

JUMOKE ACADEMY CHARTER SCHOOL

Mission: To prepare children to successfully compete in the global marketplace despite the social and economic challenges they may presently face. The academy is dedicated to rigorous academic and social standards achieved by holding high expectations for all students during challenging instruction.

“Loving Scholars, Nurturing Minds, and Empowering Futures”

Regular Board Meeting - Minutes

Tuesday, April 8, 2025

6:00 p.m. - 7:00 p.m.

Board Members in attendance:

Sam Gray
Myron Stewart
George Sutherland
Leticia Acosta
Vera Smith-Winfrey
Suzette Debeatham-Brown
Dr. Kerwin Low

Staff Present:

Dr. Troy A. Monroe
Dr. Marie Gorgon-Hall
Sharron Solomon-McCarthy
Lawrence Jeune
Sheryl Deloso
Nakitha Crossely
Ana Marcil
Amber Brown (Zoom)
Natalie Best

Guest Present:

TED and SMaRT Scholars of the month and family

OPENING

- Welcome/Public Comments

The Jumoke Board of Directors meeting was called to order at 5:59 pm by Board Chair Gray. There were no public comments

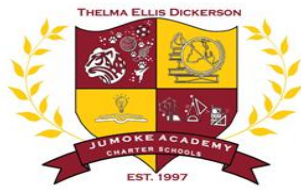
BOARD CHAIR COMMENTS

Mr. Sam Gray, Board Chair

- Opening Remarks

Board Chair Gray recognized the success of the Jumoke Academy Gala, thanking staff and supporters. He gave special recognition to Board Member Myron Stewart for his leadership at the last meeting and during the Gala in Board Chair Gray's absence

Jumoke Academy will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Further, Jumoke Academy will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.



JUMOKE ACADEMY CHARTER SCHOOL

Mission: To prepare children to successfully compete in the global marketplace despite the social and economic challenges they may presently face. The academy is dedicated to rigorous academic and social standards achieved by holding high expectations for all students during challenging instruction.

At 6:01 PM, the floor was opened for public comment. No comments were made. Board Chair Gray asked if any board members were present via Zoom. Superintendent Dr. Troy A. Monroe confirmed none were on Zoom but noted seven members were physically present, constituting a quorum.

CEO/SUPERINTENDENT'S REPORT

Dr. Troy A. Monroe, CEO/Superintendent

PART A

Dr. Monroe Welcomed parents and special guest, beginning with the Scholar of the Month recognitions. Board Member Smith-Winfree noted the agenda incorrectly listed March Scholar as December

- Rhoneil Levy; JAH-SMaRT – Principal Green introduced Rhoneil Levy as a quiet hardworking scholar with excellent character.
- Joel Patterson; TED-JAH – Principal Johnson recognized Joel Patterson, a 4th grader in his first year at TED. Joel embodies The Jumoke 3 R's: respectful, responsible, and ready to learn. He was nominated by his peers for the Spirit Award and did well in the spelling bee.
- Ella Ransom-Miller; JAH-HC – Scholar was not present

The CEO/Superintendent presented the scholars of the month certificate and gift bags and encouraged scholars to continue their pursuit of excellence in all things.

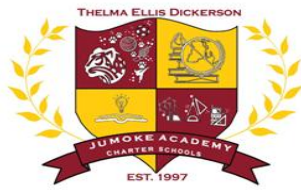
Board Chair Gray called for a motion to recess at 6:08 PM. Motion by Board Member Sutherland, seconded by Board Member DeBeatham-Brown. Meeting resumed at 6:13 PM.

PART B

● **District Updates**

- **Ribbon Cutting Ceremony** – Superintendent Monroe announced a ribbon-cutting ceremony for 325 Blue Hills Ave, Hartford, CT., now known as the SMaRT Annex. It includes three conference rooms and will support professional development, parent association meetings, and community programs. The event is scheduled for Friday, April 25 at 12 PM. Light refreshments will be served.
- **Summer Programming** – Two summer programs are planned:
 - One at TED for all grade levels
 - Another at Goodwin University, focusing on STEM and drone technology for rising 5th-8th graders. The program will expand from three to four weeks. Students will learn about drone tech and career paths, and each participant will build and keep their own drone. The program is supported by new grant funding and has limited capacity.
- **Gala Recap** – Superintendent Dr. Troy A. Monroe thanked everyone for supporting the Gala, especially Board Chair Gray for early sponsorship and Board Member Smith-Winfree for her planning role and keeping the fundraising mission in focus. All board members contributed meaningfully. It was the most successful Gala to date.

Jumoke Academy will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Further, Jumoke Academy will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.



JUMOKE ACADEMY CHARTER SCHOOL

Mission: To prepare children to successfully compete in the global marketplace despite the social and economic challenges they may presently face. The academy is dedicated to rigorous academic and social standards achieved by holding high expectations for all students during challenging instruction.

■ Gala Highlights:

- 171 tickets sold
- Currently at 89% of the fundraising goal, with final totals expected soon.
- Unsold auction items may be offered in a future sale
- Scholars from JA-SMaRT and JAH-HC performed, including drumline and theater groups.
- Sponsors and vendors contributed significantly

At 6:21 Board Chair Gray asked if there were any questions. No questions were posed. Board Chair Gray then asked about the difference between 2024 and 2025 fundraising goals. The Director of Finance, Mrs. Sheryl Deloso reported a \$27,000 to \$29,000 increase this year, a significant improvement.

■ Gala Feedback:

- The venue and event format were changed to encourage more networking.
- Feedback suggested more seating is needed next year, though the limited seating was intentional.
- Host Tracey McCain from WFSB was well-received and plans to visit the school again for a career fair.

■ Silent Auction: A question was posed regarding the remaining items

- Superintendent Monroe noted there are 7-10 items remaining
- Placement of the auction (in the back corner) made some guests unaware of the items unless they used the online portal or app

○ Grant Updates: Per Superintendent Monroe.

- 30k grant from the State of Connecticut for expanding summer programming.

■ Duncaster Foundation Application:

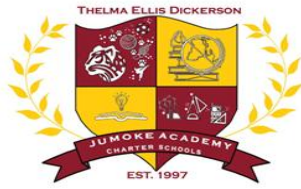
- Proposal titled "Bridging Generations: A Partnership of Arts, Gardening, and Career Connections."
- Aims to connect scholars with Duncaster retirement community residents.
- If approved, programming will begin in early May.

■ State Charter Schools Facilities Grant:

- Application for \$250k+ for facility improvements or debt repayment
- Can be used for construction, renovation, or general school improvements

○ Finance Director Certification: Superintendent Monroe congratulated the Director of Finance, Mrs. Sheryl Deloso, on earning her 085 Certification for School Business Officials

Jumoke Academy will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Further, Jumoke Academy will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.



JUMOKE ACADEMY CHARTER SCHOOL

Mission: To prepare children to successfully compete in the global marketplace despite the social and economic challenges they may presently face. The academy is dedicated to rigorous academic and social standards achieved by holding high expectations for all students during challenging instruction.

This concluded Part B of Superintendent Monroe's report. Board Chair Gray introduces the Human Resources Manager, Mrs. Ana Marcil

- **Human Resources Update** – Mrs. Ana Marcil, Human Resources Manager
 - **Recruitment Initiatives:** As the school year wraps up, Human Resources is actively recruiting new staff and attending job fairs:
 - **April 1:** Attended Central Connecticut State University's career fair
 - **April 2:** Participated in the HBCUs 2025 Spring Virtual Career Fair
 - **April 7:** Attended Southern Connecticut State University's Education Fair in New Haven
 - **April 10:** Scheduled to attend the Educator Diversity Fair

Strong teaching candidates have been identified and will be interviewed for the 2024-2025 or 2025-2026 school years.

Board Member Steward asked if this was the first time Human Resources has participated in these fairs. The Human Resources Manager responded that while they've done this before, this year had a much stronger participation.

Board Chair Gray asked if there were any further questions. No questions were posed.

PART C

- **Curriculum & Instruction** Dr. Marie Gordon-Hall, Chief Academic Officer

The Chief Academic Officer, Dr. Marie Gordon-Hall introduced Principal Gibson, who presented academic data from the Hartford Conservatory and shared his initial action steps as a new leader. She noted that because JAH-HC has a smaller student population, the numbers may appear lower than other campuses. The district has begun reviewing data across areas including teacher performance and instructional practices to guide staffing decisions moving forward.

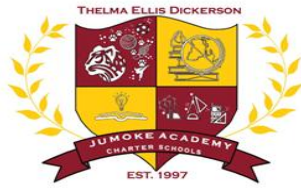
Theme: Leveling the Playing Field for Scholars' Success

- Academic Update
 - Bobby Gibson, Jr., Principal

Principal Gibson's focus has been on improving school climate by building relationships with students, staff, and parents. This has already led to improved behavior, academic progress, and staff morale.

- **Academic Data Overview**
 - **Reading:**
 - Fall Goal: 35% of students should meet target
 - Result: Only 2.45% met the target
 - Winter: Improvement noted, though not at the 45% goal. Growth was still seen from fall to winter
 - Next Steps: More scholars participate in summer programming to address learning loss.

Jumoke Academy will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Further, Jumoke Academy will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.



JUMOKE ACADEMY CHARTER SCHOOL

Mission: To prepare children to successfully compete in the global marketplace despite the social and economic challenges they may presently face. The academy is dedicated to rigorous academic and social standards achieved by holding high expectations for all students during challenging instruction.

- Math:
 - Fall Goal: 35% of students meet target
 - Less than 0.4% met it
 - Winter: Increased to 1.8%. Still low, but growth is occurring. Summer learning loss may have contributed to the low fall scores.
- Science:
 - Fall: 1.75% met target
 - Winter: improved to 3.5%
 - Growth is attributed to more hands-on learning and use of labs and stations
- Discipline Data:
 - September: 11 of 65 students removed from class
 - October: Dropped to 7 of 65
 - November: Rose to 13 of 75 (likely due to holiday-related stress).
 - December: Dropped to 5 of 65.
 - January: Continued to decrease

This reflects improvement in school climate

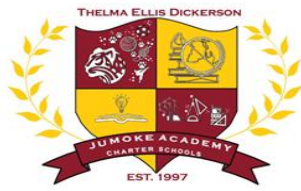
- Action Plan Moving Forward:
 - Analyze reading data using AMIRA.
 - Implement small group instruction and use progress monitoring tools.
 - Continue walkthroughs and coaching support for teachers.
 - Emphasize guided math groups and identify student needs through data.
 - Expand hands-on science instruction and labs

Board Chair Gray asked if any questions. No questions were posed

The Board had several questions regarding whether the fall and winter exams are the same, and if the students are instructed on how to take the exams. The responses are that scholars are instructed on how to take the test and are scored based on the entire examination. The recommendation was to educate scholars on how to approach these exams rather than guess or leave answers blank as skipping questions negatively impacts the test scores. The Chief Academic Officer advised that we use a program called *Progress Learning* which helps prepare scholars for testing.

Additional questions were posed from the board regarding the 4th and 5th grade instructional changes/challenges and is there an after-school program or could we introduce a summer bridge program. The response is that students struggle with the transition to multiple teachers. JAH-HC utilizes grades 5-6 teachers differently (5/6 – 1 teacher teaches ELA and Social Studies and 1 teacher for Math and Science) to help ease this transition. NWEA Assessments are meant

Jumoke Academy will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Further, Jumoke Academy will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.



JUMOKE ACADEMY CHARTER SCHOOL

Mission: To prepare children to successfully compete in the global marketplace despite the social and economic challenges they may presently face. The academy is dedicated to rigorous academic and social standards achieved by holding high expectations for all students during challenging instruction.

to guide real-time instructional changes ahead of the Smarter Balanced tests. Teachers need to use the data to adjust instruction, and some have historically done this well. There is no tutoring program currently. Most after-school activities are enrichment-based and geared toward elementary students. HC students stay in the same classroom for two subjects to help with transition. Recent scores show growth.

Board Chair Gray thanked Principal Gibson for his presentation and asked if there were any questions, no questions were posed.

CONSENT AGENDA

- March Regular Board Meeting Minutes
- February 2025 Financial Statements
- 25-26 Proposed SY Academic Calendar

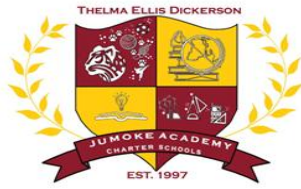
Consent Agenda Motion: Board Member Debeatham-Brown makes a motion to accept consent agenda, this includes the March Regular Board meeting minutes, February 2025 Financial statements and the 25/26 proposed SY Academic Calendar. Board Member Sutherland seconds. All in favor, motion is carried. No objections

DIRECTOR OF FINANCE REPORT

Sheryl Deloso, Director of Finance

- 2024-2025 Financial/Budget Update
 - For the 2024-2025 financial Report, to date the total revenue received is 68.10%
 - Total expenditures spent is 66.49%
 - One of the biggest expenditures we have is for educational instruction, which is 59.87% and the school-based administration of 72.6%
 - Looking into our data and the summary of our expenditures, charge to central office is 4%, TED 54%, HC 21% and SMaRT 21%.
 - The Director of Finance states that we will propose a cost-center system for the coming year which we're going to provide for each campus for instructions and service improvements.
 - We will propose a cut; most of the expenditure is for software and other supports. It costs around 18k to educate each scholar. Major funding comes from the state funds. 76% from the state, 12% from title funds, 6% special ED billings and 5% other sources. We are below average for cost per pupil expenditures
- Proposed Budget FY 2025-2026
 - The Board requested three Budget scenarios which were presented showing anticipated deficits.

Jumoke Academy will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Further, Jumoke Academy will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.



JUMOKE ACADEMY CHARTER SCHOOL

Mission: To prepare children to successfully compete in the global marketplace despite the social and economic challenges they may presently face. The academy is dedicated to rigorous academic and social standards achieved by holding high expectations for all students during challenging instruction.

- Scenario 1: Conservative, with a deficit of over 1M., assumptions are that we will have the same number of enrollments, approved private grant at the same level as last year, special ED revenue and salary freeze and reassignment of positions, and possible surplus incentives. Delay for Capital projects and technology upgrades
- Scenario 2: Moderate, possible deficit of 1.1m, assumption is that we will increase enrollment by 10%. Approved private grant, Special ED revenue. No other revenue as an assumption. Salary media increase by 1%, realignment of work, hiring freeze, delay capital projects and technology upgrades
- Scenario 3: Aggressive, increase enrollment by 20% to support the deficit amount of 1.5M. No hiring freeze and reassignment. Capital expenditure and technology upgrades will proceed as planned.

A discussion was held regarding the three scenarios and which one we are considering. Board member Debeatham-Brown made a motion to accept the conservative scenario and board member Sutherland seconded it. Board Member Low stated that each of these line items has an impact on scholars, and we should map them out to follow the impact. Superintendent Monroe confirmed. All in favor, no nay, no opposition, the motion is carried.

Board Chair Gray comments that Board Member Stewart brought up a good point regarding recruitment. We should have a marketing and recruitment plan for students. Superintendent Monroe requests that Board Chair gray appoint a sub-committee. Board member Stewart, Sutherland, Debeatham-Brown and Board Chair Gray volunteer to be on the sub-committee

BUILDING SUB-COMMITTEE REPORT

- None

EXECUTIVE SESSION

- None

ITEMS FOR FUTURE AGENDA

- None

ADJOURNMENT

Board Chair Debetham-Brown made a motion to suspend the meeting, Board Member Sutherland Seconded. All in favor, none opposed. Meeting adjourned at 7:18 PM

Jumoke Academy will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Further, Jumoke Academy will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.