



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

Friday, June 4, 2021 / 8:00 a.m.

<https://akfcs-org.zoom.us/j/92380705776?pwd=RjZXS2R4VWdrT3JjQnA3MTEsSzdKZz09>

- I. Call to Order- Celia Blue, Chair
- II. Attendance Recorded
- III. Faithfulness to Charter
 - a. Reading of the AKF Mission; “The Mission of the Abby Kelley Foster Charter Public School is to assist parents in their role as primary educators of their children by providing a classical liberal arts education grounded in the great works of Western Civilization and aimed at academic excellence, musical competence and character formation.”
 - b. Public Comments / Open Forum
 - c. Old Business
- IV. Unbudgeted End of the Year Expenditure for the Staff- Heidi Paluk & Alisha Carpino
 - a. **Motion:** To approve the Unbudgeted End of the Year Expenditure for the Staff.
- V. Transportation Update- Alisha Carpino
- VI. Adjournment

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.



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The Meeting was Called to Order by Celia Blue, Board Chair at 8:06 a.m. Attendance was taken and is included. Ms. Blue read the Abby Kelley Mission Statement and noted there were no public comments or old business.

Ms. Blue then introduced Ms. Paluk and Ms. Carpino to begin their presentation. Ms. Paluk began by stating her expressed desire to give back to the staff, whenever possible. Ms. Paluk explained that this year, especially, involved so much hard work from everyone. Ms. Paluk explained that AKF had an unanticipated surplus that was higher than budgeted, which in part had to do with transportation costs being lower than expected. Because of this, Ms. Paluk requested that the Board consider providing the staff an end-of-the-year bonus of \$1,000.00 per person for all staff (instructional and non) with a prorated reduction based on the people who have been hired in the last 5-6 months.

A bonus of \$1,000.00 would be for staff who have been with AKF since the beginning of the school year; employees hired in November or later would receive about \$750.00, decreasing by \$100.00 per month closer to May. The total cost, according to Ms. Paluk, would be about \$205,000. Ms. Paluk stated that this bonus would go a long way to show appreciation while still being fiscally responsible, maintaining an end-of-the-year surplus. Ms. Paluk then introduced Ms. Carpino to provide that update.

Ms. Carpino explained the forecasted expense for transportation was 1.2 million dollars. After consulting with the bus company and the Department of Elementary and Secondary Education (DESE), the amount was then lowered to \$1,095,561.00 for services rendered, which is a significant reduction from what was planned. Ms. Carpino also explained that AKF had been underspent in the salary line-item as some positions had not been filled this year, and staff worked to fill in/assist wherever possible. Ms. Carpino also explained that we would be receiving \$40,000.00 from E-rate, compared to a forecast was \$10,000.00. Ms. Paluk explained that this E-rate money was for projects completed last summer so it should not be confused with new technology discussion.

Ms. Carpino explained an anticipated surplus of \$950,000.00 at the end of the year; making the expenditure for the bonuses feasible. Ms. Blue clarified that with the expenditure for bonuses, that would leave a surplus of about \$700,000, which Ms. Carpino confirmed.

Ms. Blue also inquired about the wait time on the E-rate for this coming school year. Ms. Carpino informed the Board that the amendment which was submitted for E-rate monies was granted; we will now begin working on the next steps for network rebuild and data refresh. Ms. Blue inquired about the meaning of the amendment being granted and Ms. Paluk explained that the proposal for E-Rate funding for AKFCS that was re-written in April and adjusted to include the findings of the recent security scan that was performed at AKF.



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Ms. Blue expressed her joy at the fact that there was a surplus and how it would go a long way for the staff. Ms. Zagabe-Ndiku also expressed her pleasure at knowing that this would be helping the staff.

Mr. Royce inquired about the surplus calculation and wanted to know how the \$700,000 factors in. Ms. Carpino stated that she would do a surplus calculation.

Mr. Royce also inquired about whether this bonus was something of a retention bonus or is this also going to teachers who may not be renewing their contracts and returning to AKF, in which Ms. Paluk explained that it would be given in recognition of the hard work that was put into this year. Ms. Paluk stated that a few teachers out on medical leave were not coming back, so this bonus would not be available to them.

Ms. Zagabe-Ndiku clarified with Ms. Paluk if the teachers/staff who are retiring would be receiving this bonus in which Ms. Paluk confirmed that yes, they would be since it is in recognition of the hard work done this year. Mr. Royce then clarified with Ms. Paluk if this was for all staff members and Ms. Paluk confirmed that it was instructional and non-instructional. Ms. Paluk explained that the gift cards that were given during the holiday and for teacher appreciation week were well received from all staff. Mr. Royce expressed his joy and stated that it was a great gesture and well deserved and expressed thanks to the staff, knowing how hard this year was.

Ms. Park, Ph.D., noted that this was an important gesture and expressed her thoughts about the pay scale for the bonuses. Ms. Park, Ph.D., inquired whether the team would consider either a matching reduced amount or an increased matching amount for everyone. Ms. Park, Ph.D. stated that she felt like it would show that everyone is valued, regardless of when they joined. Ms. Paluk explained that 15 people started after November of 2020 so it is not a large number of people that fall on that reduced scale. Ms. Paluk explained all staff being acknowledged and the minimum amount would be \$150.00 for someone who started in May 2021. Ms. Paluk stated that if they were to look at \$1,000.00 per person for everyone, it would be an additional \$10,000 bringing the total to about \$215,000.00.

Ms. Paluk suggested that she would not recommend reducing everyone to \$500.00; she would either go up to \$1,000.00 for everyone or keep the pay sliding scale as it is. Ms. Zagabe-Ndiku stated that she believes that it is good to compensate everyone according to the proposal. Ms. Zagabe-Ndiku stated that while it may look unfair at first, time spent and effort were looked at for those who have worked the full year and those who joined after. Ms. Zagabe-Ndiku stated that she felt that the scale made sense. Ms. Paluk reiterated that this was an unbudgeted expense and that there was money in the savings for this to be accomplished.

Ms. Yarnie stated that she was also in agreement with providing the staff with the bonus for the difficult year. Ms. Yarnie also stated that she was in agreement with the bonus being given on a pay sliding scale and that the money would be impactful for the staff. Ms. Zagabe-Ndiku inquired about whether the surplus came from



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transportation or other sources. Ms. Carpino explained that the salary budget was also down all year so that also attributed to the surplus.

Ms. Vernon wanted to know if there had been any conversation about potentially giving an extra bonus to any staff members that have gone above and beyond during this time to which Ms. Paluk stated that it would be hard to quantify who would deserve an extra bonus or not as everyone has worked hard. Ms. Blue stated that she would discuss with Ms. Paluk about putting in place a teachers recognition program next year perhaps as a way to recognize staff that have gone above and beyond.

Ms. Blue then called for a motion to approve the unbudgeted end-of-the-year expenditure for the staff at 8:28 a.m. Mr. Royce moved the motion and Ms. Zagabe-Ndiku seconded the motion. Ms. Blue performed the roll call in which all members were present.

Ms. Blue then requested a spreadsheet with the total amount distributed to the staff this year. Ms. Carpino stated that she would get that out to her. Ms. Paluk explained that this bonus would appear on their June 18, 2021, check.

Ms. Blue commented that the graduation was wonderful and congratulated Ms. Paluk and staff for the phenomenal graduation and for having the graduation on the field.

Ms. Blue called for a motion to adjourn the meeting at 8:34 a.m. Ms. Zagabe-Ndiku moved to adjourn and Ms. Yarnie seconded the motion. Ms. Blue took roll call in which all members except Ms. Park, Ph.D., were present.

The meeting was adjourned.

Attendee Report

Report #####

Topic	Webinar ID	Act	Actual Duration (m)	# Registered	# Cancelled	Unique	Via	Total Users
Board 923	8070	5	##	38	12	0	12	29

Host Details

Attendee	User Name	Em	Join Time	Leave Time	Time in Ses	Country/Region Name
Yes	Michelle Vi	mvi	6/4/2021 7:57	6/4/2021 8:35	38	The United States

Panelist Details

Attendee	User Name	Em	Join Time	Leave Time	Time in Ses	Country/Region Name
Yes	AnnMarie Lam		6/4/2021 8:02	6/4/2021 8:34	33	The United States
Yes	Alisha Carp Arc		6/4/2021 8:02	6/4/2021 8:34	33	The United States
Yes	Amy Puliafi apu		6/4/2021 8:02	6/4/2021 8:34	33	The United States
Yes	Patrick Roy ptr		6/4/2021 8:02	6/4/2021 8:03	1	The United States
Yes	Patrick Roy ptr		6/4/2021 8:03	6/4/2021 8:03	1	The United States
Yes	Patrick Roy ptr		6/4/2021 8:03	6/4/2021 8:35	32	The United States
Yes	Celia Blue, cbl		6/4/2021 8:01	6/4/2021 8:34	34	The United States
Yes	Jie Park, Phjiep		6/4/2021 8:01	6/4/2021 8:30	30	The United States
Yes	Michael Gr mg		6/4/2021 8:04	6/4/2021 8:34	31	The United States
Yes	Amy Verno ave		6/4/2021 7:59	6/4/2021 8:34	36	The United States
Yes	Bibiche Zag gpc		6/4/2021 8:02	6/4/2021 8:34	33	The United States
Yes	Heidi Paluk hpa		6/4/2021 7:59	6/4/2021 8:35	36	The United States

Attendee Details

Attendee	User Name	Firs Last Name	Email	Registratio	Approval	Si	Join Time
Yes	AnnMarie I Anr	Little	amlittle@akfcs.org	#####	approved		6/4/2021 8:00
Yes	Alisha Carp Alis	Carpino	Arcarpino@akfcs.c	#####	approved		6/4/2021 8:00
Yes	Amy Puliafi Am	Puliafico	apulafico@akfcs.c	#####	approved		6/4/2021 8:00
Yes	Patrick Roy Pat	Royce	ptroyce@gmail.co	#####	approved		6/4/2021 8:00
Yes	Melissa Jou Me	Joubert	mjoubert@akfcs.o	#####	approved		6/4/2021 8:25
Yes	Carrie	Carrie	ccole@akfcs.org	#####	approved		6/4/2021 7:57
Yes	Jie Park#	PhD	jiemark@akfcs.org	#####	upgraded t		6/4/2021 8:00
Yes	Michael Gr Mic	Grennon	mgrennon@akfcs.	#####	approved		6/4/2021 8:03
Yes	Nurse Sara Nu	Sara	sramirez@akfcs.or	#####	approved		6/4/2021 7:57
Yes	Nurse Sara Nu	Sara	sramirez@akfcs.org				6/4/2021 8:00
Yes	Victoria Saç Vic	Saganich	vsaganich@akfcs.c	#####	approved		6/4/2021 8:06
Yes	Bibiche Zag Bib	Zagabe-Ndiku	gpc.pastor@live.c	#####	approved		6/4/2021 8:00
Yes	Mr. Kerr	Mr. Kerr	rkerr@akfcs.org	#####	approved		6/4/2021 8:02
Yes	Heidi Paluk Hei	Paluk she/her/hers	hpaluk@akfcs.org	#####	approved		6/4/2021 7:57

Other Attended

User I	Join Time	Lea	Time in Session (m)	Country/Region Name
####	#####	##	7	The United States
####	#####	##	30	The United States

Max Concurrent Views

0

Leave Time	Time in Ses	Country/Region Name
6/4/2021 8:02	2	The United States
6/4/2021 8:02	3	The United States
6/4/2021 8:02	3	The United States
6/4/2021 8:02	2	The United States
6/4/2021 8:34	9	The United States
6/4/2021 8:34	38	The United States
6/4/2021 8:01	1	The United States
6/4/2021 8:03	1	The United States
6/4/2021 8:00	3	The United States
6/4/2021 8:34	35	The United States
6/4/2021 8:34	29	The United States
6/4/2021 8:02	2	The United States
6/4/2021 8:35	33	The United States
6/4/2021 7:59	2	The United States