Boston Day and Evening Academy
Board of Trustees Minutes — Board Meeting
Date: May 13, 2026
Time: 5:30-7:30pm
Location: Zoom

Attendance:

Present: J. Barry, K. Cameron, C. Hendricks, A. Hramiec, S. Hughes-Hibbert, A. Hunter, A. Kadagathur, M. Goode, C. Walkes

Absent: J. Kendrick, M. Kothandaraman, C. Rothfuss, D. Woodberry, N. Peña, A. Shabowich, C. Wright

Others in Attendance: M. Allman, I. Camacho, J. Kantrowitz, A. Level

Clerk: J. Kantrowitz

Documents/Exhibits Used: April 15, 2026 minutes (for review/approval); May 13, 2026 agenda; Board slide deck, Draft SY26-27 Budget; 5-year budget projection

---

Call to Order:

A. Hramiec opened the meeting on behalf of M. Goode, who was present but joining while in transit. A. Hramiec welcomed the Board, confirmed quorum, and reviewed the agenda and desired outcomes for the meeting. She noted that this was the final full Board meeting of the school year, with the June meeting planned as an in-person end-of-year gathering and reflection.

Vote: Approval of Minutes:

A. Hramiec asked Board members to confirm that they had reviewed the April 15, 2026 Board of Trustees minutes. A. Hunter called for a motion to approve the April minutes.

- Motion: A. Hunter
- Second: C. Hendricks
- Vote: Approved

Charter Updates / DESE Reviews:

A. Hramiec provided an update on recent DESE reviews, including the accountability site visit connected to BDEA's five-year charter. She reminded the Board that BDEA is in year four of its five-year charter and that this review focused on three areas: faithfulness to charter, academic program success, and organizational viability.

A. Hramiec explained that DESE reviewed documents submitted in advance and conducted interviews, including a Board focus group with members of the Executive Team and additional Board representatives. The rating categories included Exceeds, Meets, Partially Meets, and Falls Far Below.

Key findings included:

- Access and Equity: BDEA met this criterion. DESE noted that the school provides information regarding non-discriminatory enrollment practices, translated materials in multiple languages, and has been mostly successful in retaining students. The finding was that the application and school website should add translation options for Crioulo.
- Compliance: This area was not rated due to the broad number of compliance requirements for public and charter schools. DESE noted that the Board operates mostly consistently with open meeting law, with the finding that committee meetings need to include the location of meetings and a list of documents referenced during meetings.

● Academic Program Success: BDEA's 2025 accountability designation remains "requires assistance/intervention," consistent with the school's history and connected to attendance and graduation/dropout measures. Because of small MCAS cohorts, DESE uses BDEA's accountability plan and measures such as Lexile growth, course completion, and graduation numbers.
● Organizational Viability: BDEA met criteria related to capacity and governance. DESE noted that the Board and school leadership team have an effective working relationship with BPS, that MOU A and B are understood and followed, and that the Board fulfills its fiduciary and legal responsibilities.

A. Hramiec emphasized that the findings were minimal and easily addressed. She also noted that BDEA has completed multiple DESE reviews this year, including integrated monitoring reviews connected to English language learners, special education, and civil rights, as well as an ESSA review of DESE entitlement grants.

Data Dive: Attendance / Discharges / Stability / Retention:
M. Allman presented a data dive on attendance, discharges, stability, and retention. The presentation reviewed definitions for key measures, including attrition rate, stability rate, dropout rate, graduation rate, building attendance, and class attendance.

Key findings included:
● Building attendance continues to improve, with Term 1 of SY25-26 representing the highest building attendance since data became available in SY17-18. The positive impact of the attendance policy implemented in SY23-24 is visible.
● Class attendance also continues to improve, with Term 1 and Term 2 of SY25-26 representing the highest class attendance since data became available in SY17-18.
● The number of students with building attendance at 70% or greater has increased, while the number of students with building attendance below 50% has decreased.
● The number of students with class attendance at 70% or greater has increased, while the number of students with class attendance below 50% has decreased.

The Board reviewed attendance by program, including Flagship, 2.0, and Balanced Life & Learning. The presentation noted that building attendance at 2.0 is generally higher than the other two programs. The Board discussed how attendance, stability, retention, and graduation measures are shaped by BDEA's alternative education model, including the fact that many students enter BDEA after already beginning high school elsewhere. A. Hramiec noted that BDEA inherits students' original high school start dates, which affects four- and five-year graduation measures.

Board Connections:
Board members engaged in a brief connecting prompt about self-celebration to build community and connection.

SY26-27 Budget:
A. Hramiec and the Finance Team presented the proposed SY26-27 school year budget. The budget presentation noted that enrollment is projected to decrease from 414 students in SY26 to 341 students in SY27, a decrease of 73 students. Despite the enrollment decrease, BPS revenue increased by approximately $15,000. However, BPS salaries increased by $277,843.

Budget highlights included:
● Decreased enrollment from 414 to 341 students
● BPS revenue increase of approximately $15,000
● Staff cost increase of $277,843

- Reduced program expenses by $141,760
- Reduction of one staff position and reorganization of others
- Projected SY27 deficit of $165,203, compared to $221,098 in SY26

The Finance Team also reviewed fiscal strategies, including continued monitoring of the five-year financial projections, strong student enrollment strategies, advocacy for one building to support cost savings, efficiencies, and unity, advocacy for a more equitable funding formula, and including restricted funding projections from $191,268 to $325,000.

The Board discussed the school's investment status and longer-term financial planning. The five-year projection indicates that SY28 will be the last year to use school savings, and that beginning in SY29, BDEA will need to draw from investment savings. The presentation identified school investments of $1,102,645 and foundation investments of $1,724,989.

The Board also discussed facilities and the long-standing need for one building that can support all students and programming. A. Hramiec shared context on BDEA's advocacy to remain in Nubian Square, the strategic use of the Timilty campus, and the importance of a facility that reflects the needs and dignity of BDEA students. The Board discussed the possibility of rekindling a facilities-focused Board subcommittee.

A. Hramiec shared that the Executive Team had reviewed the budget in depth and recommended approval.

Vote: SY26-27 Budget:
A. Hunter called for a motion to approve the proposed SY26-27 school year budget.

- Motion: A. Hunter
- Second: C. Walkes
- Vote: Approved

Head of School Evaluation:
A. Hramiec shared the Head of School evaluation process concluding in submission to BPS/DESE by June 1.

The process included:
- October: goals set, revised, and approved by the Executive Team
- March/April: staff feedback via survey, Board discussion and feedback, and Head of School submission of progress on goals
- April: Executive Team review of survey results, Board feedback, progress on goals, artifacts, and staff/Board feedback
- May: Executive Team submission of the summative evaluation to the full Board for approval/vote

M. Goode provided context on the evolution of the evaluation process, noting that the process has grown over time and now includes the full Board more directly. The Board reviewed the Head of School goals and ratings across the four standards:

1. Standard I: Instructional Leadership — focused on complex texts and tasks aligned to grade-level benchmarks and standards, with students demonstrating mastery through discourse, writing, reading, and problem-solving.
2. Standard II: Management and Operations — focused on fiscal stability and collaboration with the Board Finance Committee, Leadership Team, and BDEA Foundation Board to ensure BDEA is equitably funded and staffed to meet the school's mission and vision.
3. Standard III: Family and Community Engagement — focused on shared responsibility through 1:1 family meetings and community engagement with the Board of Trustees.

4. Standard IV: Professional Responsibilities and Collaboration — focused on strengthening school culture through fair and consistent school practices, fostering BDEA habits, setting high expectations for students, and increasing students' sense of belonging.

The Board discussed opportunities for growth, including:

- Accountability and consistency, including ensuring expectations for staff are clear, consistent, and applied equitably
- Decision-making, including the need for greater clarity around who makes decisions and how staff access decision-making processes
- Metal detectors, including defining conditions for modifying their use

A. Hramiec shared next steps connected to the evaluation and school culture work, including incorporating staff and student pulse check data into next year's Board report-outs, support from the Board Culture Team to hold fall staff focus groups, continued Executive Team work to make the Head of School evaluation process more qualitative and inclusive of stakeholder input, and continued work with equity consultant Hayden Frederick-Clarke.

The Board discussed the importance of stakeholder input, consistency, accountability, and qualitative data to better understand school culture and inform continued improvement.

Vote: Head of School Evaluation:

The Board voted to approve the Executive Team's summative evaluation of the BDEA Head of School for SY25-26. M. Good called for a motion to be made.

- Motion: K. Cameron
- Second: A. Hunter
- Vote: Approved

New Business / Announcements:

A. Hramiec reviewed upcoming opportunities for Board members to connect with the BDEA community, including:

- May 14 Friend/Fundraiser at BDEA, 4:00-5:30pm
- June 3 Board of Trustees meeting/end-of-year gathering at Dona Habana, 5:30-7:30pm
- June 18 Graduation, location TBD / 4:00-5:30pm

The agenda also noted the need for a Board welcome at graduation and identified ongoing opportunities for Board involvement, including alumni engagement, finance, school culture, mentoring student representatives, attending graduations and student events, supporting fundraising strategies, supporting data analysis, connecting BDEA with external resources, and supporting restorative practices.

Adjournment:

S. Hughes-Hibbert called for a motion to adjourn the meeting.

- Motion: S. Hughes-Hibbert
- Second: C. Walkes
- Vote: Approved

The meeting was adjourned at 7:26pm