

Academy of Health Sciences Charter School Board Meeting Minutes - January 26, 2026

Present: Erika Dooley, Kevin Overton, Kevin Railey, Robert Hoggard, Mario Urso, Michele Lawrence, Wendy Ferrer

Call to Order:

The meeting was called to order by Michele Lawrence. A motion was made by Kevin Overton and seconded by Kevin Railey to approve the November board minutes and December finance minutes. The motion passed unanimously.

Principal's Report:

Wanda Perez presented results from the Fall Teacher Insight Survey administered by TNTP. The survey had an 88% response rate (23 of 26 teachers). Overall results were among the highest in school history, with 12 areas above the national average, one at the average, and four below (two of which showed improvement). Key highlights included:

- Strong performance in hiring process, teacher compensation, learning environment, workload, school operations, family engagement, and instructional planning.
- Areas below average included instructional planning for student growth, academic expectations, belonging, and career progression.
- Belonging showed slight declines in “feeling like I fit in” and “being my authentic self,” though other related indicators improved.
- Instructional Culture Index reached its highest level to date
 - Teacher Retention:
 - - 87% plan to return for at least one year.
 - - 83% for two or more years.
 - - 66% for four or more years.
 - These are the highest retention indicators recorded by the school.
- Workload - Teachers reported an average of 45 hours per week, which was considered reasonable relative to expectations.
- Retention Strategies: 74% of teachers reported experiencing two or more retention strategies, above the national average of 60%.

Finance Report Presented by Mario Urso:

Financial Position includes a strong balance sheet with improving equity. Equity increased by approximately \$112,000 in December. In budget vs actual income, enrollment is below budget (approx. 385 vs. 420 students), impacting revenue. However, expenses are well managed and under budget. The net position is currently near budget projections.

Special Education Funding is currently being received under the revised NYS funding formula. The new NYS formula may significantly increase revenue (from ~\$474K to ~\$982K). Final approval expected May 2026, but is already being implemented by districts. A conservative forecasting assumes mid-range revenue (~\$600K). The school will remain conservative in spending until funding is confirmed.

The Cash on Hand and Debt Covenant is achieved in all forecasting scenarios at this time.

Executive Session & Adjournment:

Motion by Michele and seconded by Kevin Overton to enter executive session under the personnel rationale.

Michele Lawrence moved for adjournment at 6:31pm