

Codman Academy Charter Public School
Board of Trustees

Tuesday, June 3, 2025
5:00pm

[Virtual Only, join us via Zoom:](#)

Meeting ID: 816 2055 4214

Passcode: board

Attendees: Rick Holden, Bill Walczak, Ibrahim Wanu, Yves Salomon-Fernandez, Derrick Ciesla, Tiana Stephens, Dawn Leanness, Sebastian Hamilton

Other Attendees: Jen Eddington, Ed Yoo, Julia Bott, Judy Grant, Khanya B. Monet Brathwaite, Adryonna Montgomery, Rosemarie Hunter, Patrick White

Agenda

I. Call to Order

- Introduction of prospective board member Jennifer Eddington
- Action Item: Approve minutes from [May 6, 2025](#)
- Motion to approve Bill Walczak, Second Yve Salomon-Fernandez. Minutes pass. No discussion

II. General Public Comment

- Ed Yoo We are glad that we have had an open and collaborative process. When I first joined Codman I had a number of teachers that could support me. Over the last few years we have had a huge level of teacher turn over. A big part of that is to provide a competitive salary. The initial offer is a pay cut, and we need to resolve this by the end of the year.
- Rick Holden: I believe our leadership team has been negotiating in active and good faith. I do not think sending the board the same emails 30 and 40 times over. Sending emails I feel is inappropriate. Please pass that on.

III. Board President Report

- We have a series of things going on we are in negotiations with the Union
- We have graduation coming up this Monday.
- Monet: The ceremony starts at 6:00 PM and the reception for board is at 4:30 and then procession at 5:30 PM with graduates
- Codman is in the process of going through its renewal. We will be filing the application and parts are being reviewed and we have an August 1 deadline to do that.
- We are working actively on the budget, normally that would be tonight but we will be pushing it to July as negotiations are underway.

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IV. Head of School Report

- [Head of School Report](#)
- Shared updates on the union negotiation
- Poetry slam at Just Book-Ish it was great to have the community come together and show what they know
- Students in the middle school joined Community Rowing for a unit of Rowing and then applied it to rowing on the Charles
- Our 9th and 10th grade participated in the school showcase for the annual showcase. This was a result of our partnership with Huntington theater. One student who joined us at the start of the year who had limited English was front and center last week in the school play in front of 100s of people
- Codman was featured on CNN during our visit at the African American History Museum. Our students were sharing what they learned in class and the experience of seeing the classroom learning in these real space
- Tickets were donated for students to attend a sold out show at the planetarium.
- Julia: The ILT meets roughly twice a month to monitor the school and the implementation of our school improvement plan. We have a four hour retreat on Friday to review our data and to update our priorities for the next school year. This is really nice because at this time last year we did not have a school improvement plan. It is nice to be creating one collaboratively. We have seen some nice growth as well as our DIBELS assessment K-8. We have to do some deeper digging, but on a high level we have seen some really nice growth K-5. Our focus on structured literacy in the early childhood grades has paid off. In the High School we are still working on administering MCAS. I was able to see at the high school level a lot of students working to boost their grades. We are happy to report that we are holding them to really high expectations and following through on these high bars but we believe this is respectful and important to hold that line in a warm demanding way to allow our students to meet those expectations
- Derrick: Just to add onto that we hear a lot of noise and chatter. What we can control is our focus and where we put our work. Our ILT is really dedicated to getting it right. We didn't have a SIP or a space to look at the data. Kudos to our faculty and staff for putting in the work and doing what needs to be done. We need to get across the finish line or into the end zone
- Heather Geary: We have been doing a lot of work to restructure the office and our baseline. The next step will be to structure the office to support the TFM. We are building a strong foundation. We are still working on hiring. We found a school psychologist and are still looking for SPED teachers. We are

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doing the work to give our students and families what they need

- Derrick: This year we worked with Campus Bound. We have launched the work with 2026 already and they have completed their personal statements, resumes and letters
- Monet Brathwaite: We have made strong fundraising efforts in collaboration with Kim Williams and Chetna. As of last month we are about 50K over our 1 million dollar goal. We are still closing out our donations from the GALA and reaching out to donors who have not yet donated. We are inviting donors into the school to see it in action. These next couple of weeks will be busy as we close out the year and get out final numbers in. We are also working on graduation which is taking place this Monday. We encourage anyone who would like to learn about our school to graduation. We are already starting conversation about next year's Gala with it being our 25th anniversary. Chetna and I are setting up a grant calendar. Great efforts are being made. Last month we hosted our annual foundation board meeting and invited on 5 new members and renewed some members. We also voted on the Howe award.
- Some of the funds are restricted to scholarship or program areas.

V. Finance Committee Report

- Dawn Leanness: We will end this focus year very much in budget. Some areas are trending over but it is balancing out on the other side. We have also started our Audit which will go through the summer. We have had a clear audit for years and we expect that will be the same for this year. Given the changes in the state funding metrics we have opted to budget conservatively as a result.
- Derrick: That is correct we want to budget conservatively and use an abundance of caution to ensure that we are being responsible to all the parties we serve.
- Dawn: The state can change that funding number at any time and that what we expect may not come through

VI. Academic Committee Report

- See update above

VII. New Business



- Identify summer date for approval of Charter Renewal
 - We will be sharing the proposed summer convening dates soon to ensure we can review the submission well in advance of the due date.

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VIII. Adjourn

- 5:50 meeting adjourned

Enclosures

- Minutes from [May 6, 2025](#)
- Head of School Report [Head of School Report](#)
-  CACPS_Finance_Memo.04.30.pdf
-  Codman Academy_Apr_Financial Statements.pdf

