- The actual for our tuition and transportation payments is \$92,709 above the budgeted amount. We are seeing an upward trend again as DESE has increased our monthly payments to make up for what was missed during the winter months. This will put us above the budgeted amount as tuition revenue is expected to be higher than budgeted.

In District Transportation- Costs related to this are below the budgeted number by \$34,156. This is due to days we have had no school and spending on transportation-related to special education, sports, and field trips being lower than budgeted to date. I do want to note that with the increase in gas prices, AA Transportation bills for fuel adjustment on a monthly basis depending on the price of diesel fuel and in correlation to the standards outlined within the contract.

Federal Grant Funding- The actual here continues to be above the budgeted number. This is due to receiving extra grant funding that wasn't anticipated in the Title I grant and competitive federal grants that were received totaling over \$300,000.

Staffing Costs- Salaries are showing at \$70,078 over budget. This is due to bonuses being paid. This was budgeted under other administrative expenses in the staff retention line. When taking this into consideration it puts salaries under the budgeted amount.

Benefits and Other Fixed Charges - For FY22 we decided to stay with BCBS. This was budgeted at a 5%-9% increase based on information received from HRK. We ended up being able to renew at a 3% increase and this will give us significant savings from what we projected the cost to be. Due to this, the expense continues to be under the budgeted amount. Abby Kelly has also received a \$60,000 refund for unused HRA funds from last year.

Financing- The FY22 Debt Service Coverage Ratio is 2.07:1, compared to a required ratio of 1.15:1.

**Abby Kelley Foster Charter Public School
Statement of Activities - Unaudited
July 2021 - April 2022**

	Actual	Budgeted		Budgeted	
	July 1, 2021- Apr 28, 2022	July 1, 2021- Apr 28, 2022	YTD Budget Variance as of Apr 28, 2021	Total Fiscal Year 2022	YTD Budget Variance Percentage
Operating Revenues:					
Revenue from State Sources	18,478,810.00	18,386,101.40	92,708.60	22,063,321.68	1%
State Grants	12,500.01	-	12,500.01	-	
Revenue from Federal Sources	2,398,023.50	2,159,948.30	238,075.20	2,591,937.96	11%
Meal Program Revenues	770,303.04	541,666.70	228,636.34	650,000.04	42%
AKFCS Educational Foundation Funding	1,723.75	16,666.70	(14,942.95)	20,000.04	-90%
E-Rate Reimbursement	2,611.20	25,000.00	(22,388.80)	30,000.00	-90%
Other Revenues	104,845.41	112,500.10	(7,654.69)	135,000.12	-7%
Total Revenue	21,768,816.91	21,241,883.20	526,933.71	25,490,259.84	2%
Operating Expenses:					
Administration:					
Salaries- Leadership & Administration	734,731.00	741,109.70	(6,378.70)	889,331.64	-1%
Contracted Services- District	131,895.66	184,800.00	(52,904.34)	221,760.00	-29%
Contracted Services- Legal	59,150.31	62,500.00	(3,349.69)	75,000.00	-5%
Information Management & Technology	242,573.77	120,000.04	122,573.73	144,000.04	102%
Recruitment & Advertising	21,385.25	18,750.04	2,635.21	22,500.04	14%
Other Administrative Expenses	96,424.09	472,515.66	(376,091.57)	567,018.76	-80%
Depreciation	10,125.00	71,823.50	(61,698.50)	86,188.20	-86%
Total Administration	1,296,285.08	1,671,498.94	(375,213.86)	2,005,798.68	-19%
Instructional Services:					
Salaries- Instructional	9,453,307.63	9,748,392.34	(295,084.71)	11,698,070.88	-3%
Contracted Services- Instructional	219,317.17	191,749.90	27,567.27	230,099.88	14%
Professional Development	50,536.25	117,250.10	(66,713.85)	140,700.12	-57%
Supplies & Materials	243,240.49	224,756.50	18,483.99	269,707.88	8%
International Baccalaureate Program	45,216.41	41,188.90	4,027.51	49,426.68	10%
Depreciation	103,380.40	138,140.00	(34,759.60)	165,768.00	-25%
Total Instructional Services	10,114,998.35	10,461,477.74	(346,479.39)	12,553,773.44	-3%
Pupil Services-Other					
Salaries- Other Student Services	973,841.83	566,393.50	407,448.33	679,672.20	72%
Student Transportation	1,096,337.19	1,130,493.50	(34,156.31)	1,356,592.20	-3%
Food Services	509,437.66	386,340.20	123,097.46	463,608.24	32%
Nursing Supplies	1,245.32	5,000.10	(3,754.78)	6,000.12	-75%
Athletic Programs	137,408.53	169,155.50	(31,746.97)	202,986.60	-19%
Translations	12,690.22	25,000.00	(12,309.78)	30,000.00	-49%
Other Student Services	50,268.60	588,041.80	(537,773.20)	705,650.16	-91%
Total Pupil Services	2,781,229.35	2,870,424.60	(89,195.25)	3,444,509.52	-3%
Operation and Maintenance of Plant:					
Salaries	303,838.77	339,745.80	(35,907.03)	407,694.96	-11%
Contracted Cleaning Costs	211,370.00	-	211,370.00	-	
Maintenance of Buildings, Grounds & Equipment	589,656.25	613,153.30	(23,497.05)	735,783.96	-4%
Environmental Costs	-	-	-	-	
Utilities	672,611.57	725,028.30	(52,416.73)	870,033.96	-7%
Depreciation	1,170,696.60	1,210,643.70	(39,947.10)	1,452,772.44	-3%
Total Operation & Maintenance of Plant	2,948,173.19	2,888,571.10	59,602.09	3,466,285.32	2%
Benefits and Other Fixed Charges					
Retirement & Fringe Benefits	2,021,380.06	2,417,929.40	(396,549.34)	2,901,515.28	-16%
Rental/Lease of Buildings, Grounds & Equipment	92,851.70	70,000.00	22,851.70	84,000.00	33%
Insurance (non-employee)	128,158.64	128,534.00	(375.36)	154,240.83	0%
Total Benefits and Other Fixed Charges	2,242,390.40	2,616,463.40	(374,073.00)	3,139,756.11	-12%
Total Operating Expenses	19,383,076.37	20,508,435.78	(1,125,359.41)	24,610,123.07	-5%
Non-Operating Expenses:					
Interest Expense- Long Term Debt	516,876.37	572,266.30	(55,389.93)	686,719.56	-10%
MDFA Guaranty Fee/Letter of Credit Fee	-	2,500.00	(2,500.00)	3,000.00	-100%
Total Non-Operating Expenses	516,876.37	574,766.30	(57,889.93)	689,719.56	-8%
Non-Operating Revenue:					
Interest Income	3,407.24	2,500.00	907.24	3,000.00	36%
Total Non-Operating Revenue	3,407.24	2,500.00	907.24	3,000.00	30%
Total Expenses	19,899,952.74	21,083,202.08	(1,183,249.34)	25,299,842.63	-5%
Change in Net Position	1,872,271.41	161,181.12	1,711,090.29	193,417.21	885%

Abby Kelley Foster Charter Public School
Statement of Cash Flows (unaudited)
July 1, 2021 thru April 30, 2021

OPERATING ACTIVITIES

Change in Net Position	1,870,370.59
Adjustments to reconcile Net Income to net cash provided by Operations:	
Accounts Receivable	(1,419,514.88)
Prepaid Expenses	(35,062.68)
Accounts Payable	225,140.94
Fundraising Liabilities	42,336.67
Accrued Payroll Related Liabilities	396,307.40
Accrued Interest and Bond Costs	(58,150.18)
Accrued Environmental Expenses	(588,407.72)
Other Accrued Expenses	(4,468.67)
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	(1,441,819.12)
Net cash provided by operating activities	428,551.47

INVESTING ACTIVITIES

Building Improvements	983,306.70
Buildings	0.00
Computers & Peripherals	56,032.20
Construction in Progress	(517,371.26)
FF&E	228,413.40
Land Improvements	8,226.40
Textbooks & Other Instructional	8,223.30
Net cash provided by investing activities	766,830.74

FINANCING ACTIVITIES

Principal Payments for Bond Payable	(538,653.54)
Amortization of Bond Costs	0.00
Net cash provided by financing activities	(538,653.54)

Net cash increase (decrease) for period (7/1/2021-4/30/2022)	656,728.67
Cash Balance @ Beginning of Period (7/1/2021)- unrestricted	8,941,531.15
Cash Balance @ End of Period (4/30/2022)- unrestricted	9,598,259.82

Abby Kelley Foster Charter Public School
Statement of Net Position
As of April 30, 2022

	Total			
	As of Apr 30, 2022	As of Apr 30, 2021 (PY)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts	9,598,259.82	8,495,463.18	1,102,796.64	12.98%
Accounts Receivable	24,576.09	14,333.33	10,242.76	71.46%
Other Current Assets	1,698,587.34	975,377.71	723,209.63	74.15%
Total Current Assets	\$ 11,321,423.25	\$ 9,485,174.22	\$ 1,836,249.03	19.36%
Fixed Assets	36,380,313.98	37,530,528.70	-1,150,214.72	-3.06%
Other Assets	0.00	0.00	0.00	
TOTAL ASSETS	\$ 47,701,737.23	\$ 47,015,702.92	\$ 686,034.31	1.46%
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable	369,064.05	488,039.99	-118,975.94	-24.38%
Credit Cards	74.65	9,318.67	-9,244.02	-99.20%
Other Current Liabilities	3,713,039.62	3,382,291.36	330,748.26	9.78%
Total Current Liabilities	\$ 4,082,178.32	\$ 3,879,650.02	\$ 202,528.30	5.22%
Long-Term Liabilities	18,177,142.32	19,339,566.39	-1,162,424.07	-6.01%
Total Liabilities	\$ 22,259,320.64	\$ 23,219,216.41	-\$ 959,895.77	-4.13%
Equity	25,442,416.59	23,796,486.51	1,645,930.08	6.92%
TOTAL LIABILITIES AND EQUITY	\$ 47,701,737.23	\$ 47,015,702.92	\$ 686,034.31	1.46%

Abby Kelley Foster Charter Public School
Middlesex Savings Bank
Covenant Compliance Certificate
For the Period Ending April 30, 2022 (unaudited)

Debt Service Coverage Ratio: Tested Semi-Annually

CASH FLOW AVAILABLE FOR DEBT SERVICE:

Change in Net Position	\$ 1,872,271
<i>Plus:</i>	
Depreciation	\$ 1,284,202
Amortization	\$ -
Interest Expense	\$ 516,876
<i>Minus/Plus:</i>	
Unrealized Gains/(Losses) on Investments	
Extraordinary Gains/(Losses)	
Net Operating Cash Flow	<u>\$ 3,673,350</u>

DEBT SERVICE:

Interest Expense	\$ 516,876
Current Maturities of Long Term Debt (ytd)	<u>\$ 1,254,563</u>
Total Debt Service	<u>\$ 1,771,440</u>
 Required Ratio	 1.15
Actual Ratio (unaudited YTD)	2.07
Compliance	yes

Abby Kelley Foster Charter Public School
Check Detail
February 2022 - April 2022

Date	Transaction Type	Name	Memo/Description	Amount
02/01/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Inv #CDIM/1254732	-1,883.13
02/01/2022	Expense	Daniels, Bryan	DEP RETURN CHARGEBACK - Bounced Check	-80.00
02/01/2022	Expense	Daniels, Bryan	DEP RETURN FEE - Bounced check	-20.00
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-9,921.90
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-13,908.85
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-11,140.49
02/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-153,177.12
02/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157127Jan22	-96,709.40
02/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157466Jan22	-71,390.82
02/02/2022	Expense	Blue Cross Blue Shield of MA	February 2022 Vision	-1,495.58
02/02/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 4bf1505d21fe96	-4,993.00
02/03/2022	Bill Payment (Check)	City of Worcester - Fire Prevention		-115.00
02/04/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-189.44
02/04/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Multiple invoices	-2,256.52
02/04/2022	Bill Payment (Check)	Addchieve	Inv #1143	-600.00
02/04/2022	Bill Payment (Check)	Arnold, Todd	Inv #1/26/22Basketball	-66.00
02/04/2022	Bill Payment (Check)	Atlantic Charter Insurance Company	Inv #335350	-5,486.00
02/04/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197657	-825.12
02/04/2022	Bill Payment (Check)	Frontline Technologies Group LLC	Inv #INVEP13679	-794.28
02/04/2022	Bill Payment (Check)	Joanne Grzembski	Inv #1/26/22 Basketball	-66.00
02/04/2022	Bill Payment (Check)	Ken Janulewicz	Inv #1/26/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Kid Inspired Classroom	Inv #INV000141	-79.99
02/04/2022	Bill Payment (Check)	Learn Well	Inv #INV90547	-89.02
02/04/2022	Bill Payment (Check)	McDonald, Renee	Inv #ClassroomSupplies	-131.52
02/04/2022	Bill Payment (Check)	National Center for Youth Issues	Inv #MASCA Conference	-145.00
02/04/2022	Bill Payment (Check)	Peter Saucier	Inv #1/24/22Basketball	-66.00
02/04/2022	Bill Payment (Check)	Quadiant Leasing USA Inc	Inv #N9250572	-1,325.07
02/04/2022	Bill Payment (Check)	Rasmussen, Marci	Inv #MS Faulty Room	-219.20
02/04/2022	Bill Payment (Check)	REPUBLIC SERVICES	Acct #309540019731 - Inv #0954-002066332	-3,803.38
02/04/2022	Bill Payment (Check)	Rubin and Rudman, LLP	Inv #603289	-1,593.75
02/04/2022	Bill Payment (Check)	Sanchez, Rigo	Inv #1/28/2022Basketball	-90.00
02/04/2022	Bill Payment (Check)	Sanders, Bobby	Inv #1/26/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Simarrian, Brett	Inv #1/24/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3497962587	-719.80
02/04/2022	Bill Payment (Check)	Storm Valery	Inv #1/24/22Basketball	-66.00
02/04/2022	Bill Payment (Check)	Tomasetta, Nicholas	Inv #1/28/2022Basketball	-90.00
02/04/2022	Bill Payment (Check)	Tri County Athletics	Inv #Winter Invitational	-100.00
02/04/2022	Bill Payment (Check)	Valery, George	Inv #1/24/22Basketball	-90.00
02/04/2022	Bill Payment (Check)	Tri County Athletics	Inv #Winter Invitational	-100.00
02/04/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	- Multiple invoices (details on stub)	-11,309.26
02/04/2022	Bill Payment (Check)	Charlton Oil Company	Inv #1303305	-2,539.27
02/04/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11800	-3,888.00
02/04/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #1639 370010Dec8-Jan11	-1,982.53
02/04/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Inv #28458270023Jan22	-13,922.97
02/04/2022	Bill Payment (Check)	Eversource (formerly NSTAR-1638- MS)	Acct #16382880025 - Inv #163800250025Dec8-Jan1	-6,537.06
02/04/2022	Bill Payment (Check)	Gordon Foodservice	Inv #216259469	-611.21
02/04/2022	Bill Payment (Check)	Graybar	Inv #9325235955	-3,587.44
02/04/2022	Bill Payment (Check)	MakeMusic, Inc.	Inv #NY3Z-HH5X	-279.80
02/04/2022	Bill Payment (Check)	Next Gen Supply Group	Inv #279070-02	-643.24
02/04/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4326	-40,938.92
02/04/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Voided - Acct # AKFCS - Inv #1121-T20	0.00
02/07/2022	Expense	USABLE Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-5,953.70
02/10/2022	Bill Payment (Check)	Bethlyn Ramautar	# ED Search Lunch	-100.00
02/10/2022	Expense	M.T.R.S.	External Withdrawal MTRS - P External Withdrawal MTRS - Payment REF*AA*01202203262	-88,446.81
02/11/2022	Bill Payment (Check)	Institute for Multi-Sensory Education	Multiple invoices (details on stub)	-2,550.00
02/11/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197744	-1,031.40
02/11/2022	Bill Payment (Check)	DePasse, Leo	Inv #2/2/22Basketball	-132.00
02/11/2022	Bill Payment (Check)	Facilities Management & Maintenance, Inc.	Inv #38298	-21,137.33
02/11/2022	Bill Payment (Check)	Graf, Alex	Inv #2/2/22Basketball	-90.00
02/11/2022	Bill Payment (Check)	McCarthy, Ryan	Inv #2/2/22Basketball	-90.00
02/11/2022	Bill Payment (Check)	Melissa Couepel	Inv #1/24-2/4/2022	-82.71
02/11/2022	Bill Payment (Check)	PSAT/ NMSQT	Inv #382290120A	-514.00
02/14/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING ed9372be105143	-4,003.25
02/15/2022	Bill Payment (Check)	Gurney Water Treatment NE	Multiple invoices (details on stub)	-562.75
02/15/2022	Bill Payment (Check)	Citizens Bank	Inv #5530950000014104Feb2	-7,634.45
02/15/2022	Bill Payment (Check)	Cogent	Inv #ABBYKELL00001Feb22	-3,264.00
02/15/2022	Bill Payment (Check)	Duva Distributors	Inv #20036538	-57.50

02/15/2022	Bill Payment (Check)	Jeffrey Niedjadlik	Inv #2/2/22Basketball	-132.00
02/15/2022	Bill Payment (Check)	Maid-Rite Specialty Foods, LLC	Inv #28319189	-201.60
02/15/2022	Bill Payment (Check)	Mansfield Paper Company, Inc.	Acct #2355 - Inv #451907	-1,207.80
02/15/2022	Bill Payment (Check)	National Grid 38928-53023	Inv #38928-53023Jan6-Feb4	-6,163.98
02/15/2022	Bill Payment (Check)	National Grid 69923-82006	Inv #69923-82006Jan6-Feb4	-8,744.83
02/15/2022	Bill Payment (Check)	National Grid-6 New Bond	Acct #3922905023 - Inv #39229-05023Jan10-Feb7	-16,579.45
02/15/2022	Bill Payment (Check)	New England Ice Cream	Voided - Inv #5512203408	0.00
02/15/2022	Bill Payment (Check)	Sal's Pizza	Inv #0118503	-343.20
02/15/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14668552	-1,007.18
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3498528686	-14.67
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3498528682	-160.56
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467593	-15.48
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467592	-98.60
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467587	-32.29
02/15/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499467591	-20.49
02/15/2022	Bill Payment (Check)	Summit Forms	Inv #210930-056	-590.00
02/15/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-16,954.14
02/15/2022	Bill Payment (Check)	Rediker Software, Inc.	Inv #INV-14293	-700.00
02/15/2022	Bill Payment (Check)	Kara LaFond	Voided - Inv #Classroom Supplies	0.00
02/15/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,576.40
02/15/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-3,307.10
02/16/2022	Bill Payment (Check)	Cherry Road Technologies	Inv #ACC-SINV-2022-00117-1	-3,340.68
02/16/2022	Bill Payment (Check)	Promise54	Inv #INV0885	-6,533.34
02/16/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-130,923.20
02/16/2022	Bill Payment (Check)	Service Master By Williams	Inv #Water Damage	-80,000.00
02/17/2022	Bill Payment (Check)	PaySchools	Inv #247632	-11,493.50
02/17/2022	Bill Payment (Check)	Blick Art Materials	Acct #181886 - Inv #7969361	-357.38
02/17/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-6,768.41
02/17/2022	Bill Payment (Check)	Shanley O'Neill		-2,715.28
02/17/2022	Expense	USAbLe Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-6,909.71
02/18/2022	Bill Payment (Check)	Martin, Daniel	Multiple invoices (details on stub)	-198.00
02/18/2022	Bill Payment (Check)	Really Good Stuff, Inc	Multiple invoices	-227.26
02/18/2022	Bill Payment (Check)	Teixeira, Joe	Multiple invoices (details on stub)	-198.00
02/18/2022	Bill Payment (Check)	Adam Jakola	Inv #2/3/22Basketball	-156.00
02/18/2022	Bill Payment (Check)	Ashdown Technologies	Inv #118895	-6.50
02/18/2022	Bill Payment (Check)	Caroline Cole	Inv #WISC V - 3 year	-125.00
02/18/2022	Bill Payment (Check)	Charlton Oil Company	Inv #1309754	-1,313.74
02/18/2022	Bill Payment (Check)	Cherry Road Technologies	Inv #ACC-SINV-2022-00251	-3,357.48
02/18/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197835	-825.12
02/18/2022	Bill Payment (Check)	Crystal Rock	Acct #11174381270102 - Inv #1270102 020922	-190.34
02/18/2022	Bill Payment (Check)	Deignan, John	Inv #2/7/22 Basketball	-66.00
02/18/2022	Bill Payment (Check)	DePasse, Leo	Inv #2/7/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	Didonna, Amy	Inv #January 2022	-3,280.00
02/18/2022	Bill Payment (Check)	Earthlink Business/Windstream	Inv #74547000	-460.82
02/18/2022	Bill Payment (Check)	Flinn Scientific Inc	Inv #2677095	-228.00
02/18/2022	Bill Payment (Check)	Gero, Brian	Inv #Staff Breakfast	-82.73
02/18/2022	Bill Payment (Check)	Jimenez, Linetis	Inv #ED Search	-44.76
02/18/2022	Bill Payment (Check)	Kathryn Shrauger	Inv #FY22 PD	-400.00
02/18/2022	Bill Payment (Check)	Keys to Literacy, LLC	Inv #OC0821-16	-208.00
02/18/2022	Bill Payment (Check)	Kuczinski, Wayne	Inv #2/7/22 Basketball	-66.00
02/18/2022	Bill Payment (Check)	Libby, Brian	Inv #2/11/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	Mark Anderson	Inv #2/9/22Basketball	-90.00
02/18/2022	Bill Payment (Check)	Music Theatre International	Inv #9724815	-1,098.50
02/18/2022	Bill Payment (Check)	Nardella Thomas	Inv #Staff Appreciation	-23.64
02/18/2022	Bill Payment (Check)	O'Brien, Jonathan	Inv #2/9/22Basketball	-90.00
02/18/2022	Bill Payment (Check)	Ofring, Daniel	Inv #2/11/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	Packard, Dean	Inv #2/3/22Basketball	-90.00
02/18/2022	Bill Payment (Check)	Ransford Pest Control	Inv #435263	-150.00
02/18/2022	Bill Payment (Check)	Roy, Sarah	Inv #ES Art	-294.04
02/18/2022	Bill Payment (Check)	Sanchez, Rigo	Inv #2/3/22Basketball	-66.00
02/18/2022	Bill Payment (Check)	Shapiro Educational & Behavioral Consulta	Inv #AK01222S	-8,805.00
02/18/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14706842	-922.28
02/18/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #8065211029	-82.33
02/18/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499930757	-1,068.00
02/18/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3499930754	-26.12
02/18/2022	Bill Payment (Check)	Trumble, James	Inv #2/7/22 Basketball	-90.00
02/18/2022	Bill Payment (Check)	United Rentals	Inv #202534291-001	-413.36
02/18/2022	Bill Payment (Check)	Wilson Language Training Corp	Acct #ABBYKELL1000 - Inv #1907798	-33.00
02/18/2022	Bill Payment (Check)	YMCA of Central Massachusetts	Inv #CM10013	-695.92
02/18/2022	Bill Payment (Check)	Music & Arts	Multiple invoices	-326.16
02/18/2022	Bill Payment (Check)	French River Ed. System	Inv #11570	-20,626.00
02/18/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4337	-17,632.76
02/23/2022	Bill Payment (Check)	Trane U.S., Inc.	Inv #312373181	-963.00

02/23/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-4,602.81
02/23/2022	Bill Payment (Check)	Beltronics, Inc.	Inv #67961	-5,793.00
02/23/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4334	-47,799.73
02/23/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct # 600419881 - Inv #2/15/2022	-486.00
02/24/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Inv #1074244	-785.57
02/25/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING ee1ecfb0f85f4	-4,003.25
02/25/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-4,781.77
02/25/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-26,144.97
02/28/2022	Bill Payment (Check)	Curriculum Associates	Inv #90124775	-1,531.00
02/28/2022	Bill Payment (Check)	UPS	Acct #2830ER - Inv #00002830ER072	-18.03
03/01/2022	Bill Payment (Check)	Music Theatre International	Multiple invoices (details on stub)	-2,105.00
03/01/2022	Bill Payment (Check)	Adam Jakola	Inv #2/14/22Basketball	-90.00
03/01/2022	Bill Payment (Check)	Bienvenido Nieves	Inv #2/14/22Basketball	-66.00
03/01/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS197931	-1,031.40
03/01/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #16399370010Jan11-Feb9	-2,701.43
03/01/2022	Bill Payment (Check)	Eversource (formerly NStar-1638- MS)	Acct #16382880025 - Inv #16382880025Jan11-Feb9	-7,855.05
03/01/2022	Bill Payment (Check)	J.W.Pepper	Inv #364068134	-656.95
03/01/2022	Bill Payment (Check)	Jeff Galicki	Inv #2/14/22Basketball	-90.00
03/01/2022	Bill Payment (Check)	Learn Well	Inv #INV91488	-203.50
03/01/2022	Bill Payment (Check)	MATSOL	Inv #2022-211	-40.00
03/01/2022	Bill Payment (Check)	MMEA	Inv #44643	-175.00
03/01/2022	Bill Payment (Check)	MSAA (Mass School Administrators' Assoc	Inv #0022430-IN	-1,045.00
03/01/2022	Bill Payment (Check)	Music & Arts	Inv #INVO30332974	-43.40
03/01/2022	Bill Payment (Check)	Next Gen Supply Group	Inv #301834	-1,082.16
03/01/2022	Bill Payment (Check)	Nick Buoniconti	Inv #2/14/22Basketball	-66.00
03/01/2022	Bill Payment (Check)	Rubin and Rudman, LLP	Inv #604152	-1,125.00
03/01/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14746244	-87.88
03/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3500441483	-23.65
03/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3500441482	-20.12
03/01/2022	Bill Payment (Check)	T. Lee Associates	Inv #02232022	-1,620.00
03/01/2022	Bill Payment (Check)	Verizon	Inv #351413268000197Feb22	-113.88
03/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-13,308.87
03/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-159,496.10
03/01/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-7,920.03
03/01/2022	Expense	Middlesex Savings Bank	Service Charge Assessed	-58.12
03/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157466Feb 2022	-71,390.82
03/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157127Feb22	-96,709.40
03/02/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 7e0a64fa22abe5	-4,993.00
03/02/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal EBPA LLC - External Withdrawal EBPA LLC - INS PREM	-1,502.98
03/03/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Acct # AKFCS - Inv #1121-T20	-381.03
03/03/2022	Expense	Laro, Shannon	DEP RETURN FEE - Bounced Check	-20.00
03/03/2022	Expense	Laro&Lecuyer Kyle and Shannon	DEP RETURN CHARGEBACK - Bounced Check	-60.00
03/04/2022	Bill Payment (Check)	Charlton Oil Company	Multiple invoices (details on stub)	-3,083.71
03/04/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Multiple invoices	-4,810.16
03/04/2022	Bill Payment (Check)	Addchieve	Inv #1148	-1,800.00
03/04/2022	Bill Payment (Check)	Arnold, Todd	Inv #2/17/2022	-66.00
03/04/2022	Bill Payment (Check)	Bienvenido Nieves	Inv #2/16/2022Basketball	-66.00
03/04/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS198047	-618.84
03/04/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4345	-13,348.96
03/04/2022	Bill Payment (Check)	French River Ed. System	Inv #11572	-500.00
03/04/2022	Bill Payment (Check)	Frontline Technologies Group LLC	Inv #INVESP13876	-586.20
03/04/2022	Bill Payment (Check)	George Naumes	Inv #2/16/2022Basketball	-66.00
03/04/2022	Bill Payment (Check)	Hanover Insurance Co.	Acct #1502972751-001-000 - Inv #1502972751001000Feb22	-487.40
03/04/2022	Bill Payment (Check)	Jeffrey Niedjadlik	Inv #2/17/2022	-90.00
03/04/2022	Bill Payment (Check)	Libby, Brian	Inv #2/16/2022Basketball	-90.00
03/04/2022	Bill Payment (Check)	Mirick O'Connell Attorneys at Law	Inv #529734	-18,612.00
03/04/2022	Bill Payment (Check)	Morse, Brian	Inv #Basketball Sr.Night	-139.86
03/04/2022	Bill Payment (Check)	Nardella Thomas	Inv #Nurse Flowers	-78.90
03/04/2022	Bill Payment (Check)	Next Gen Supply Group	Inv #296502	-158.50
03/04/2022	Bill Payment (Check)	Ofring, Daniel	Inv #2/16/2022Basketball	-90.00
03/04/2022	Bill Payment (Check)	OHI Engineering, Inc	Inv #7034	-2,070.00
03/04/2022	Bill Payment (Check)	Pisano, Kali	Inv #Mote Subscription	-41.44
03/04/2022	Bill Payment (Check)	Prifti, Nicholas	Inv #2/17/2022Basketball	-90.00
03/04/2022	Bill Payment (Check)	Rasmussen, Marci	Inv #FY22 PD	-400.00
03/04/2022	Bill Payment (Check)	Regan, Jessica	Inv #Staff Breakfast	-36.98
03/04/2022	Bill Payment (Check)	REPUBLIC SERVICES	Acct #309540019731 - Inv #0954-002073764	-4,054.38
03/04/2022	Bill Payment (Check)	Sanders, Bobby	Inv #2/17/2022Basketball	-66.00
03/04/2022	Bill Payment (Check)	Simmarano, Michael	Inv #21-22 BB Assignor	-378.00
03/04/2022	Bill Payment (Check)	T Mobile	Inv #970721002Feb2022	-374.58
03/07/2022	Bill Payment (Check)	New England Ice Cream	Inv #5512203408	-384.27
03/07/2022	Bill Payment (Check)	Confianza LLC	Multiple invoices (details on stub)	-500.00
03/07/2022	Bill Payment (Check)	EDS Mechanical Inc	Multiple invoices (details on stub)	-15,642.35
03/07/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Multiple invoices (details on stub)	-15,612.14

03/07/2022	Bill Payment (Check)	Beltronics, Inc.	Inv #67975	-1,275.00
03/07/2022	Bill Payment (Check)	Conca, Kelly	Inv #Website Management	-514.00
03/07/2022	Bill Payment (Check)	Fire Equipment Inc.	Inv #SIN159035	-700.00
03/07/2022	Bill Payment (Check)	Liberty Mutual Insurance	Inv #14180753	-9,126.20
03/07/2022	Expense	USAbLe Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-5,945.19
03/08/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169543	-125.00
03/08/2022	Bill Payment (Check)	Kara LaFond	Inv #Classroom Supplies	-42.47
03/10/2022	Bill Payment (Check)	J.W.Pepper	Multiple invoices	-444.49
03/10/2022	Bill Payment (Check)	Heidi Paluk		-155.12
03/11/2022	Bill Payment (Check)	Really Good Stuff, Inc	Inv #7869778	-467.88
03/11/2022	Bill Payment (Check)	Beltronics, Inc.	Multiple invoices (details on stub)	-7,144.00
03/11/2022	Bill Payment (Check)	City Of Worcester Water/Sewer	Multiple invoices (details on stub)	-3,544.41
03/11/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-588.08
03/11/2022	Bill Payment (Check)	New England Ice Cream	Multiple invoices (details on stub)	-762.21
03/11/2022	Bill Payment (Check)	Wells Fargo Financial Leasing	Voided - Multiple invoices (details on stub)	0.00
03/11/2022	Bill Payment (Check)	AKFCS Booster Club	Inv #Athletic Scholarship	-1,000.00
03/11/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Acct #AKFCS - Inv #0122-T17	-1,412.63
03/11/2022	Bill Payment (Check)	Best Plumbing Specialties, Inc	Inv #6070535	-4,118.35
03/11/2022	Bill Payment (Check)	Bethlyn Ramautar	Inv #Allergy Meals	-22.94
03/11/2022	Bill Payment (Check)	Citizens Bank	Inv #5530950000014104Mar22	-11,762.02
03/11/2022	Bill Payment (Check)	Cogent	Inv #ABBY KELLO0001Mar22	-3,264.00
03/11/2022	Bill Payment (Check)	Conway Technology Group	Inv #IN3276249	-70.00
03/11/2022	Bill Payment (Check)	Curriculum Associates	Inv #90162743	-66.30
03/11/2022	Bill Payment (Check)	Elite Fitness Professionals DBA SLS Fitness	Inv #1	-3,000.00
03/11/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4355	-21,332.67
03/11/2022	Bill Payment (Check)	Facilities Management & Maintenance, Inc.	Inv #38742	-21,137.33
03/11/2022	Bill Payment (Check)	French River Ed. System	Inv #11587	-20,263.00
03/11/2022	Bill Payment (Check)	Joseph's Lock & Safe	Inv #11307	-130.00
03/11/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169545	-125.00
03/11/2022	Bill Payment (Check)	Kush, Peter	Inv #12/15 Basketball JV	-66.00
03/11/2022	Bill Payment (Check)	Lesley University Center for Math Achieve	Inv #CMA 1815-11012103	-1,509.91
03/11/2022	Bill Payment (Check)	Meaghan Culkeen	Inv #Musical Supplies	-652.72
03/11/2022	Bill Payment (Check)	Melissa Couepel	Inv #2/7-3/4/2022	-119.47
03/11/2022	Bill Payment (Check)	Morse Bros LLC	Inv #3826	-9,775.00
03/11/2022	Bill Payment (Check)	National Grid-6 New Bond	Acct #3922905023 - Inv #39229-05023Feb7-Mar8	-17,139.72
03/11/2022	Bill Payment (Check)	Newman & DiStefano	Acct #AKF100 - Inv #14314	-1,960.60
03/11/2022	Bill Payment (Check)	O' Brien, David	Inv #FY22 PD	-100.00
03/11/2022	Bill Payment (Check)	Pamela Choinski	Inv #FY22 PD	-175.00
03/11/2022	Bill Payment (Check)	Pisano, Kali	Inv #Printing	-108.80
03/11/2022	Bill Payment (Check)	Quadient Financial USA, Inc	Acct #7900044050672835 - Inv #7900044050672835Feb22	-200.00
03/11/2022	Bill Payment (Check)	Sal's Pizza	Inv #0119353	-343.20
03/11/2022	Bill Payment (Check)	Shapiro Educational & Behavioral Consulta	Inv #AK0222S	-10,125.00
03/11/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B14816147	-1,988.00
03/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3501910986	-48.72
03/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #8065455661	-198.62
03/11/2022	Bill Payment (Check)	Thurstion Foods, Inc.	Acct #19950 - Inv #1080441	-4,732.17
03/11/2022	Bill Payment (Check)	Trane U.S., Inc.	Inv #312438261	-963.00
03/11/2022	Bill Payment (Check)	Varitronics, LLC	Inv #PSI-139450	-1,022.96
03/11/2022	Bill Payment (Check)	Worthington Direct	Inv #INV382846ABBO05	-1,379.58
03/11/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-26,331.16
03/11/2022	Bill Payment (Check)	Office Supply.com	Inv #4586116	-357.12
03/11/2022	Expense	Roman, Vanessa	DEP RETURN CHARGEBACK - Bounced Check	-152.00
03/11/2022	Expense	Roman, Vanessa	DEP RETURN FEE - Bounced Check	-20.00
03/11/2022	Expense	M.T.R.S.	External Withdrawal MTRS - P External Withdrawal MTRS - Payment REF*AA*02202203944	-87,461.39
03/11/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,359.08
03/11/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING e01716fabca38e	-4,003.25
03/14/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-139,385.43
03/14/2022	Expense	Ayantola, Jerry & Melissa	DEP RETURN FEE - Bounced Check	-20.00
03/14/2022	Expense	Ayantola, Jerry & Melissa	DEP RETURN CHARGEBACK - Bounced Check	-92.00
03/14/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-3,485.64
03/16/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169544	-125.00
03/18/2022	Expense	USAbLe Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-6,920.32
03/21/2022	Bill Payment (Check)	Rosario, Manuel		-226.55
03/22/2022	Bill Payment (Check)	City of Worcester Fire Department	Multiple invoices (details on stub)	-600.00
03/22/2022	Bill Payment (Check)	City Of Worcester Water/Sewer	Multiple invoices (details on stub)	-9,529.22
03/22/2022	Bill Payment (Check)	Symczak, Jessica	Multiple invoices	-30.80
03/22/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct #600419881 - Inv #4369182 W&S1/15-2/15	-607.50
03/22/2022	Bill Payment (Check)	Meaghan Culkeen	Inv #Musical Costumes	-478.23
03/22/2022	Bill Payment (Check)	MSAA (Mass School Administrators' Assoc	Voided - Inv #0022524-IN	0.00
03/22/2022	Bill Payment (Check)	National Grid 38928-53023	Inv #38928-53023Feb4-Mar8	-6,446.68
03/22/2022	Bill Payment (Check)	National Grid 69923-82006	Inv #69923-82006Feb4-Mar8	-8,208.99
03/22/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Inv #CDIM/1263708	-4,430.04
03/22/2022	Bill Payment (Check)	United Rentals	Inv #203496153-001	-368.18

03/22/2022	Bill Payment (Check)	Crystal Rock	Acct # 11174381270102 - Inv #1270102 030922	-190.34
03/23/2022	Bill Payment (Check)	Crafting Minds	Inv #1222	-350.00
03/24/2022	Bill Payment (Check)	Wells Fargo Financial Leasing	Multiple invoices	-13,060.59
03/25/2022	Bill Payment (Check)	Mirick O'Connell Attorneys at Law	Inv #532007	-1,797.50
03/25/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,332.42
03/25/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 965e38aea485ed	-4,003.25
03/28/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Multiple invoices	-3,094.20
03/28/2022	Bill Payment (Check)	MacGill, W. Nurse Supply Co.	Multiple invoices	-73.74
03/28/2022	Bill Payment (Check)	Ascentria Community Services, Inc	Acct #AKFCS - Inv #02220-T19	-39.42
03/28/2022	Bill Payment (Check)	Ashdown Technologies	Inv #119000	-6.50
03/28/2022	Bill Payment (Check)	Cherry Road Technologies	Inv #ACC-SINV-2022-00315	-3,341.25
03/28/2022	Bill Payment (Check)	Earthlink Business/Windstream	Inv #74635775	-460.67
03/28/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #16399370010Feb9-Mar10	-1,890.74
03/28/2022	Bill Payment (Check)	Eversource (formerly NSTar-1638- MS)	Acct #16382880025 - Inv #16382880025Feb9-Mar10	-6,362.13
03/28/2022	Bill Payment (Check)	Forster, Rosalie	Inv #Teachers Pay	-87.98
03/28/2022	Bill Payment (Check)	Graybar	Inv #9325965860	-323.57
03/28/2022	Bill Payment (Check)	Institute for Multi-Sensory Education	Inv #155853	-20.00
03/28/2022	Bill Payment (Check)	Melissa Couepel	Inv #3/7-3/18/2022	-91.90
03/28/2022	Bill Payment (Check)	T. Lee Associates	Inv #03232022	-1,620.00
03/28/2022	Bill Payment (Check)	Thompson - Liston Associates, Inc.	Inv #202280304016	-180.00
03/28/2022	Bill Payment (Check)	Verizon	Inv #351413268000197Mar22	-113.88
03/28/2022	Bill Payment (Check)	YMCA of Central Massachusetts	Inv #CM10016, 52461, 55797	-634.00
03/28/2022	Bill Payment (Check)	Richmond Boateng	Voided - Inv #Prom 2022	0.00
03/28/2022	Bill Payment (Check)	J.W.Pepper	Multiple invoices	-30.00
03/28/2022	Bill Payment (Check)	Hanover Insurance Co.	Acct #1502972751-001-000 - Inv #1502972751001000Mar22	-487.40
03/28/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3172181	-591.50
03/28/2022	Bill Payment (Check)	Roto Rooter Services	Inv #80-22467351	-624.67
03/28/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-4,929.11
03/29/2022	Bill Payment (Check)	Bureau Of Education & Research Inc.	Multiple invoices (details on stub)	-837.00
03/29/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-18,312.24
03/29/2022	Bill Payment (Check)	Animal Adventures	Inv #7872	-1,840.00
03/29/2022	Bill Payment (Check)	Best Plumbing Specialties, Inc	Inv #6091295	-1,185.35
03/29/2022	Bill Payment (Check)	Charlton Oil Company	Inv #1325099	-2,270.31
03/29/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11890	-11,895.00
03/29/2022	Bill Payment (Check)	Lesley University Center for Math Achieve	Inv #CMA 1815-09132102	-2,500.00
03/29/2022	Bill Payment (Check)	MSAA (Mass School Administrators' Assoc	Inv #0022591-IN	-125.00
03/29/2022	Bill Payment (Check)	National Business Furniture LLC	Inv #ZK167521-TDQ	-3,172.20
03/29/2022	Bill Payment (Check)	Quadient Financial USA, Inc	Acct #7900044050672835 - Inv #7900044050672835Mar22	-41.76
03/29/2022	Bill Payment (Check)	Sweeten, Timothy	Inv #11/13 Football	-97.00
03/31/2022	Bill Payment (Check)	Carver, Sarah	Inv #11/13 Football	-200.00
03/31/2022	Bill Payment (Check)	T Mobile	Inv #970721002Mar22	-374.04
03/31/2022	Bill Payment (Check)	Roto Rooter Services	Inv #80-22460335	-4,750.00
03/31/2022	Expense	Middlesex Savings Bank	Service Charge Assessed	-59.33
04/01/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3194709	-125.00
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388430	-65.45
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388429	-135.56
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388427	-23.21
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3502388426	-176.00
04/01/2022	Bill Payment (Check)	Bean, Corinne Polucha	Multiple invoices (details on stub)	-48.61
04/01/2022	Bill Payment (Check)	CDW Government, Inc.	Multiple invoices (details on stub)	-7,624.62
04/01/2022	Bill Payment (Check)	EDS Mechanical Inc	Multiple invoices (details on stub)	-10,611.44
04/01/2022	Bill Payment (Check)	Gitkind, Benjamin	Multiple invoices (details on stub)	-849.33
04/01/2022	Bill Payment (Check)	Gordon Foodservice	Multiple invoices (details on stub)	-2,612.70
04/01/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-29,339.67
04/01/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Multiple invoices	-9,455.62
04/01/2022	Bill Payment (Check)	Didonna, Amy	Inv #February 2022	-960.00
04/01/2022	Bill Payment (Check)	DoorDash, Inc.	Inv #504368	-136.77
04/01/2022	Bill Payment (Check)	F&D Truck Company Inc.	Inv #4364	-11,954.33
04/01/2022	Bill Payment (Check)	ID Wholesaler	Inv #INV6788865	-187.26
04/01/2022	Bill Payment (Check)	International Baccalaureate Americas	Acct #S004965 - Inv #P5NQ9WVRMS	-1,280.00
04/01/2022	Bill Payment (Check)	Kursonis, Christopher	Inv #ASCD Conference	-1,225.38
04/01/2022	Bill Payment (Check)	Liberty Mutual Insurance	Inv #14207244	-9,126.20
04/01/2022	Bill Payment (Check)	Little, AnnMarie	Inv #Cab ride	-40.00
04/01/2022	Bill Payment (Check)	MATSOL	Inv #2325156	-40.00
04/01/2022	Bill Payment (Check)	National Glass Works Inc.	Inv #3-10149	-384.00
04/01/2022	Bill Payment (Check)	New England Aquarium	Inv #5994581	-705.00
04/01/2022	Bill Payment (Check)	New England Center for Children	Inv #20740	-1,650.00
04/01/2022	Bill Payment (Check)	Ramirez, Sara	Inv #Ice packs/OTC meds	-61.48
04/01/2022	Bill Payment (Check)	Sal's Pizza	Inv #0120883	-343.20
04/01/2022	Bill Payment (Check)	Sherwin Williams Sturbridge	Inv #2575-3	-320.40
04/01/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3503407627	-2,879.20
04/01/2022	Bill Payment (Check)	United Rentals	Inv #203945758-001	-855.45
04/01/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Inv #28458270023Feb9-Mar10	-14,246.67

04/01/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct #600419881 - Inv #Snow Removal2021/2022	-30,000.00
04/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157127March22	-96,709.40
04/01/2022	Bill Payment (Check)	Middlesex Savings Bank	# 164157466March22	-71,390.82
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-911.50
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-10,760.09
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-144,771.12
04/04/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal BCBS MASS BC External Withdrawal BCBS MASS BCBSMA - PREMIUM REF*BFP	-12,899.01
04/04/2022	Expense	TASC- FlexSystem	External Withdrawal TASC - TASC External Withdrawal TASC - TASCFUNDS 2dcdb4bf2e780e5	-5,038.00
04/05/2022	Bill Payment (Check)	Carolina Biological Supply Company	Inv #51705733 RI	-328.28
04/05/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169547	-125.00
04/05/2022	Expense	USable Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-5,764.54
04/08/2022	Bill Payment (Check)	Allison Smith	Inv #IB Test Refund	-100.00
04/08/2022	Bill Payment (Check)	Fire Equipment Inc.	Inv #SIN164115	-755.00
04/08/2022	Bill Payment (Check)	REPUBLIC SERVICES	Acct #309540019731 - Inv #0954-002083190	-4,220.38
04/08/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,154.80
04/08/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-3,342.83
04/11/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-139,706.74
04/11/2022	Bill Payment (Check)	Cabral, Amelie Beth	Multiple invoices	-577.42
04/11/2022	Bill Payment (Check)	City of Worcester Water Construction	Multiple invoices (details on stub)	-1,620.00
04/11/2022	Bill Payment (Check)	EDS Mechanical Inc	Multiple invoices (details on stub)	-6,706.20
04/11/2022	Bill Payment (Check)	Morse Bros LLC	Multiple invoices	-2,087.00
04/11/2022	Bill Payment (Check)	Naira Joseph	Multiple invoices	-213.81
04/11/2022	Bill Payment (Check)	New England Ice Cream	Multiple invoices (details on stub)	-1,020.13
04/11/2022	Bill Payment (Check)	Next Gen Supply Group	Multiple invoices	-8,147.90
04/11/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-22,892.61
04/11/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Multiple invoices	-6,003.70
04/11/2022	Bill Payment (Check)	Wells Fargo Financial Leasing	Multiple invoices	-6,540.41
04/11/2022	Bill Payment (Check)	AFR Insurance Services	Inv #19420	-22,669.92
04/11/2022	Bill Payment (Check)	CDW Government, Inc.	Inv #T964813	-847.18
04/11/2022	Bill Payment (Check)	Centimark Corporation	Inv #8001026355	-2,887.21
04/11/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS198510	-1,031.40
04/11/2022	Bill Payment (Check)	Cogent	Inv #ABBY KELLO0001April22	-3,264.00
04/11/2022	Bill Payment (Check)	DIY Mobile Box	Inv #18402	-1,880.00
04/11/2022	Bill Payment (Check)	Donahue, Mark	Inv #4/4/2022 Volleyball	-153.00
04/11/2022	Bill Payment (Check)	Facilities Management & Maintenance, Inc.	Inv #39132	-21,137.33
04/11/2022	Bill Payment (Check)	Frontline Technologies Group LLC	Inv #INVESP14123	-110.40
04/11/2022	Bill Payment (Check)	Gould, Kelly	Inv #Math Club Pizza	-125.64
04/11/2022	Bill Payment (Check)	Jeff Galicki	Inv #4/4/2022 Volleyball	-153.00
04/11/2022	Bill Payment (Check)	Joseph's Lock & Safe	Inv #11727	-167.00
04/11/2022	Bill Payment (Check)	Mancini, Diane	Inv #Krispy Kreme	-173.25
04/11/2022	Bill Payment (Check)	Melissa Couepel	Inv #3/21/22-4/1/22	-73.52
04/11/2022	Bill Payment (Check)	New England Medical Billing	Inv #ABBYK2112	-811.52
04/11/2022	Bill Payment (Check)	Pro-Ed	Inv #2933743	-59.40
04/11/2022	Bill Payment (Check)	Regan, Jessica	Inv #Thank you notes	-30.00
04/11/2022	Bill Payment (Check)	RI Analytical Laboratories Inc.	Inv #45113	-2,520.00
04/11/2022	Bill Payment (Check)	Roy, Sarah	Inv #Art Supplies.	-196.20
04/11/2022	Bill Payment (Check)	Rubin and Rudman, LLP	Inv #605833	-671.50
04/11/2022	Bill Payment (Check)	SmartSign	Inv #MAT-216384	-392.00
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3504207961	-64.58
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #8065760722	-243.16
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3504207954	-138.48
04/11/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3504207962	-155.33
04/11/2022	Bill Payment (Check)	Herff Jones	Inv #2782458	-1,877.55
04/11/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-466.66
04/11/2022	Bill Payment (Check)	WSHS CBC	Inv #MS Cheer 2022	-125.00
04/11/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-150.00
04/11/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING b203670efd3b36	-4,003.25
04/11/2022	Expense	M.T.R.S.	External Withdrawal MTRS - P External Withdrawal MTRS - Payment REF*AA*03202204546	-86,968.78
04/12/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169548	-125.00
04/12/2022	Expense	Blue Cross Blue Shield of MA	External Withdrawal EBPA LLC - External Withdrawal EBPA LLC - INS PREM	-1,502.98
04/13/2022	Bill Payment (Check)	JP Pest Services, LLC	Inv #3169541	-395.00
04/15/2022	Bill Payment (Check)	New England Ice Cream	Inv #5512208308	-305.03
04/15/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-6,170.50
04/15/2022	Bill Payment (Check)	Duva Distributors	Multiple invoices	-693.50
04/15/2022	Bill Payment (Check)	New England Ice Cream	Multiple invoices (details on stub)	-683.61
04/15/2022	Bill Payment (Check)	Preferred Meal Systems, Inc.	Multiple invoices	-5,769.32
04/15/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Multiple invoices	-4,127.96
04/15/2022	Bill Payment (Check)	Charles H. Stewart Co. Ltd	Inv #2022-0408	-415.00
04/15/2022	Bill Payment (Check)	Citizens Bank	Inv #5530950000014104Apr22	-11,327.31
04/15/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Inv #WPDS198603	-1,031.40
04/15/2022	Bill Payment (Check)	Crystal Rock	Acct #11174381270102 - Inv #1270102 040622	-190.34
04/15/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11583	-1,607.00
04/15/2022	Bill Payment (Check)	Gould, Kelly	Inv #MCAS Supplies	-120.00

04/15/2022	Bill Payment (Check)	Idioma Education & Consulting, LLC	Inv #1081	-450.00
04/15/2022	Bill Payment (Check)	Lawrence Waste Services	Inv #0000294108	-670.00
04/15/2022	Bill Payment (Check)	Lesley University Center for Math Achieve	Inv #CMA 1815-04012204	-9,118.18
04/15/2022	Bill Payment (Check)	MacGill, W. Nurse Supply Co.	Inv #IN0790406	-130.93
04/15/2022	Bill Payment (Check)	Mansfield Paper Company, Inc.	Acct #2355 - Inv #459485	-1,329.05
04/15/2022	Bill Payment (Check)	McDonald, Renee	Inv #Grad Class	-400.00
04/15/2022	Bill Payment (Check)	National Grid 38928-53023	Inv #38928-53023Mar8-Apr6	-6,394.95
04/15/2022	Bill Payment (Check)	National Grid 69923-82006	Inv #69923-82006Mar8-Apr6	-7,867.06
04/15/2022	Bill Payment (Check)	National Grid-6 New Bond	Acct #3922905023 - Inv #39229050238Mar8-Apr8	-18,142.03
04/15/2022	Bill Payment (Check)	Quadient Financial USA, Inc	Acct #7900044050672835 - Inv #7900044050672835Apr22	-200.00
04/15/2022	Bill Payment (Check)	Sal's Pizza	Inv #0121772	-343.20
04/15/2022	Bill Payment (Check)	Shapiro Educational & Behavioral Consulta	Inv #AK0322S	-17,092.50
04/15/2022	Bill Payment (Check)	SHI International	Acct #1128388 - Inv #B15031584	-4,004.00
04/15/2022	Bill Payment (Check)	Trane U.S., Inc.	Inv #312530517	-963.00
04/15/2022	Bill Payment (Check)	United Rentals	Inv #203496153-001A	-18.00
04/19/2022	Bill Payment (Check)	Maltoufi, Nour		-30.53
04/20/2022	Expense	USABLE Life	External Withdrawal USABLE LIFE External Withdrawal USABLE LIFE - PREM PAYMT	-6,896.95
04/22/2022	Expense	TASC- FlexSystem	External Withdrawal TASC TASC - External Withdrawal TASC TASC - FUNDING 5df3e02900e3d5	-4,385.05
04/25/2022	Expense	HR Knowledge Inc.	External Withdrawal HR KNOWLEDGE External Withdrawal HR KNOWLEDGE DEB - PAYROLL	-6,175.42
04/26/2022	Bill Payment (Check)	First Book	Inv #700504566	-104.87
04/26/2022	Bill Payment (Check)	T-Mobile	Acct #970542208 - Inv #970542208Mar2022	-157.55
04/26/2022	Bill Payment (Check)	T-Mobile	Acct #970542208 - Inv #970542208Apr22	-400.00
04/26/2022	Expense	Nationwide Trust Company, FSB	External Withdrawal NW TRUST TRU External Withdrawal NW TRUST TRUST COLLECTIONS - CONTR	-25,291.22
04/27/2022	Bill Payment (Check)	AA Transportation	Multiple invoices	-13,168.49
04/27/2022	Bill Payment (Check)	City of Worcester Police Dept	Acct #WPDS0000C47 - Multiple invoices	-1,650.24
04/27/2022	Bill Payment (Check)	City Of Worcester Water/Sewer	Acct #15-0088-F00 - Multiple invoices (details on stub)	-4,662.48
04/27/2022	Bill Payment (Check)	DIY Mobile Box	Multiple invoices (details on stub)	-770.00
04/27/2022	Bill Payment (Check)	Meaghan Culkeen	Multiple invoices (details on stub)	-578.41
04/27/2022	Bill Payment (Check)	Alexandra Connell	Inv #Teachers Pay Teachers	-122.70
04/27/2022	Bill Payment (Check)	Conca, Kelly	Inv #Class Headphones	-102.39
04/27/2022	Bill Payment (Check)	Crocodile River Music & Media, LLC	Inv #CRM22031502	-1,500.00
04/27/2022	Bill Payment (Check)	David Morin	Inv #4/12/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	Davis Farmland and Mega Maze	Inv #5883	-1,566.95
04/27/2022	Bill Payment (Check)	Earthlink Business/Windstream	Inv #74714656	-489.58
04/27/2022	Bill Payment (Check)	EDS Mechanical Inc	Inv #11934	-22,500.00
04/27/2022	Bill Payment (Check)	Eversource (formally NSTAR-1639-Elem)	Acct #16399370010 - Inv #16399370010Mar10-Apr8	-1,219.33
04/27/2022	Bill Payment (Check)	Eversource (formally Nstar-2845- HS)	Inv #28458270023Mar10-Apr8	-9,819.79
04/27/2022	Bill Payment (Check)	Eversource (formerly NStar-1638- MS)	Acct #16382880025 - Inv #16382880025Mar10-Apr8	-4,596.15
04/27/2022	Bill Payment (Check)	Good As Gold Coffee Systems Inc.	Inv #397793	-1,567.91
04/27/2022	Bill Payment (Check)	Houck, Laura	Inv #FY22 PD	-49.00
04/27/2022	Bill Payment (Check)	Kasprzak, Leonard	Inv #4/11/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	King, Paul	Inv #4/11/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	Liberty MA Portfolio Fee LLC	Acct #600419881 - Inv #4385174 W&S 2/15-3/15	-486.00
04/27/2022	Bill Payment (Check)	Mansfield Paper Company, Inc.	Acct #2355 - Inv #459485A	-51.32
04/27/2022	Bill Payment (Check)	Morse Bros LLC	Inv #3947	-9,575.00
04/27/2022	Bill Payment (Check)	North Oxford Mills	Inv #NO011495	-5,694.00
04/27/2022	Bill Payment (Check)	SCOIR, Inc	Inv #INV-101365	-250.00
04/27/2022	Bill Payment (Check)	Simmarano, Michael	Inv #4/12/2022 Volleyball	-153.00
04/27/2022	Bill Payment (Check)	Thurston Foods, Inc.	Acct #19950 - Inv #1104842	-1,599.32
04/27/2022	Bill Payment (Check)	Verizon	Inv #351413268000197Apr22	-113.88
04/27/2022	Bill Payment (Check)	Mulcahy, Daniel	Inv #4/12/2022	-99.00
04/27/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3505393874	-73.93
04/27/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3505393873	-26.42
04/27/2022	Bill Payment (Check)	Staples	Acct #1625462BOS - Inv #3505393872	-38.60
04/30/2022	Expense	Middlesex Savings Bank	Service Charge Assessed	-58.57



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Facilities and Finance Committee Meeting Minutes- DRAFT

<https://akfcs-org.zoom.us/j/98230378526?pwd=RWRtaUkwM2pSb2lxM01jTitvQ2NWZz09>

Friday, May 20, 2022, 8:00 a.m.

Meeting ID: 982 3037 8526 **Passcode:** 258649

By phone: +1 929 205 6099 US **Meeting ID:** 982 3037 8526

The meeting was called to order by Mr. Patrick Royce, Chair. The attendance was recorded and is attached.

Mr. Royce opened the meeting at 8:02 a.m. Mr. Royce asked the Committee to review the Meeting Minutes from April 13, 2022. Upon their review, Mr. Royce asked for a motion to approve the minutes from April 13, 2022, Facilities & Finance Meetings. Ms. Zagabe-Ndiku made the motion; Ms. Blue seconded it. A roll call vote was taken, and the meeting notes were approved.

Financial Reports

Ms. Carpino explained that the revenue from state sources has returned to the level it needed to be as we have been receiving extra funds due to a missed payment. We are about ninety thousand dollars over the budgeted amount, which is expected to increase by year-end. It was also explained that we are below budget in transportation due to a lack of usage for field trips and sports, but we are getting charged for gas prices, and any overage will be a small amount. Federal grant funding is significantly high due to Title One funding being more elevated than predicted and competitive grants received over the year.

Staffing costs showed an overbudget amount of seventy thousand dollars, but that was due to bonuses paid out to staff, which will show up in April due to the payroll date. Benefits are the same and are currently under budget as a five to nine percent increase was budgeted for, but it ended up being three percent, which has stayed consistent throughout the year. No information on the renewal of benefits has been received as of date, but it has been budgeted in the higher numbers because of unpredictability with health insurance. It was noted that the debt to service coverage ratio was 2.07% compared to the required percentage of 1.15%. Ms. Carpino also stated that she would speak to the auditors about any changes they felt necessary.

Ms. Paluk explained that the seventy thousand dollars overage would add salaries for leadership and administration, instructional professionals, other students' wages, and operation and maintenance. Totaling all of them would put us over budget. The bonus number was two hundred and sixty-three thousand. Ms. Zagabe-Ndiku inquired about the yearly comparison not matching because the same items were not being compared. Ms. Carpino stated that while that was true, it was not a situation that could be controlled due to the



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

many changes in how the financials work and are tracked. It was explained that comparison would have always been challenging as the data had not been cleaned, which had to be done. It was noted that there would be a section on the presentation given that will provide explanations on anything significantly different. It was also pointed out that recruitment would begin for a CPA Board member who would be able to assist with the financials also.

Ms. Carpino explained that the current financials put us 1.8 million dollars in the surplus, and with no significant expenses planned for the next few months, this is money that would be able to go into the bank and not have to pay any back. Mr. Royce inquired about the breakdown of the other current assets and liabilities, to which Ms. Carpino stated that she would send over a document showing that information. It was also noted that an updated appraisal is in the works also.

Elementary School Flood Project

Ms. Paluk explained that a structural engineer had been hired to assist with choosing the correct products but also look at ways to lessen future damage. It was explained that rather than tile floors that could lift, we would be putting epoxy instead, so the humidification of the concrete had to be examined. Ms. Paluk also explained that traditional sheetrock would not be used, and instead, a non-permeable barrier wall would be set up to allow for quick removal if needed. It was also noted that flood doors would be installed as a few of them face the brook, and brickwork would also be done, where a mason would come in and seal the interior and exterior of the bricks. Ms. Paluk explained that once the results of the humidity test are evaluated and approved, the environmental consultant would need to support the work along with the building inspector.

It was also noted that ServiceMaster has not all been paid due to the unauthorized work that was done and that no correspondence has been received from them since March of 2022. Mr. Royce requested an update on the amounts spent versus the amounts budgeted.

WBDC/St. Gobain

Ms. Paluk explained that after meeting with Bill, the chief construction manager, it was determined that Weasel Brook was completely overgrown. It was noted that he would be meeting with the City of Worcester on Wednesday to make the case to them about their share of the responsibility when it comes to the brook and the water coming in. Ms. Paluk explained that an RFP was going to be put together to solicit bids and that once it is completed, we may be able to receive some form of financial relief from WBDC for this project. Ms. Paluk explained that that posed an issue as no public information was available on this project. Because of this lack of information, it was decided that hiring a firm would be necessary.

Ms. Paluk also spoke on the work that needed to be done in the music room of the middle school. It was explained that tents are currently set up outside that allow the students to have music lessons, but this is not feasible for the students and staff. It was also noted that homeless residents have started to sleep in the tent at



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

night, and the police have requested that it be taken down. Mr. Grennon also provided an update on the work being done in the middle school break room and informed the committee members that the roofing work would be completed during the summer for the new school year. Ms. Zagabe-Ndiku inquired about the parking lot sinkholes, to which it was explained that this was due to the material used to fill it that is now deteriorating.

Cleaning Bid Update

Ms. Carpino explained that the cleaning bid went out last week and has been posted in the paper as required by legal, and on May 26, 2022, companies wanting to bid will come for a walkthrough and an open bid meeting will take place on June 14, 2022. Ms. Carpino also explained that in this current bid, it was noted that a non-working supervisor would need to be on-site at night to oversee the cleaners. There were no further questions for Ms. Carpino.

Mr. Royce called for a motion to adjourn the meeting. Ms. Zagabe-Ndiku made the motion, and Ms. Blue seconded the motion.

The meeting was adjourned at 9:30 p.m.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Governance Committee Meeting Minutes

Friday, April 29, 2022, 8:00 a.m.

- I. Introductions/Welcome
- II. Attendance was Recorded once all members were present at 9:00 a.m.
- III. Faculty on the Board
 - a. The members discussed the potential implications and benefits of a faculty member on the board. It was determined that the members would present options to the Board for a vote at the May Board Meeting.
- IV. Recruitment of Members
 - a. The members discussed the potential process of recruitment for the Board. Mr. Royce stated that transparency was necessary, and a method of asking the Board for names should be established. At that point, the names would be provided to the governance committee to review the candidates. Mr. Royce and Ms. Paluk stated the need to have members of specific fields that would assist and complement the Board, such as a CPA and an attorney, someone in construction, Human Resources, and an educational subject matter expert. It was determined that Ms. Paluk would reach out to Atty. Bartulis, a parent of a student at Abby Kelley, speaks about potentially joining the Board. Mr. Royce stated that this would be presented to the Board as the areas of expertise needed. Ms. Paluk explained the past process of recruitment of Board members; it was determined that they would follow the same procedure as it would allow them to meet the potential members before presenting. Mr. Royce inquired about the proper way to streamline the process of approval of new Board members with DESE, to which Ms.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

Little explained that we don't have much control over when DESE approves someone.

The new members could attend the board meetings but would not be able to vote until approved by DESE. It was determined that new members would be presented as they come in instead of giving in groups or at specific times a year.

V. Committee Composition and Roles

- a. Mr. Royce inquired about the composition of the Governance Committee and voting capabilities, and Ms. Little stated that it would have to be in bylaws. Ms. Paluk explained that only the Board members would be able to vote. The Governance Committee would consist of current board members, Ms. Paluk and Ms. Little as the subject matter expert. As the composition of the board changes/increases, they would reconsider adding new members.

VI. Vision/Mission Statement

It was determined that the Committee would review the current bylaws and table this item for the next meeting.

VII. Submitting 'comments to the Board's Policy

It was determined that this item would be tabled for the next meeting when we review the ByLaws. This refers to the protocol listed on our website for submitting public comments.

VIII. Adjournment at 11:00 a.m.



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 Meeting Minutes

Wednesday, May 25, 2022, 6:30 p.m.

<https://akfcs-org.zoom.us/j/97537402928?pwd=QlZzSXlJdVksVU83cTRjaC9oQlh3Zz09>

Webinar ID: 975 3740 2928 **Passcode:** 256675

By phone: 1 929 205 6099 **Webinar ID:** 975 3740 2928

The meeting was called to order by Ms. Celia J. Blue, Chair. The attendance was recorded and is attached.

Ms. Blue read the Abby Kelley Mission Statement and noted no public comments or old business.

Ms. Blue reviewed the minutes from April 27, 2022, Board meeting and reported one edit to the minutes. On page three, it should state “to approve the budget as presented.” The correction was noted and made on the minutes in question. Ms. Blue asked for a motion to accept April 27, 2022 minutes with the edits as suggested. Mr. Royce made the Motion, and Ms. Zagabe-Ndiku seconded it. Ms. Blue performed a roll call, and the minutes were approved unanimously.

Executive Director Report

Ms. Paluk informed the Board of the many activities planned for the students and families in these last weeks of school. The Elementary school was also able to conduct a fundraiser with a goal of five thousand dollars, to which they were able to raise twelve thousand dollars which will be used to buy equipment for the specials program. Ms. Paluk also spoke on the MCAS and SEL testing that would be taking place towards the end of the year.

Ms. Paluk informed the Board that field trips have resumed for the schools, with many activities planned for the students. Ms. Paluk also noted that in partnership with Mr. Morse and the Youthworks program, six students would be working at the school this summer in different departments. This program will be at no cost to Abby Kelley, providing the students with this opportunity.

Committee Updates

Education Committee

Ms. Vernon provided an update on the mission application submitted to DESE. She informed the Board that DESE returned the mission statement and requested it is resubmitted after the charter renewal process. Ms. Vernon said committee members would review the new mission statement to ensure it aligns with the school. Mr. Penney presented the PowerPoint presentation about our students attending and changes to the college acceptance process.

Ms. Blue inquired about the mission statement timeline, and it was noted that charter renewal would be submitted first, and the mission statement would match that. Ms. Little also stated that DESE wanted enough



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

time to go through the charter renewal process before changing the mission statement due to the significant change in the current mission statement.

Mr. Royce inquired about IB credits and the colleges that accept them. He was informed that a North American office advocated for students and the IB program, and the plan was to continue to support more colleges to accept IB credits.

Ms. Vernon also informed members of the credit recovery program that would be taking place this summer and stated that incoming students would be offered the chance to receive pre-teaching lessons in reading, writing, and math. It would be a three-week morning program that runs for half a day from Monday through Friday, allowing the students to learn essential skills before school starts. It was also noted that another summer program in the works would be for students in grades five through eight and a social skills group, but it is still being planned.

Ms. Vernon provided insight on the two motions presented for the Board vote. On Motion one, the school could let out a day early for summer vacation because all of the snow days were not used this year. Ms. Blue inquired about the timing and lateness of the vote to which Ms. Paluk explained that this was not something that was ever done before, and all five days have always been used. Mr. Royce inquired about the reason behind Abby Kelley not following other school models, to which Ms. Paluk explained that it was more convenient for families to have the hard stop date and that this has been the tradition to build in the five days. Ms. Vernon requested that a note be placed on the calendars informing families that five snow days are included in the calendar.

Ms. Blue called for a motion to adjust the last day of school to Wednesday, June 15, 2022, barring no additional school closure days. Ms. Zagabe-Ndiku made the motion, and Ms. Vernon seconded it. Ms. Blue performed a roll call, and the motion was approved unanimously.

Ms. Vernon then spoke on the second motion to adjust the graduation requirements, eliminating the mandatory one year of Latin. Ms. Vernon noted that the way the graduation requirements were written did not reflect if the students received enough foreign language classes. Mr. Kursonis also provided background to the reasoning for the motion. Ms. Vernon inquired about possibly combining the Latin classes with the French class as the number of students is small in the Latin class. It was explained that this was not feasible due to the different lessons that would have to be created as they are not taught together.

Ms. Blue stated that Latin sets the school apart, and making this change before the charter renewal is a cause of concern. Mr. Kursonis then pointed out that a new Latin teacher would need to be hired. Mr. Royce stated that Latin is a part of the identity of the school and felt that a more extensive discussion needed to be done. Ms. Zagabe-Ndiku noted that if the budget is not an issue, Latin and French in the eighth grade and that most of the time, teachers who teach French could teach Latin as the language foundation is the same.

Ms. Yarnie then explained that Latin was foundational and that providing it would benefit the students who may have gone to medical school as it was used there. Ms. Paluk stated that in this case, all of the root words in medical school are not the same as are being taught here at the moment. Mr. Penney explained that only nine incoming first-year students chose Latin because Latin was the only honors language class available. Mr. Penney explained that with French and Spanish being offered in eighth grade, it would allow for honors

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

French and Spanish to be available in high school. It was decided that Latin would be kept as an elective, and the number of students signed up for the course would determine if it would be offered to students.

Ms. Blue called for a motion to adjust the graduation requirements for Foreign Language, eliminating the mandatory one year of Latin. Ms. Vernon made the motion, and Ms. Zagabe-Ndiku seconded it. A roll call was performed, and the Board voted unanimously.

Facilities & Finance Committee

Mr. Royce provided a brief update on the finances. He noted a surplus of 1.8 million dollars for the year. The Elementary school has made progress regarding the flood damage, which is expected to have work done during the summer. He and Ms. Paluk met with WBDC and their construction engineer to walk the property and review the flooding issues. Mr. Royce also noted the future meetings that would be taking place over the next few months with the same of St. Gobain and the surrounding businesses and would provide updates as they came.

Foundation Committee

Ms. Zagabe-Ndiku stated that the golf tournament was quickly approaching, the sponsorship funds were at five-thousand dollars, and active recruitment for the match was still being done. Ms. Zagabe-Ndiuku encouraged the Board members to join with their friends and family.

DEI Committee

Ms. Yarnie spoke on the subcommittees and the work that was being done. The DEI co-chair worked on the AKF social media page and has shared the post that has been published. The events subcommittee and planning committee has been formed, and eighteen members are coordinating and meeting to plan events. A save date has been established for September 17, 2022, for the Abby Kelley fall event, and more information will be provided. Art and music night took place, and students and families could participate and listen to live music. Ms. Yarnie spoke about the survey data being used for next year and how this would allow for trends to be identified. She also noted that they would be making the DEI committee more visible in the upcoming year and working to make the group reflect the Abby Kelley community.

Ms. Blue inquired about the makeup of the committee members and if they would stay the same, to which Ms. Yarnie explained that this would be discussed at the next meeting scheduled for June 14, 2022.

Governance Committee

Ms. Zagabe-Ndiku spoke on the necessity of this committee. It was noted that the committee composition was discussed and determined that the two board members, along with Ms. Paluk and Ms. Little, would review that. The mission and vision of the committee were also discussed, and they would be working on it to present to the Board of Trustees at the next meeting. Board policies and bylaws were also discussed. The recruitment of Board members was an essential topic of conversation, and the process was discussed. It was determined that the Board would be presented with members that complement it, such as a CPA and someone well versed in construction. Ms. Zagabe-Nduiku also spoke about having faculty on the Board and the presented



Abby Kelley Foster Charter Public School

10 New Bond Street Worcester, MA 01606

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

www.akfcs.org

proposal. It was noted that a motion was being introduced to the Board to establish a Faculty Representative Position as proposed by the Faculty.

Ms. Blue provided a summary of the current proposal. Ms. Blue stated that she had a philosophical difference that did not overshadow her commitment to the staff and that she does not value the opinions of the staff members. Ms. Blue explained that there was a firm belief in a clear separation of responsibilities and duties and roles, and the Board had set roles, and it was felt that this proposal was going against that.

Mr. Royce explained that he felt this should be looked at as it may prove beneficial. It was noted that this position would be a regular seat that would hold the same responsibilities as the current Board seats and provide insight. Ms. Blue stated that this was not the way to accomplish having faculty on the Board and that there were more collaborative ways to do that. Ms. Vernon explained that she also felt that there were ways of participation for staff members through means such as public comments and wanted to see more two-way conversations. She did not think having one staff member on the Board would achieve that.

Ms. Zagabe-Ndiku stated that she felt that everyone coming in on the Board should have the same responsibilities. She explained that she spoke to someone who was the assistant of a former ED, and there was a group called the Abby Kelley community committee with the thought of meeting quarterly to look into the school's strategic plan. Ms. Zagabe-Ndiku stated that having a committee like this would be beneficial and should be looked into as she did not want to convey the message of not wanting Faculty members on the Board. Ms. Yarnie provided her input and stated that having a designated faculty does not bring an even level playing field to the Board. She inquired about the specific reason for this request and noted that a conversation should be conducted with the faculty to ensure that all needs are met.

Ms. Blue expressed her appreciation for the thoughtfulness and research into the proposal. Ms. Blue also recognized that the current way of communication with the Board of Trustees could be more collaborative than it currently is and suggested that other methods be thought of to make those changes. Ms. Blue also noted that if alternative conversations were to happen, a different vote could be taken.

Ms. Blue called for a motion to establish a faculty representative position as proposed by the faculty as it stands. Mr. Royce made the motion, and Ms. Vernon seconded it. A roll call was performed, and the Board of Trustees unanimously voted against the proposal.

Ms. Blue requested an alternative motion or recommendation. Mr. Royce motioned to invite the submission of self-nominations from faculty members to become a member of the Board, subject to the same terms and conditions as current Board members. Ms. Vernon also suggested a liaison, a non-voting role where members would come and participate in conversations at a community level. It was determined that more discussion would be had on alternative presentations or suggestions.

Ms. Blue called for a motion to adjourn the meeting. The motion was made, and the Board voted unanimously to adjourn the meeting at 9:45 p.m.

List of Documents Provided:

1. Facilities & Finance Committee
 - a. Financial Report

2. Education Committee

- a. Mission Discussion
- b. Summer Programming/Credit Recovery
- c. Graduation Requirements
- d. College & Career Process Presentation

3. Governance Committee

Abby Kelley Foster Charter Public School does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness and all students have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district.