

**Boston Day and Evening Academy
Board of Trustees Minutes – Board Meeting**

Date: October 25, 2025

Time: 10:00am-12:30pm

Location: BDEA 20 Kearsarge Avenue Roxbury MA 02119, Room 211

Attendance:

Present School Board of Trustees: J. Barry, K. Cameron, M. Goode, A. Hramiec, A. Hunter, M. Kothandaraman, N. Peña, C. Rothfuss, A. Shabowich, C. Walkes, C. Wright. D. Woodberry

Absent School Board of Trustees: C. Hendricks, S. Hughes-Hibbert, A. Kadagathur, J. Kendrick

Present Foundation Board of Directors: J. Barry, A. Hramiec, C.J. Jones, J. Kantrowitz, M. Ostberg, E. Steele

Absent Foundation Board of Directors: L. Allen, A. Henderson, A. Samuel

Others in Attendance: Irma Camacho, Latashia Furtado, Adrienne Level, Richelle Villalona, Blaine Yesselman

Clerk: J. Kantrowitz

Documents/Exhibits Used: September 17, 2025 minutes (for review/approval); October 25, 2025 agenda BDEA Board Mtg 10-25-25

Call to Order and Connecting

Chair M. Goode called the meeting to order at 10:08am, and reviewed the agenda.

All present introduced themselves (trustees followed by staff). A. Hunter facilitated a reflective table discussion on personal pride and participants' "why."

Approval of Minutes

Motion: C. Rothfuss moved to approve the minutes from September 17, 2025.

Second: J. Barry.

Vote: Approved unanimously.

BDEA SY25/26 Values/Goals/Data

A. Hramiec presented the mission and vision of the school, highlighting the school's three priority areas: Post-Graduate Planning (PGP), Student Support (SST), and Competency-Based Academics. She described how BDEA uniquely uses a competency-based model within Boston Public Schools, aligning each student's personalized learning plan to mastery-based outcomes and providing multiple pathways for students to demonstrate growth.

A. Hramiec reviewed the Portrait of a Graduate, developed collaboratively by students, staff, and board members, highlighting its five core habits: Pride, Curiosity, Criticality, Empathy, and Accountability. These habits guide instruction,

culture, and BDEA's ongoing anti-racist framework, which continues to address low expectations, uneven instructional quality, and inequitable access to resources in partnership with Dr. H. Frederick-Clarke and the Race and Equity Team.

A. Level, B. Yesselman, and L. Furtado presented SY25–26 goals and metrics for instruction, culture, and student support, noting steady post-COVID recovery in attendance and course completion, and a record 76 graduates last year, with BDEA on track to meet or exceed that number this year.

M. Goode reiterated that facilities remain a major challenge, underscoring the need for a unified campus and noting the school's reliance on borrowed venues for graduation ceremonies.

Portrait of a Graduate Reflection Activity

I. Camacho facilitated an interactive reflection on the *Portrait of a Graduate* habits – Accountability, Curiosity, Empathy, Criticality, and Pride. Participants moved to one of five sets of habit posters to discuss: *What helps students build this habit?* and *How can board members help sustain it?* Individuals wrote their ideas and then the group processed responses. Common themes included affirming student successes, creating safe spaces for reflection and questioning, encouraging curiosity and empathy, celebrating identity and difference, and reinforcing accountability through feedback and mentorship. Board members discussed how they can model these habits through visibility, relationship-building, and sharing professional experiences. The clerk confirmed that everything captured on the posters would be summarized in a document following the meeting.

Financials/Foundation Goals

J. Barry presented the outcome of the FY25 audit and provided an overview of the financial statements. He explained the distinction between the BDEA Foundation and the BDEA School, noting that they are separate legal entities that must be reported on independently. J. Barry reviewed key highlights from the financial statements. He emphasized that the Foundation's investments are designed for long-term growth.

J. Barry also discussed the conclusion of ESSER funding and the School's intentional strategy to ensure that student services remained fully supported throughout the pandemic period. He noted that, while many schools were forced to reduce services, BDEA continued to meet the essential needs of students – from academic to basic supports – ensuring that “our students did not carry the burden of that period.”

J. Barry highlighted that the finance team continues to monitor savings and cash flow carefully, using reserves responsibly to avoid cuts to essential programs, while the Foundation replenishes these funds over time. Finally, J. Barry noted that federal compliance documentation remains a pending component of the audit. If this review is delayed, it could affect the timing of the final report and increase auditor costs.

Audit Vote:

- Motion: Alisa Hunter moved to approve the FY25 audit.
 - Second: Dre Woodberry
 - Vote: All in favor; motion approved unanimously.
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Fundraising and Development Update

J. Kantowitz presented the overall fundraising goals for the fiscal year, followed by a detailed overview from M. Ostberg, who described how the Advancement team is operationalizing these goals.

M. Ostberg introduced new board members C.J. Jones and Arkeem Samuel and M. Goode called for the formal appointment to the Foundation board as per the Foundation by-laws.

- C.J. Jones formally accepted his appointment.
 - Arkeem Samuel was absent and will confirm acceptance at the next Foundation board meeting on Tuesday November 4th.
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Mission Statement MOU

A. Hramiec provided context for several items that will require a formal vote at the November meeting.

A. Hramiec reviewed the ongoing work to finalize the Memorandum of Understanding (MOU) with the district, a key component of the recharter process. She explained that the delay in finalizing this document stems from district legal counsel advising changes to the operating relationship between the district and Horace Mann charter schools.

Responding to an outstanding step from the September board meeting, A. Hramiec reported that the district's position on the indemnification clause is firm – the district provides more services than required by the charter, and the indemnification clause is the trade-off for those services. BDEA will bring the MOU to a vote in November, with no additional room for modification.

A. Hramiec also provided background on the revised mission statement, which was updated last in 2020 with input from students and consultants. The revision has not yet been formally approved by the board or DESE, so the Board will vote in November to adopt the new language officially. She noted that the updated mission statement removes deficit language like “off-track” to better reflect BDEA's values.

Board Roles, Committees, and School Culture Update

Board Role and Committees: A. Hramiec reviewed the role of the Board and its primary responsibilities, emphasizing oversight of fiscal security and strategic thinking to support school improvement. She noted that through these functions, Board members indirectly support the day-to-day operations of the school.

A. Hramiec introduced the Board's two main committees – Finance (covering budget, audit, and overall financial management) and BDEA Alumni. A third focus is Facilities, but this is a responsibility held by all board members so there is no formal committee.

School Culture Update: A. Hramiec provided an update on BDEA's school culture, noting that across both BDEA and the broader district, student climate challenges have increased significantly. She attributed this shift to broader community stressors – including immigration concerns (ICE) and suspension of SNAP benefits – resulting in students entering school with higher levels of dysregulation than in prior years. A. Hramiec shared that BDEA will be installing metal detectors in the new year.

She shared that October is often a challenging month as the school integrates over 100 new students, and that it takes time for students to develop trust and establish relationships with adults in the building. BDEA continues to maintain a robust student support team to meet these needs.

L. Furtado provided a detailed overview of BDEA's mental health and student support partnerships, including collaborations with Arbour Counseling, Cartwheel, and the school-based health clinic, which now includes a behavioral therapist. She also described partnerships with Higher Ground (supporting students experiencing homelessness) and HERN (coordinating transportation for students in shelters). The school continues to conduct pulse checks with staff and students, many of whom have reported not feeling safe.

Board members requested additional data on student safety perceptions, suspension rates, and behavioral incidents from the past several months to help inform future decision-making and support the school's culture and climate strategy.

Commitment to BDEA “Sign On”

A. Hramiec shared a list of opportunities for board engagement. All board members filled out an index card indicating their preferred area of involvement for the year ahead.

Adjournment

- A motion to close the meeting was made by K. Cameron
- The motion was seconded by C. Wright
- Vote: All in favor; motion approved unanimously

The meeting adjourned at 1:11pm