

### **PAVE Red Hook Board Meeting Minutes**

**Date & Time:** Wednesday, May 18th, 2022 from 06:00PM – 07:30PM

**Location:** Zoom: <https://zoom.us/j/95398220831?pwd=aXRJSW9LVVFXckhjRDV5VEdpdFZOZz09>

**PAVE RH BOD in Attendance:** J. Greenthal, Chair; C. Kennedy, Trustee; A. Sweeney, Trustee; S. Robertson, Trustee; E. Gilbert, Trustee; D. Greenblatt, Trustee; M. Dukes, Trustee

**Staff Attending:** Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

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### **Public Meeting**

After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:03 PM and previews the meeting's agenda.

### **Agenda Items**

#### **Public Comment**

J. Greenthal opens up for public comment. No public comment.

#### **Agenda Topic 1:**

##### **Updates**

Mrs. Gadsden shared the following updates:

- SUNY Renewal Next Steps
  - On May 10, 2022 PAVE hosted the SUNY Authorizers for our charter renewal.
  - There will be an official vote for our renewal in the fall.
- Summerboost NYC Grant -
  - PAVE applied for and was approved for the Bloomberg Philanthropy Summerboost NYC grant which we will use to fund our summer school program.
  - The focus of the summer school program is a balance of closing academic gaps caused by the pandemic and provide enrichment opportunities.
  - Ms. Sweeney asked how students were chosen to attend summer school. Both principals stated that summer school students were chosen based on the following priorities:
    - Student who were Promotion in Doubt
    - Student who were academically below grade level
    - Parent interest for remaining seats

#### **Agenda Topic 2:**

##### **Priorities**

Mrs. Gadsden shared PAVE SY 2022-23 priorities:

- Maximizing the Moment:
  - **By EOY:**

- 85% of kindergarteners and 1st graders are reading at or above grade level as measured by F&P
  - The percentage of Gr 2- 8 students reading at or above grade level in each cohort as measured by F&P/Literably increases by at least 10 percentage points from last year's performance with a floor of 50%
  - For cohorts whose performance is below 64% proficiency in Math and ELA, the percentage of students deemed as average or above as determined by state exams will increase by at least 10 percentage points, with a floor of 50%
  - 50% Percent of students performing at a level 1 grow to a level 2
  - 70% of students with IEPs are meeting their academic growth goals in Math and ELA
- Actualizing our Commitment to Anti-Racism
  - **By EOY:**
    - 85% of families agree or strongly agree that they feel welcomed and respected. Proportional participation and satisfaction from parents with students with disabilities and families where Spanish is their first language.
    - 95% of families attend Family/Student Led Conferences
    - 85% of students feel that they have at least 1 team member who cares about them.
    - 60% of MS students state that at this school most students treat each other with respect.
    - Average daily attendance rate of 95%
    - 85% of teachers will say that PAVE is a good place to teach and learn
    - 80% of teachers score as proficient in Create the Climate domain of PAVE Teacher Rubric
    - Referrals and Suspensions are reduced by at least 30%.

**Agenda Topic 3:  
SY 2022 - 2023 Budget**

- Mrs. Antoine-Forbes shared an overview of the proposed budget for SY 2022-2023. Her overview included the following:
  - Federal and State funding has been confirmed. Per Pupil funding will increase by 4.68%
  - We have decided to continue with the compensation model that we used pre-COVID. This model has a number of benefits including remaining competitive in the market and providing compensation equity over time. Based on this model the average staff salary increase at this point is 4.66%.
  - This budget includes both facilities reserves, PACS 732 LLC and the PAVE RH board designated reserve.
  - Overall this year we are heavily investing in our program with the expectation that we will end the school year with a deficit of \$603 K. These programmatic investments to support our students close the learning loss and social emotional challenges that were experienced due to the pandemic include:
    - **Additional time on task**
      - Rising K-9 Summer School Program ~\$247k (funded by Summer Boost Grant)
      - Tutoring Program from October - May- \$100k
    - **Curriculum and Content**
      - K-8 Humanities Curriculum from Lavinia Group- \$30K
      - Lavinia Group Professional Development and Coaching
      - Accelerated Learning in Math (aka Just in time remediation)
    - **Academic Staffing** (11% of total salaries)
      - Maintaining Director of STEM (3yr Contract)
      - Maintaining Reading Recovery Specialist ( 1 yr Only)
      - SEL Social Worker (1 yr Only)
      - Four additional MS Special Education Teachers
    - **Expanded Enrichment Opportunities**
      - Additional MS Special- Music via Jazz Empowers partnership

- Hire Afterschool Director
  - Expanded K-8 After School offerings (focus on MS)
  - Intentional Culture Calendar (Science Fair, Art Showcase, Field Trips)
- Accumulated net assets will be used to support budget gaps in the next three years where enrollment is low or additional supports are needed for students. This will be a deliberate and iterative process, as we continue to evaluate impact and reassess priorities as it relates to our student needs as the years progress post pandemic. In year 2024-2025 PAVE Leadership will assess variables and will adjust the instructional model as needed to ensure long term sustainability.

### **Adjournment & Approvals**

J. Greenthal makes a motion to approve minutes from the April board meeting. E. Gilbert seconds. All trustees approve.

J. Greenthal makes a motion to approve the proposed SY 2022-2023 Budget. A. Sweeney seconds. All trustees approve.

J. Greenthal adjourns the meeting at 7:02 PM.