

APPROVED



Advanced Math & Science Academy Charter School

Minutes

Board of Trustees Meeting

Date and Time

Thursday March 2, 2023 at 6:00 PM

Trustees Present

Bela Gorman, Benjamin Hammel (remote), Dawn Capello, Jill Schafer (remote), Laura Burgess, Maura Webster, Nicholas Poirier, Raul Porras, Roger Jarrett, Sheila Kelly, Sowmini Sampath

Trustees Absent

Zakery Prescott

Trustees who arrived after the meeting opened

Benjamin Hammel

Trustees who left before the meeting adjourned

Jill Schafer

Guests Present

Anders Lewis, Ellen Linzey, Mike Nawrocki, Sara Snow

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Raul Porras called a meeting of the board of trustees of Advanced Math & Science Academy Charter School to order on Thursday Mar 2, 2023 at 6:00 PM.

The Chair called the roster. The Chair announced that Jill Schafer is participating via remote. Zak Prescott recused himself from the meeting due to the nature of the discussion and vote.

The meeting is being recorded and is livestreaming..

C.

Public Comment

A faculty member commented. He said that AMSA has had two great leaders who have made it a great place to work. The decision to choose a school leader is drastically important. The process has some difficulties. He suggested that the Board put together a committee that can review what worked and what did not work during the search process.

zak did not come to recuse himself.

II. Approve Minutes

A. Approve minutes from January 5, 2023

Dawn Capello made a motion to approve the minutes from Board of Trustees Meeting on 01-05-23.

Sheila Kelly seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

Raul Porras	Aye
Dawn Capello	Aye
Zakery Prescott	Absent
Sowmini Sampath	Abstain
Jill Schafer	Aye
Maura Webster	Aye
Nicholas Poirier	Aye
Bela Gorman	Aye
Roger Jarrett	Aye
Benjamin Hammel	Absent
Laura Burgess	Aye
Sheila Kelly	Aye

B. Approve minutes from the Strategic Planning Meeting January 28, 2023

Dawn Capello made a motion to approve the minutes from Board of Trustees Strategic Planning Meeting on 01-28-23.

Bela Gorman seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

Sheila Kelly	Aye
Bela Gorman	Aye
Jill Schafer	Aye
Nicholas Poirier	Aye
Laura Burgess	Aye
Dawn Capello	Aye
Maura Webster	Aye
Zakery Prescott	Absent
Roger Jarrett	Aye
Raul Porras	Aye
Benjamin Hammel	Absent
Sowmini Sampath	Abstain

III. Approve ED goals

A. Approval of SY2022-2023 ED Goals

Roger Jarrett made a motion to approve the ED Goals for 2022-2023.
Raul Porras seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Roger Jarrett	Aye
Nicholas Poirier	Aye
Bela Gorman	Aye
Sheila Kelly	Aye
Sowmini Sampath	Aye
Raul Porras	Aye
Benjamin Hammel	Absent
Zakery Prescott	Absent
Dawn Capello	Aye
Laura Burgess	Aye
Maura Webster	Aye
Jill Schafer	Aye

Before the Board begins discussion, Maura wanted to mention that she would like to see everyone donate to the Capital Campaign, Board members, parents, and everyone! This will have a big impact on the future of the school.

IV. Selection of Executive Director

A. Discussion and Deliberation

Benjamin Hammel arrived at 6:30 AM.
Raul Porras began the discussion with asking How do we do this in public meeting?
This is an important decision and it is the ultimately the Board's decision.
It is their duty to the charter to support the growth of the school. The role of ED is a challenging job.

The Board received 35 pieces of feedback from staff, parents, and stakeholders. The Board is one entity but with different opinions.

The Chair explained that the decision will be based on what the majority vote of the Board. The Board cannot discuss in private so they will provide their opinions in public.

He described the process and a framework for tonight's discussion.
After discussion, he will ask Are we ready to vote on a candidate? It will be a yes or no vote.
The Chair will go last. There is no secret ballot

The options are Candidate 1, Candidate 2, or hold the process.

Nick Poirier said the search process was good. There were 8 candidates that were viable and then brought down to three. It was unfortunate that two withdrew, leaving only one candidate. The feedback comments were varied, with many different opinions. He said you can't please everyone. His impression was that there was a lot of fear among the staff around change. Jess Bowen became a candidate, narrowing the choice down to Lisa Mobley or Jess Bowen. He added, "Keep in mind the secret sauce is not the ED."

Bela Gorman was impressed with what she heard about collaboration. DR. Mobley said she would spend her first 100 days observing, learning, hearing from the community. Any new idea she would discuss. She would take baby steps with pilot programs. Jess Bowen is collaborative and well known, but she has a steep learning curve.

Sowmini Sampath expressed thanks to the candidates, the search committee, and to John Tarvin. Dr. Mobley demonstrated thoughtfulness with an interesting approach to academic

gaps. Every kid. every day, whatever it takes. Jess Bowen really knows AMSA. She understands the importance of stewardship, and is open with humility and compassion. She has acknowledged her gaps in administration, but she is dedicated to academic rigor and the wellbeing of students first.

Laura Burgess thanked Raul for the enormous amount of time he spent on the decision process. She agrees with Nick about the process. The fear needs to be acknowledged. Teachers will continue to steer the school forward. Jess Bowen has a deep connection and institutional knowledge and experience with the AMSA community. Dr. Mobley is bringing administration knowledge. Both are collaborators.

Maura Webster said she has been through similar processes. It is very clear that both candidates care about the school. AMSA has had difficult times in the past but we are moving forward. We have two very strong candidates. The feedback was varied. She is looking through the lens from core values, with Community first, Integrity and learning to trust, and Excellence. The concept of rigor OR social emotional wellbeing should not be the question. We need to do both. The energy of fear is very strong.

Sheila Kelly said she appreciates the feedback from the board, parents, staff, and students. The feedback and engagement is helpful and valued. She thanked both candidates for enduring the long days of interviews. Fresh eyes can be good. Both demonstrate the ability to collaborate. A lot of energy will be needed as we move forward. Who can provide that leadership?

Ben Hammel apologized for not being in person. He wanted to echo a few comments from Nick Poirier. There was a good process that yielded two solid candidates. Either would be a good leader.

Jill Schafer said we do have two great candidates. She agrees that we need to acknowledge the fear and move on and trust the process. Succession planning and documenting this process is important.

Dawn Capello agrees with everyone's comments. The Board needs to separate the ED from the academic piece. Dr. Mobley will come in and absorb how we do it and she will hit the ground running. She has budget experience and a 100 day plan. Lisa has a great administrative background.

Roger Jarrett agreed that both are great candidates. Jess Bowen helped to write the secret sauce and has board experience, and governance committee experience. She has been at AMSA for 14 years. Dr. Mobley has been in the same leadership role for 11 years. She has development, budget, and board experience.

Raul Porras said Jess Bowen knows the school and is passionate about the mission and vision.

She said she will count on her team to fill in the administrative gaps. Both will need to rely on business Director Liana McLaren. Jess has been involved with the Board and of supreme value to the human connection. DR. Mobley was interested in AMSA because of one of her students went here. She feels it is such a great school that helped one of her top students succeed.

Sowmini Sampath added that she felt the use of the word "Fear" was inappropriate and was hesitant to use the word when describing the feelings of the staff. Their lived experience is to be respected. We need to put our students first. We want to preserve that. The ED has a lot of impact on morale, bottom up and top down. Her opinion was there was a lot of objectivity in the feedback, not fear.

Roger Jarrett wanted to address the importance of rigor and mental wellness. Bela Gorman agreed.

Dawn Capello said she watched the student interviews and observed they were all about mental health. Dr. Mobley's background in guidance was evident.

Jess Bowen wants to continue with Challenge Success, and bring it forward.

Nick Poirier called for a motion to go into negotiations with Dr. Mobley. Sowmini Sampath wanted to further the discussion regarding the third option, which was to hold off on the selection. Dawn Capello cited Robert's Rules, denying further discussion once a motion was made.

V. Vote

A. Vote on Executive Director Selection

Nicholas Poirier made a motion to authorize to go into executive session to discuss contract negotiations with Lisa Mobley.

Dawn Capello seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

Sheila Kelly	Aye
Dawn Capello	Aye
Benjamin Hammel	Aye
Roger Jarrett	Aye
Raul Porras	Aye
Maura Webster	Aye
Sowmini Sampath	No
Jill Schafer	No
Bela Gorman	Aye
Nicholas Poirier	Aye
Zakery Prescott	Absent
Laura Burgess	Aye

VI. Executive Session (The Board will not reconvene in open session)

A. Vote to Meet in Executive Session

Maura Webster made a motion to go into executive session to go into contract negotiations with non represented personnel (Dr, Lisa Mobley) as discussion in open meeting may have a detrimental effect on the bargaining position of the board.

Dawn Capello seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

Dawn Capello	Aye
Jill Schafer	Aye
Sheila Kelly	Aye
Sowmini Sampath	Aye
Zakery Prescott	Absent
Maura Webster	Aye
Raul Porras	Aye
Roger Jarrett	Aye
Nicholas Poirier	Aye
Benjamin Hammel	Aye

Roll Call

Bela Gorman Aye
Laura Burgess Aye

The board went into executive session at 7:30pm

B. Contract Negotiations with Non-Represented Personnel

Jill Schafer left at 7:30 PM.

VII. Closing Items

A. Adjourn Meeting

Raul Porras made a motion to adjourn.

The board **VOTED** unanimously to approve the motion.

Roll Call

Sowmini Sampath Aye
Jill Schafer Absent
Sheila Kelly Aye
Maura Webster Aye
Laura Burgess Aye
Raul Porras Aye
Roger Jarrett Aye
Nicholas Poirier Aye
Dawn Capello Aye
Benjamin Hammel Aye
Bela Gorman Aye
Zakery Prescott Absent

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:48 PM.

Respectfully Submitted,
Sheila Kelly

Documents used during the meeting

- 3-02-23 ED Goals 2022-2023 Recommendation by Gov.pdf