Application: PAVE Academy Charter School

David Houlihan - david@dehpartners.com
2021-2022 Annual Report

Summary

ID: 0000000126
Labels: SUNY Trustees

Entry 1 School Info and Cover Page

Completed Aug 1 2022

Instructions

Required of ALL Charter Schools

Each Annual Report begins with a completed School Information an Cover Page. The informat on is collected n a survey format within Annual Report portal. When entering nformation n the portal, some of the following tems may not appear, depending on your authorizer and/or your responses to related items.

Entry 1 School Information and Cover Page

(New schools that were not open for instruction for the 2021-2022 school year are not required to complete or submit an annual report this year).

Please be advised that you will need to complete this cover page (including signatures) before all of the other tasks assigned to you by your school's authorizer are visible on your task page. While completing this cover page task, please ensure that you select the correct authorizer **(as of June 30, 2022)** or you may not be assigned the correct tasks.

BASIC INFORMATION

a. SCHOOL NAME

(Select name from the drop down menu)

PAVE ACADEMY CHARTER SCHOOL 800000061098

a1. Popular School Name

PAVE

b. CHARTER AUTHORIZER (As of June 30th, 2021)

Please select the correct authorizer as of June 30, 2022 or you may not be assigned the correct tasks.

SUNY BOARD OF TRUSTEES

d. DISTRICT / CSD OF LOCATION

CSD #15 - BROOKLYN

e. DATE OF INITIAL CHARTER

6/2008

f. DATE FIRST OPENED FOR INSTRUCTION

9/2008

c. School Unionized

Is your charter school unionized?

No

h. SCHOOL WEB ADDRESS (URL)

https://paveschools.org/

i. Total Approved Charter Enrollment for 2021-2022 School Year (exclude Pre-K program enrollment)

588

j. Total Enrollment on June 30, 2022 (exclude Pre-K program enrollment)

461

k. Grades Served during the 2021-2022 School Year (exclude Pre-K program students)

Check all that apply

Grades Served	K, 1, 2, 3, 4, 5, 6, 7, 8

I1. DOES THE SCHOOL CONTRACT WITH A CHARTER OR EDUCATIONAL MANAGEMENT ORGANIZATION?

No

FACILITIES INFORMATION

m. FACILITIES

Will the school maintain or operate multiple sites in 2022-2023?

	No, just one site.

PAVE ACADEMY CHARTER SCHOOL 800000061098

School Site 1 (Primary)

m1. SCHOOL SITES

Please provide information on Site 1 for the upcoming school year.

	Physical Address	Phone Number	District/CSD	Grades to be Served at Site for coming year (K-5, 6-9, etc.)	Receives Rental Assistance for Which Grades (If yes, enter the appropriate grades. If no, enter No).
Site 1	732 Henry Street, Brooklyn, NY 11231	718-858-7813	NYC CSD 15	K-8	No

m1a. Please provide the contact information for Site 1.

	Name	Title	Work Phone	Alternate Phone	Email Address
School Leader	Marsha Gadsden	Executive Director	718-858-7813	[redacted]	mgadsden@paveschools.org
Operational Leader	Dawn Antoine-Forbes	Director of Operations	718-858-7813		dantoine@paveschools.org
Compliance Contact	Meg Brown	Assistant Director of Operations	718-858-7813		mbrown@paveschools.org
Complaint Contact	Meg Brown	Assistant Director of Operations	718-858-7813		mbrown@paveschools.org
DASA Coordinator	Margaret Bates	Dean of Student Support Services	718-858-7813		mbates@paveschools.org
Phone Contact for After Hours Emergencies	Meg Brown	Assistant Director of Operations	718-858-7813		mbrown@paveschools.org

m1b. Is site 1 in public (co-located) space or in private space?

Private Space

IF LOCATED IN PRIVATE SPACE IN NYC OR IN DISTRICTS OUTSIDE NYC

m1d. Upload a urrent Certificate of Occupancy (COO) and the annual Fire Inspection Report for school site 1 if located in private space in NYC or located outside of NYC .

Certificate of Occupancy and Fire Inspection. Provide a copy of a current and non-expired certificate of occupancy (if outside NYC or in private space in NYC). For schools that are not in district space (NYC co-locations), provide a opy of a urrent and non-expired ertificate of occupancy, and a opy of the urrent annual fire inspection results, which should be dated on or after July 1, 2021.

- **Fire inspection certificates must be updated annually. For the upcoming school year 2022-2023, the fire inspection certificate must be dated after July 1, 2021.**
- **If the fire inspection certificate is dated after the August 1, 2022 submission of the Annual Report, please submit the new certificate with the Annual Report entries due on November 1, 2022.**

Site 1 Certificate of Occupancy (COO)

PAVE RH CO.pdf

Filename: PAVE RH CO.pdf **Size:** 237.5 kB

Site 1 Fire Inspection Report

CHARTER REVISIONS DURING THE 2021-2022 SCHOOL YEAR

n1. Were there any revisions to the school's charter during the 2021-2022 school year? (Please include approved or pending material and non-material charter revisions).

No

o. Has your school's Board of Trustee's approved a budget for the 2021-2022 FY?

Yes

ATTESTATIONS

p. Individual Primarily Responsible for Submitting the Annual Report. (To write type in a p one number with an extension, please use this format: 123-456-7890-3. The dash and number 3 at the end of the phone number refers to the individual's phone extension. Do not type in t e work extension or the abbreviation for it - just the dash and the extension number after the phone number).

Name	David Houlihan
Position	Operations/Compliance
Phone/Extension	347-306-7818
Email	dhoulihan@paveschools.org

p. Our signatures (Executive Director/School Leader/Head of School and Board President) below attest that our school as reviewed, understands and will comply wit t e employee clearance and fingerprint requirements as outlined in Entry 10 and found in the NYSED CSO Fingerprint Clearance Oct 2019 Memo. Click YES to agree.

Responses Selected:

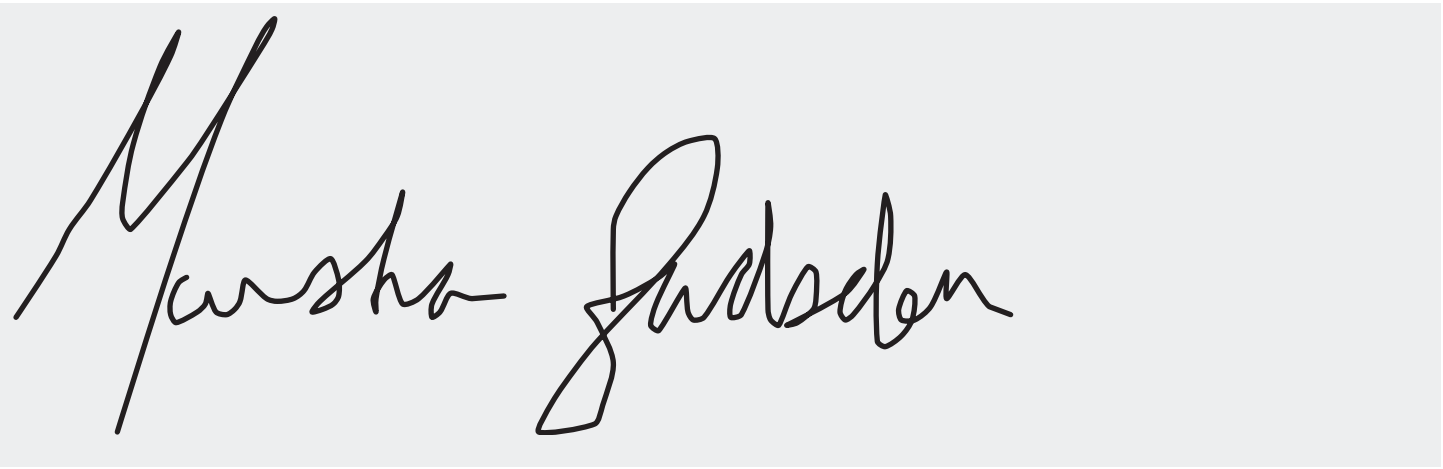
Yes

q. Our signatures (Executive Director/School Leader/Head of School and Board President) below attest that all of the information contained herein is truthful and accurate and that this charter school is in ompliance with all aspects of its charter, and with all pertinent Federal, State, and local laws, regulations, and rules. We understand t at if any information in any part of this report is found to have been deliberately misrepresented, that will constitute grounds for the revocation of our charter. Click YES to agree and then use the mouse on your PC or the stylus on your mobile device to sign your name).

Responses Selected:

Yes

Signature, Head of Charter School



Signature, President of the Board of Trustees

Date

Jul 29 2022

Thank you.

Entry 3 Accountability Plan Progress Reports

Incomplete

Instructions

SUNY-Authorized Charter Schools ONLY- Complete Template and Upload to Epicenter

SUNY-authorized charter schools must download an Accountability Plan Progress Report template at Accountability Plan Progress Report. After completing, SUNY-authorized charter schools must upload the document into the SUNY Epicenter system by **September 15, 2022**. SUNY CSI will forward to NYSED CSO.

PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.

Entry 4 - Audited Financial Statements

Incomplete

Required of ALL Charter Schools

ALL SUNY-authorized charter schools must upload the financial statements and related documents in PDF format into the SUNY Epicenter system no later than **November 1, 2022.** SUNY CSI will forward to NYSED CSO. **SUNY-authorized charter schools** are asked to ensure that security features such as password protection are turned off.

ALL Regents, NYCDOE, and Buffalo BOE-authorized charter schools must upload final, audited financial statements to the Annual Report Portal no later than **November 1, 2022**. Upload the independent auditor's report, any advisory and/or management letter, and the internal controls report as one submission, combined into a PDF file, ensuring that security features such as password protections are removed from all school uploaded documents.

PLEASE NOTE: This task appears as visible and optional task in the online portal until August 1 2022 but will be identified as a required task thereafter and due on November 1, 2022. This is a required task, and it is marked optional for administrative purposes only.

Entry 4a – Audited Financial Report Template (SUNY)

Incomplete

Instructions - SUNY-Authorized Charter Schools ONLY

SUNY-authorized schools must download the Excel spreadsheet entitled "Audited Financial Report Template" at http://www.newyorkcharters.org/fiscal/. After completing, schools must upload the document into the SUNY Epicenter system no later than **November 1, 2022.** SUNY CSI will forward to NYSED CSO.

PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.

Entry 4c – Additional Financial Documents

Incomplete Hidden from applicant

Instructions - Regents, NYCDOE and Buffalo BOE authorized schools must upload financial documents and submit by **November 1, 2022**. The items listed below should be uploaded, with an explanation if not applicable or available. For example, a "federal Single Audit was not required because the school did not expend federal funds of more than the $750,000 Threshold."

1. Advisory and/or Management letter
2. Federal Single Audit
3. CSP Agreed-Upon Procedure Report
4. Evidence of Required Escrow Account for each school[1]

5. Corrective Action Plan for Audit Findings and Management Letter Recommendations

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[1] Note: For BOR schools chartered or renewed after the 2017-2018 school year, the escrow account per school is $100,000.

PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.

Entry 4d - Financial Services Contact Information

Incomplete Hidden from applicant

Regents, NYCDOE, and Buffalo BOE authorized schools should enter financial contact information directly into the form within the portal by **November 1, 2022**.

Form for "Financial Services Contact Information"

1. School Based Fiscal Contact Information

	School Based Fiscal Contact Name	School Based Fiscal Contact Email	School Based Fiscal Contact Phone

2. Audit Firm Contact Information

	School Audit Contact Name	School Audit Contact Email	School Audit Contact Phone	Years Working With This Audit Firm

3. If applicable, please provide contact information for the school's outsourced financial services firm.

	F rm Name	Contact Person	Mailing Address	Email	Phone	Years With Firm

Entry 5 – Fiscal Year 2022-2023 Budget

Incomplete

SUNY-authorized charter schools should download the 2022-23 Budget and Quarterly Report

Template and the 2022-23 Budget Narrative Questionnaire from the SUNY website and upload the completed template into Epicenter. SUNY CSI will forward to NYSED CSO. **Due November 1, 2022**.

Regents, NYCDOE, and Buffalo BOE authorized charter schools should upload a copy of the school's FY22 Budget using the 2022-2023 Budget Template in the portal or from the Annual Report website. **Due November 1, 2022**.

The assumptions column should be completed for all revenue and expense items unless the item is self-explanatory. Where applicable, reference the page number or section in the application narrative that indicates the assumption being made. For instance, student enrollment would reference the applicable page number in Section I, C of the application narrative.

PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.

Entry 6 – Board of Trustees Disclosure of Financial Interest Form

Completed Aug 1 2022

Due on August 1, 2022, each member of the charter school's Board of Trustees who served on a charter school education corporation governing one or more charter schools for any period during the 2021-2022 school year must complete and sign a Trustee Disclosure of Financial Interest Form. Acceptable signature formats include:

- Digitally certified PDF signature (i.e., DocuSign)
- Manual signature (1. download to print, 2. manually sign, 3. scan signed document to PDF, and 4. upload into portal)

All completed forms must be collected and uploaded in .PDF format for each individual member. **The education corporation is responsible for completing the form for trustees who left the board during the reporting year.**

Forms completed from past years will not be accepted. **Only the latest version of the form** (updated in April, 2022) is acceptable.).

Trustees serving on an education corporation that governs more than one school are not required to complete a separate disclosure for each school governed by the education corporation. In the Disclosure of Financial Interest Form, trustees must disclose information relevant to any of the schools served by the governing education corporation.

Disclosure of Financial Interest form - Ferrer

Filename: Disclosure of Financial Interest f mdAtvXx.pdf **Size:** 522.8 kB

Disclosure of Financial Interest form - Gilbert

Filename: Disclosure of Financial Interest f 9zLr6f6.pdf **Size:** 534.0 kB

Disclosure of Financial Interest form - Sweeney

Filename: Disclosure of Financial Interest f AA1CqbE.pdf **Size:** 522.2 kB

Disclosure of Financial Interest form - Lumpkin

Filename: Disclosure of Financial Interest f nrSvPh.pdf **Size:** 530.0 kB

Entry 7 BOT Membership Table

Completed Aug 1 2022

Instructions

Required of ALL charter schools

ALL charter schools or education corporations governing multiple schools must complete the Board of Trustees Membership Table within the online portal. Please be sure to nclude and identify parents who are members of the Board of Trustees and indicate whether parents are voting or non-voting members.

Entry 7 BOT Table

1. SUNY-AUTHORIZED charter schools are required to provide information for VOTING Trustees only.
2. REGENTS, NYCDOE, and BUFFALO BOE-AUTHORIZED charter schools are required to provide information for all --VOTING and NON-VOTING-- trustees.

PAVE ACADEMY CHARTER SCHOOL 800000061098

Authorizer:

Who is the authorizer of your charter school?

SUNY

1. 2021-2022 Board Member Information (Enter info for each BOT member)

	Trustee Name	Trustee Email Address	Pos t on on the Board	Commit tee Affiliatio ns	Vot ng Member Per By-Laws (Y/N)	Number of Terms Served	Start Date of Current Term (MM/DD /YYYY)	End Date of Current Term (MM/DD /YYYY)	Board Meeting s Attende d During 2021-2022
1	Jamie Greenth	[redacted]	Chair	Finance	Yes	5	7/1/202	6/30/20	12

	al	[redacted]					1	22	
2	Kim Lumpk n	[redacted]	Trustee/ Member	n/a	Yes	3	4/1/202 2	3/31/20 23	9
3	Sophie Lippinco tt Ferrer	[redacted]	Trustee/ Member	n/a	Yes	2	9/1/202 0	8/31/20 22	9
4	Allie Sweene y	[redacted]	Treasure r	F nance	Yes	5	7/1/202 0	6/30/20 22	12
5	Melanie Dukes	[redacted]	Vice Chair	F nance	Yes	1	9/1/202 0	8/31/20 22	8
6	Eldridge Gilbert	[redacted]	Trustee/ Member	n/a	Yes	1	9/1/202 0	8/31/20 22	10
7	Colema n Kenned y	[redacted]	Trustee/ Member	F nance	Yes	1	8/1/202 1	7/31/20 23	11
8	Spencer Roberts on	[redacted]	Trustee/ Member	n/a	Yes	1	1/1/202 2	12/31/2 023	6
9	Daniel Greenbl att	[redacted]	Trustee/ Member	n/a	Yes	8	7/1/202 2	6/30/20 23	8

1a. Are there more than 9 members of the Board of Trustees?

No

2. INFORMATION ABOUT MEMBERS OF THE BOARD OF TRUSTEES

1. UNY-AUTHORIZED charter schools provide response relative to VOTING Trustees only.
2. REGENTS, NYCDOE, and BUFFALO BOE-AUTHORIZED charter schools provide a response relative to all trustees.

a. Total Number of BOT Members on June 30, 2022	9
b.Total Number of Members Added During 2021-2022	2
c. Total Number of Members who Departed during 2021-2022	0
d.Total Number of members, as set in Bylaws, Resolution or Minutes	9

3. Number of Board meetings held during 2021-2022

12

4. Number of Board meetings scheduled for 2022-2023

12

Total number of Voting Members on June 30, 2022:

9

Total number of Voting Members added during the 2021-2022 school year:

2

Total number of Voting Members who departed during the 2021-2022 school year:

0

Total Maximum Number of Voting members in 2021-2022, as set by the board in bylaws, resolution, or minutes:

9

Thank you.

Entry 8 Board Meeting Minutes

Completed Aug 1 2022 Hidden from applicant

Instructions - Required of Regents, NYCDOE, and Buffalo BOE Authorized Schools ONLY

Schools must upload a complete set of monthly board meeting minutes (July 2021-June 2022), which should match the number of meetings held during the 2021-2022 school year, as indicated in the above table. The minutes provided must be the final version approved by the school's Board of Trustees and may be uploaded individually or as one single combined file. Board meeting minutes must be submitted by **August 1, 2022**.

9

Filename: 9.14.21 Minutes.pdf **Size:** 92.0 kB

Board Minutes PAVE Red Hook 1

Filename: Board Minutes PAVE Red Hook 1.11.22.pdf **Size:** 102.2 kB

Board Minutes PAVE Red Hook 3

Filename: Board Minutes PAVE Red Hook 3.08.22.pdf **Size:** 94.2 kB

Board Minutes PAVE Red Hook 2

Filename: Board Minutes PAVE Red Hook 2.08.22.pdf **Size:** 102.7 kB

Board Minutes PAVE Red Hook 6

Filename: Board Minutes PAVE Red Hook 6.07.22.pdf **Size:** 101.0 kB

Board Minutes PAVE Red Hook 4

Filename: Board Minutes PAVE Red Hook 4.12.22.pdf **Size:** 111.5 kB

Board Minutes PAVE Red Hook 5

Filename: Board Minutes PAVE Red Hook 5.18.22.pdf **Size:** 144.2 kB

Board Minutes PAVE Red Hook 7

Filename: Board Minutes PAVE Red Hook 7.12.22.pdf **Size:** 97.8 kB

Board Minutes PAVE Red Hook 10

Filename: Board Minutes PAVE Red Hook 10.12.21.pdf **Size:** 95.0 kB

Board Minutes PAVE Red Hook 11

Filename: Board Minutes PAVE Red Hook 11.09.21.pdf **Size:** 93.3 kB

Board Minutes PAVE Red Hook 12

Filename: Board Minutes PAVE Red Hook 12.14.21.pdf **Size:** 114.1 kB

Minutes PAVE Red Hook 8

Filename: Minutes PAVE Red Hook 8.10.21.pdf **Size:** 102.7 kB

Entry 9 Enrollment & Retention

Completed Aug 1 2022

Instructions for submitting Enrollment and Retention Efforts

Required of ALL Charter Schools

Describe the good faith efforts the charter school has made in 2021-2022 toward meeting targets to attract and retain the enrollment of Students with Disabilities (SWDs), English Language Learners (ELLs), and students who are economically disadvantaged. In addition, describe the school's plans for meeting or making progress toward meeting its enrollment and retention targets in 2022-2023.

Entry 9 Enrollment and Retention of Special Populations

Recruitment/Attraction Efforts Toward Meeting Targets

	Describe Recruitment Efforts in 2021-2022	Describe Recruitment Plans in 2022-2023
Economically Disadvantaged	In the 2021-2022 school year, 84.5% of the total student population was economically disadvantaged, based on eligibility for free and reduced price lunch. At this percentage, we surpassed our target by 19.5 percentage points. The following strategies were used during the recruitment period to specifically attract FRPL eligible students: • Meal program was covered at school open house, on application, and during virtual tours • Support was offered to assist families in completing all necessary paperwork to ensure eligible students participate in the lunch program • Recruitment occurred throughout neighborhoods surrounding the school and in the local district • PAVE Academy applied for and was granted access to NYSED's Community Eligibility Option, through which 100% of students receive free lunch, breakfast, and snack at no cost to families • All mass school brochures, mailings, and the enrollment application highlighted the special programs provided to students at no cost to families.	As the school substantially surpassed the target for enrollment of economically disadvantaged students, we will continue these recruitment strategies in the coming year.
	Of PAVE's total enrollment, 11.3% of students were classified as English Language Learners (8 percentage points below target). The following strategies were utilized to recruit ELL students:	

English Language Learners	• Direct mail advertising and enrollment outreach in languages other than English • Other advertising in languages other than English • Outreach by multilingual staff • Outreach to immigrant communities • All school-wide advertising and school materials are translated in languages other than English • A Google language translator application was installed on the school's website • We have a multilingual Family & Community Engagement Coordinator who helps our Spanish speaking families navigate the application process • All virtual information sessions, open houses, and tours were held in English and Spanish • PAVE targeted specific neighborhoods with high concentrations of Non-English speaking families • PAVE hosted information sessions in community-based organizations that serve these communities. • PAVE brought on a new English as a New Language Coordinator.	In the coming year, PAVE will engage in a process to reassess our efforts to recruit English Language Learners. We will seek feedback from existing members of our community and re-evaluate the materials, tools, and approaches that are described from the 21-22 school year. The focus will be less on adding efforts and more on evaluating and then increasing the efficacy of our recruitment.
Students with Disabilities	In 2021-22, the percentage of students with disabilities was 30.7%, exceeding our enrollment target by 11.9 percentage points. Our efforts to recruit students with special needs included: • Direct mail advertising and enrollment outreach that highlighted programs and support provided for special needs students	As the school met the target for enrollment of students with disabilities, we will continue these recruitment strategies in the coming year.

	• Support and programs for students with disabilities included on the school website • Inclusion of special attention provided for these students in marketing materials and other advertising.	

Retention Efforts Toward Meeting Targets

	Describe Retention Efforts in 2021-2022	Describe Retention Plans in 2022-2023
Economically Disadvantaged	PAVE retained 95.4% of its economically disadvantaged students. We accomplished this by providing additional supports for students and families who need them, such as free uniforms, and by covering the cost of program fees, such as field trip expenses, whenever necessary. The school staff also worked collaboratively to ensure that all families were aware of the supports we provide and that we maintained an inclusive environment at all times.	Given the high retention rate of economically disadvantaged students, we will utilize the same strategies in the coming year.
English Language Learners	At 100%, the school's retention of English Language Learners was strong in 2021-22. The following efforts were made: • Translators are made available for families at school events, such as parent-teacher conferences, report card nights, etc. • Two of the Main Office staff are fluent in languages other than English. • Our multilingual Family & Community Engagement	Given the high retention rate of English Language Learners, we will utilize the same strategies in the coming year in terms of translation services, special programs and the creation of an inclusive environment. We will continue to assess the academic needs of all English Language Learners throughout the year and implement program changes as needed to ensure that all needs are being met. All teachers are aware of the DOE translation line. Teachers

	Coordinator serves as a point of contact for our Spanish-speaking families in all grades K-8.	have and will continue to utilize that service for any parent meetings they have.
Students with Disabilities	We achieved a very high level of retention of students with disabilities (97%) by ensuring that IEPs were carefully monitored and that all mandated services were implemented in combination with supplemental supports. PAVE employs two full-time Deans of Student Support Services and seven interventionists in addition to those special educators who provide mandated services to students with IEPs. Families are continually informed of each students' progress, as determined by nationally-normed assessments and teacher observation.	Given the high retention rate of Students with Disabilities, we will utilize the same strategies in the coming year in special programs and the creation of an inclusive environment. We will continue to assess the academic needs of all Students with Disabilities throughout the year and implement program changes as needed to ensure that all needs are being met.

Entry 10 – Teacher and Administrator Attrition

Completed Aug 1 2022

Form for "Entry 10 – Teacher and Administrator Attrition" Revised to Employee Fingerprint Requirements Attestation

A. TEACH System – Employee Clearance

Charter schools must ensure that all prospective employees[1] receive clearance through the NYSED Office of School Personnel Review and Accountability (OSPRA) prior to employment. **This includes paraprofessionals and other school personnel who are provided or assigned by the district of location, or related/contracted service providers**. After an employee has been cleared, schools are required to maintain proof of such clearance in the file of each employee. For the safety of all students, charter schools must take immediate steps to terminate the employment of individuals who have been denied clearance. Once the employees have been terminated, the school must terminate the request for clearance in the TEACH system.

In the Annual Report, charter schools are asked to confirm that all employees have been cleared through the NYSED TEACH system; and, if denied clearance, confirm that the individual or employee has been removed from the TEACH system, and is not employed by the school.

[1] Employees who must be cleared include, but are not limited to, teachers, administrative staff, janitors, security personnel and cafeteria workers, and other staff who are present when children are in the school building. **This includes paraprofessionals and other school personnel that are provided or assigned by the district of location, as well as related/contracted service providers**. See NYSED memorandum dated October 1, 2019 at http://www.nysed.gov/common/nysed/files/programs/charter-schools/employeefingerprintoct19.pdf or visit the NYSED website at: http://www.highered.nysed.gov/tsei/ospra/fingerprintingcharts.html for more information regarding who must be fingerprinted. Also see, 8 NYCRR §87.2.

B. Emergency Conditional Clearances

Emergency Conditional Clearances

Charter schools are **strongly discouraged** from using the emergency conditional clearance provisions for prospective employees. This is because the school must request clearance through NYSED TEACH, and the school's emergency conditional clearance of the employee terminates automatically once the school receives notification from NYSED regarding the clearance request. Status notification is provided for all prospective employees through the NYSED TEACH portal within 48 hours after the clearance request is submitted. Therefore, at most, a school's emergency conditional clearance will be valid for only 48 hours after approval by the board.

Schools are not permitted to renew or in any way re-establish a prospective employee's emergency conditional clearance after status notification is sent by NYSED through the TEACH portal.

Schools are asked to attest that they have reviewed and understand these requirements. More information can be found in the memo at NYSED CSO Employee Clearance and F ngerprint Memo 10-2019.

Attestation

Responses Selected:

I hereby attest that the school has reviewed, understands, and will comply with these requirements.

Entry 11 Percent of Uncertified Teachers

Completed Aug 1 2022 Hidden from applicant

Instructions

Required of Regents, NYCDOE, and Buffalo BOE Authorized Charter Schools ONLY

The table below reflects the information collected through the online portal for compliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Uncertified teachers are those not certified pursuant to the State Certification Requirements established by the NYSED Commissioner of Education.

Enter the relevant full-time equivalent (FTE) count of teachers in each column. For example, a school with 20 full-time teachers and 5 half-time teachers would have an FTE count of 22.5.

Entry 11 Uncertified Teachers

School Name:

Instructions for Reporting Percent of Uncertified Teachers

Required of Regents, NYCDOE, and Buffalo BOE Authorized Charter Schools

The table below reflects the information collected through the online portal for ompliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Uncertified teachers are those not ertified pursuant to the State Certification Requirements established by t e NYSED Commissioner of Edu ation. Enter t e relevant full-time equivalent (FTE) ount of teachers in each column. For example, a school with 20 full-time teachers and 5 half-time teachers would have an FTE count of 22.5.

If more than one line applies to a teacher, please nclude n only one FTE uncertified category. Please do not include paraprofessionals, such as teacher aides.

CATEGORY A. 30% OR 5 UNCERTIFIED TEACHERS WHICHEVER IS LESS

	FTE Count
i. FTE count of uncertified teacher with at least three years of elementary, middle or secondary classroom teaching experience (as of June 30, 2022)	5
ii. FTE count of uncertified teachers who are tenured or tenure track college faculty (as of June 30, 2022)	0
iii. FTE count of uncertified teachers with two years of Teach for America experience (as of June 30, 2022)	0
. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (as June 30, 2022)	0
Total Category A: 5 or 30% whichever is less	5.0

CATEGORY B. PLUS FIVE UNCERTIFIED TEACHERS IN MATHEMATICS, SCIENCE, COMPUTER SCIENCE, TECHNOLOGY OR CAREER AND TECHNICAL EDUCATION.

	FTE Count
i. Mathematics	2
ii. Science	1
iii. Computer Science	0
. Technology	0
. Career and Technical Education	0
Total Category B: not to exceed 5	3.0

CATEGORY C: PLUS 5 ADDITIONAL UNCERTIFIED TEACHERS

	FTE Count
i. FTE count of uncertified teacher with at least three years of elementary, middle or secondary classroom teaching experience (as of June 30, 2022)	5
ii. FTE count of uncertified teachers who are tenured or tenure track college faculty (as of June 30, 2022)	0
iii. FTE count of uncertified teachers with two years of Teach for America experience (as of June 30, 2022)	0
. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (as June 30, 2022)	0
Total Category C: not to exceed 5	5.0

TOTAL FTE COUNT OF UNCERTIFIED TEACHERS (Sum of Categories A, B AND C)

(Include teachers who do not fit in one of these categories or if did fit would exceed the numerical limits for that category)

	FTE Count
Total	21

CATEGORY D: TOTAL FTE COUNT OF UNCATEGORIZED, UNCERTIFIED TEACHERS

(Include teachers who do not fit in one of these categories or if did fit would exceed the numerical limits for that category)

	FTE Count
Total Category D	8

CATEGORY E: TOTAL FTE COUNT OF CERTIFIED TEACHERS

	FTE Count
Total Category E	19

CATEGORY F: TOTAL FTE COUNT OF ALL TEACHERS

Please do not include paraprofessionals, such as teacher aides.

	FTE Count
Total Category F	40

Thank you.

Entry 12 Organization Chart

Completed Aug 1 2022 Hidden from applicant

Instructions

Required of Regents, NYCDOE, and Buffalo BOE Authorized Charter Schools ONLY

Upload the 2021-2022 **Organization Chart.** The organization chart should include position titles and reporting relationships. Employee names should **not** appear on the chart.

21-22 Org Chart

Filename: 21 22 Org Chart.pdf **Size:** 25.0 kB

Entry 13 School Calendar

Completed Aug 1 2022

Instructions for submitting School Calendar

Required of ALL Charter Schools

If the charter school has a tentative calendar based on available information and guidance at the time, please submit with the August 1, 2022 submission. Charter schools must upload a final school calendar into the portal and may do so at any time but no later than **September 15, 2022**.

School calendars must meet the minimum instructional requirements as required of other public schools *"… unless the school's charter requires more instructional time than is required under the regulations."*

Board of Regents-authorized charter schools also are required to submit school calendars that clearly indicate the start and end date of the instructional year AND the number of instructional hours and/or instructional days for each month. See an example of a calendar showing the requested information. Schools are encouraged to use a calendar template and ensure there is a monthly tally of instructional days.

PLEASE NOTE: This is a required task, and it is marked optional for administrative purposes only.

PAVE RH SY22-23 Leader Academic Calendar Final - RH Family One-Pager SY 22-23

Filename: PAVE RH SY22 23 Leader Academic Ca qBUy7hr.pdf **Size:** 142.6 kB

Entry 14 Links to Critical Documents on School Website

Completed Aug 1 2022

Instructions

Required of ALL Charter Schools noting that SUNY-authorized charter schools are not required to submit item 5: Authorizer-approved DASA policy and NYSED-Approved School Discipline Policy

By law, each charter school is required to maintain certain notices and policies listed on its website. Please insert the link from the school's website for each of the items:

1. Current Annual Report (i.e., 2021-2022 Annual Report);[1]
2. Board meeting notices, agendas and documents;
3. New York State School Report Card;
4. Authorizer-approved DASA Policy and NYSED-Approved School Discipline Policy **(For Regents,**

NYCDOE, and Buffalo BOE-Authorized Charter Schools ONLY);
5. District-wide safety plan, not a building level safety plan (as per the September 2021 Emergency Response Plan Memo;
6. Authorizer-approved FOIL Policy; and
7. Subject matter list of FOIL records. (Example: See NYSED Subject Matter List)

[1] Each charter school is required to make the Annual Report publicly available by August 1 and to post on their respective charter school website. Each school should post an updated and complete version to include accountability data and financial statements that are not or may not be available until after the August deadline (i.e., Repost when financials have been submitted in November.)

Form for Entry 14 Links to Critical Documents on School Website

School Name: PAVE Academy Charter School

Required of ALL Charter Schools noting that SUNY-authorized charter schools are not required to submit item 4: Authorizer-approved DASA policy and NYSED-Approved School Discipline Policy

By law, each charter school is required to maintain certain notices and policies listed on its website. Please insert the link from the school's website for each of the items:

	Link to Documents
1. Current Annual Report (i.e., 2021-2022 Annual Report)	https://paveschools.org/org-info/
2. Board meeting notices, agendas and documents	https://paveschools.org/our-story/board-of-directors/
3. New York State School Report Card	https://data.nysed.gov/essa.php?year=2020&instid=800000061098
4. Authorizer-approved DASA Policy and NYSED-Approved School Discipline Policy (For Regents, NYCDOE, and Buffalo BOE-Authorized Charter Schools ONLY)	
5. District-wide safety plan, not a building level safety plan (as per the September 2021 Emergency Response Plan Memo	https://paveschools.org/wp-content/uploads/Building-Safety-Plan-1.pdf
6. Authorizer-approved FOIL Policy	https://paveschools.org/wp-content/uploads/FOIL-Policy_PAVE-Academy-Charter-School.docx.pdf
7. Subject matter list of FOIL records. (Example: See NYSED Subject Matter List)	https://paveschools.org/wp-content/uploads/List-of-FOIL-Records.pdf

Thank you.

Entry 15 Staff Roster

Incomplete Hidden from applicant

INSTRUCTIONS

Required of Regents and NYCDOE-authorized Charter Schools ONLY

Please click on the MS Excel Faculty/Staff Roster Template and provide the following information for **ANY and ALL** instructional and non-instructional employees.

Use of the 2021-2022 Annual Report Faculty/Staff roster template is required. Each of the data elements, with the exception of the Notes, are required, and use of the drop-down options, when provided, is also required. Reminders: Please use the notes section provided to add any additional information as deemed necessary. Failure to adhere to the guidelines and validations in the Staff Roster Template will result in a resubmission of a fully corrected roster.

Please note the roster should include all staff employed any point from July 1, 2021 to June 30, 2022, including those employed on June 30th.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA September 14, 2021
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: September 14th, 2021 from 06.00PM – 7.30PM
Location: https://us02web.zoom.us/j/88067261068

PAVE RH BOD in Attendance (via Videoconference): J. Greenthal, Chair; D. Greenblatt, Trustee; A. Sweeney, Trustee; K. Lumpkin, Trustee; S. Lippincott Ferrer, Trustee; Melanie Dukes, Trustee; Eldridge Gilbert, Trustee

Staff Attending (via Videoconference): Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Meg Brown, Asst. Director of Operations

Members of Public Attending: Coleman Kennedy

Public Meeting
After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:05PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1: Beginning of Year Highlights
Principals shared highlights from the beginning of the school year including the transition to school-wide implementation of Responsive Classroom. Part of Teacher Institute in August included RC training and it has been launched in classrooms K-8.

Agenda Topic 2: Hiring Update
Principals shared the most recent hiring update. Still looking for a 7th grade math teacher and a Manager of Data and Technology.

Agenda Topic 3: Enrollment Update
M. Brown provided enrollment update as of 9/13/21. Still seeing shifts in enrollment in both directions as the DOE begins and new students apply. On track to meet minimum enrollment target, but will still need to continue recruiting over the next few months.

Agenda Topic 4: COVID response updates
M. Gadsden shared that due to beginning of year COVID cases in the school, PAVE was transitioning to remote learning for 10 days. Students will return for in-person instruction on Monday, 9/27/21. The board and leadership team brainstormed ideas for improving COVID practices and procedures. PAVE is mandating staff to be vaccinated by 9/27/21.

Executive Session
7:00pm J. Greenthal makes a motion to move into executive session to discuss confidential employment matters, D. Greenblatt seconds the motion to move into executive session.

Public Meeting
7:18pm. J. Greenthal makes a motion to move out of the executive session and into the public meeting, A. Sweeney seconds.

Approvals/Votes
1. J. Greenthal makes motion to amend PAVE's lottery priorities by adding PAVE staff as a priority for student enrollment. E. Gilbert seconds. All trustees approve.
2. J. Greenthal makes motion to approve minutes from August 2021 meeting. D. Greenblatt seconds. All trustees approve.

Adjournment
J. Greenthal adjourns the meeting at 7:25pm.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA JANURARY 11, 2022
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, Janurary 11th, 2022 from 06.00PM – 7.30PM
Location: Virtually ZOOM: https://us02web.zoom.us/j/83030931970

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; K.Lumpkin, Trustee; E. Gilbert, Trustee; D. Greenblatt, Trustee; A. Sweeney, Trustee; S. Lippincott Ferrer, Trustee; M. Dukes, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Public Meeting
After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:03 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
COVID- 19 Policy Update

- Mrs. Forbes shared a few of the challenges that PAVE experienced in trying to safely reopen post Winter Break including:
    - Number of COVID-19 cases increasing across NYC.
    - COVID-19 Testing result delays with our testing provider
    - Staff and families concerned about
- Thus, the PAVE Leadership Team made the decision to stay in remote learning for an additional week.
- Mrs. Forbes also shared changes the PAVE Leadership Team were planning to make, after getting input from staff and families. These changes included:
    - Increasing student and staff surveillance COVID-10 Testing
    - Continuing to provide information and opportunities for students to get vaccinated.
    - Maintaining a 10 day quarantine for positive students.
    - Encouraging the use of N95 or KN95 masks.
- Feedback was solicited regarding policy changes around the number of days to quarantine for close contacts.

Agenda Topic 2:
Student Reading Data

- Mrs. Gadsden framed the conversation about student reading data by first grounding everyone in the reading goals set in the beginning of year. These goals included:
    - 85% of kindergarteners are reading at or above grade level as measured by F&P
    - For cohorts whose performance is below 64% proficiency, the percentage of students deemed as

average or above as determined by MAP Reading and Math assessments will increase by at least 15 percentage points, with a floor of 50%. Cohorts performing above 64% will increase by 10 percentage points.

- Ms. Cook shared the percentage of students meeting individual reading goals by grade level. Ms. Cook also shared the percentage of students reading above, at, or below grade level by grade level. The results ranged from 29% in first grade to 60% in fourth grade.
- Mr. Turner shared the percentage of students meeting individual reading goals by grade level. Mr. Turner also shared the percentage of students reading above, at, or below grade level by grade level. The results ranged from 46% in fifth grade to 56% in eighth grade.
- The board members asked questions regarding the next steps in which both principals would take to close the reading gaps.

Agenda Topic 3:
Looking Ahead

- Mrs. Gadsden told the board about three important upcoming dates:
    - ELA Mock Exam: Jan 26-27th
    - Math Mock Exam: Mar 2nd - 3rd
    - SUNY Renewal Application: Due February 15

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the December board meeting. E. Gilbert seconds. All trustees approve.

J. Greenthal adjourns the meeting at 6:59 PM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA FEBRUARY 08, 2022
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, February 8th, 2022 from 06.00PM – 7.30PM
Location: Virtually ZOOM: https://us02web.zoom.us/j/85295143284

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; K.Lumpkin, Trustee; A. Sweeney, Trustee; S. Lippincott Ferrer, Trustee; S.Robertson, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Public Meeting
After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:01 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
COVID- 19 Policy Update

- Mrs. Forbes shared confirmation of the COVID Policies that were discussed at the last board meeting. These policies included:
    - 25% student testing weekly regardless of vaccination status
    - Bi-Weekly testing for all staff regardless of vaccination status
    - Continuing to encourage staff and students to be fully vaccinated
    - Children who test positive, still required to quarantine for 10 days. Staff required to quarantine for 5 days.
    - Close Contacts invited to participate in Test to Stay program
    - Encourage staff and students to use N95 Masks

Agenda Topic 2:
ELA and Mastery Data

- Ms. Cook and Mr. Turner shared data from the recent ELA IA taken in elementary school.
    - K-2nd Grade Proficiency Rates were: Above grade level (26%), On Grade level (20%), Approaching grade level (31%), Below grade level (23%)
    - 3rd- 4th Grade Proficiency Rates were: Above grade level (0%), On Grade level (4%), Approaching grade level (17%), Below grade level (79%)
    - 5th- 8th Grade Proficiency Rates were: Above grade level (0%), On Grade level (8%), Approaching grade level (30%), Below grade level (62%)

- In response to the data the instructional teams will be
    - Reviewing whole class action plans
    - Implementing individual student coaching plans
    - Revisiting expectations for intellectual prep

Agenda Topic 3:
Staffing Plan Budget for SY22-23

- Mrs. Gadsden shared the priorities and approach PAVE is taking in budget and staff planning this year. The priorities are:
    - Ensuring that students academic, social and emotional needs are met in the short and the long term
    - Keeping our commitment to being anti-racist
    - Understanding what must be a part of our core program, year after year?
    - Understanding what is needed for the next 2-3 years as part of our response to COVID?
    - Deciding how we will go beyond the core to provide a unique and well rounded experience for PAVE students.
- Mrs. Forbes proposed a budget that reflected the following revenue and expense projections:
    - Revenue:
        - Per Pupil increase by 4.68%
        - 1.2M of federal funding spent down over the next two years
        - Student Enrollment projections
        - Increase in the number of students who receive Special Education services
    - Expenses
        - Three new roles to support academic and social emotional needs of students
        - Extension of Roles added this past school year

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the January board meeting. A. Sweeny seconds. All trustees approve.
J. Greenthal makes a motion to approve PAVE's Safety Plan. A. Sweeny seconds. All trustees approve.

J. Greenthal adjourns the meeting at 7:03 PM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA March 08, 2022
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, March 8th, 2022 from 08:30AM – 10:00AM
Location: PAVE Academy 732 Henry Street Brooklyn NY 11231

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; A. Sweeney, Trustee; S. Lippincott Ferrer, Trustee; S.Robertson, Trustee; D. Greenblatt, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO; Asheka James, ES Academic Dean; Margret Bates, ES Dean of Support Services; Raquel Rodriguez, ES Academic Dean; Kara Reilly, MS Academic Dean

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Public Meeting
After noting that a quorum was present, A. Sweeney calls the Public Meeting to order at 8:35 AM and previews the meeting's agenda.

Agenda Items

Public Comment
A. Sweeney opens up for public comment. No public comment.

Agenda Topic 1:
Math IA Data

- Ms. Cook and Mr. Turner shared data from the recent ELA IA taken in elementary school.
    - K-Grade Proficiency Rates were: Above grade level (38%), On Grade level (30%), Approaching grade level (24%), Below grade level (8%
    - 1st-Grade Proficiency Rates were: Above grade level (47%), On Grade level (25%), Approaching grade level (22%), Below grade level (6%)
    - 2nd-Grade Proficiency Rates were: Above grade level (37%), On Grade level (34%), Approaching grade level (24%), Below grade level (4%)
    - 3rd-Grade Proficiency Rates were: Above grade level (9%), On Grade level (17%), Approaching grade level (14%), Below grade level (60%)
    - 4th Grade Proficiency Rates were: Above grade level (6%), On Grade level (9%), Approaching grade level (35%), Below grade level (50%)
    - 5th- Grade Proficiency Rates were: Approaching grade level (20%), Below grade level (80%)
    - 6th Grade Proficiency Rates were: On Grade level (9%), Approaching grade level (11%), Below grade level (80%)
    - 7th Grade Proficiency Rates were:On Grade level (8%), Approaching grade level (21%), Below grade level (71%)
    - 8th Grade Proficiency Rates were: Above grade level (11%), On Grade level (20%), Approaching

grade level (36%), Below grade level (33%)

- In response to the data the instructional teams will be
    - Tailoring their focus on student conceptual understanding of Word Problems/Multi-step problems
    - Making future K-4 curriculum adjustments and support for Word solving standards
    - Crafting a strategic instructional plan for the next 6 weeks- prioritize high-frequency standards
    - Emphasize modeling the most accessible strategies

Agenda Topic 2:
Board School Tour

- Board members separated into three groups to tour K-8 classrooms including Guided Reading, History, Science, Math Workshop, and ELA.

Agenda Topic 3:
Board School Tour Debrief

- Board members provided feedback based on classroom observations.
- Board members asked leadership team members what they needed to address the academic gaps shown in recent IA Data. The suggestions included additional staff for small group tutoring and the ability to have our students have more out of school career based experiences.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the February board meeting. S. Lippincott Ferrer seconds. All trustees approve.

J. Greenthal makes a motion to approve PAVE's Financial Policy and Procedures to go into effect in July 2022. S. Lippincott Ferrer seconds. All trustees approve.

J. Greenthal makes a motion to expand PAVE's Board member seats from eight to nine trustees. S. Lippincott Ferrer seconds. All trustees approve.

J. Greenthal adjourns the meeting at 10:18 AM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA April 12, 2022
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, April 12th, 2022 from 06:00 PM – 07:30 PM
Location: Zoom: https://us02web.zoom.us/j/82619922027

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; A. Sweeney, Trustee; S. Lippincott Ferrer, Trustee; S.Robertson, Trustee; K. Lumpkin, Trustee; E. Gilbert, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Public Meeting
After noting that a quorum was present, J.Greenthal calls the Public Meeting to order at 6:03 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
Updates: Renewal, Enrollment, Covid

- Mrs. Forbes shared with the board the following updates:
  - The School Leadership Team's COVID policy decided to move from "Mask Required" to "Mask Optional" on Apr 4, 2022.
  - As a part of the SUNY Renewal process, the Department of Education hosted a public hearing on the PAVE's Charter renewal on Tuesday, Apr 5, 2022 During the public hearing, several staff, community members and many PAVE parents joined the call to support PAVE's Charter renewal.
  - The next step of the SUNY renewal process is a school visit to be held on Tuesday, May 10, 2022.
- Mrs. Forbes provided the board with student recruitment and lottery data.
  - PAVE received 213 new student applications in-line with the applications received last recruitment cycle.
  - For SY 2022 - 23 PAVE's enrollment target is 480 students. However, we will budget for 468 students.
- Mrs. Forbes explained the major pieces of PAVE's student recruitment plan thus far and plans to extend student recruitment into the summer to ensure reaching target enrollment.

Agenda Topic 2:
Mission and Maxims (Core Values)

- Mrs. Gadsden shared the process that she conducted in re-shaping PAVE's mission. She included many voices: parents, staff, students- to synthesize What makes PAVE, PAVE?
- Through that process this new mission statement was developed: "PAVE provides a K-8 experience that lays the

foundation for a productive and choice-filled life. We build our students brick by brick; equipping them with the academic, social, and emotional skills that they need to become critical thinkers, problem solvers, overcomers and leaders in their communities."

- That process also gave way to the following Core Values:
    - **More than a School:** At PAVE, we are more than a school, we are a family. Staff members, families and community organizations work as partners to create a warm, safe and joyful learning environment. Here, students can blossom into the best version of themselves.
    - **No Limits.** At PAVE, the possibilities are endless and we will not settle for less than our best. PAVE classrooms focus deeply on the growth and achievement in all aspects of our students' academic and social development. We maintain high expectations for our students and for ourselves and we commit to providing the care, coaching, and communication needed for students and staff to learn, grow, and shine.
    - **Bright Starts. Vibrant Futures.** At PAVE, our classrooms are bright in aesthetic and vibrant with learning. Our teachers and students engage with one another enthusiastically and embrace the challenge and rigor of the work with joy. Fun is not an add on; it is an essential component of the PAVE experience. We believe that a life and love of learning starts here.
    - **Love is Justice:** At PAVE, we acknowledge that systemic racism and bias have had its grips on our community for far too long. We create inclusive and equitable spaces where everyone belongs, everyone matters, and everyone is loved. "Hate cannot drive out Hate. Only Love can do that." We endeavor to bring out the best in our students and each other by, with, and through love. This, we believe, is justice in action.
    - **Lift every Voice.** At PAVE, every voice matters. We value diverse perspectives and insights within our community. We encourage our students to engage with one another and express themselves with both power and respect. As our students prepare to enter the world beyond PAVE, it is our responsibility to ensure that our students are equipped and empowered to use their voice effectively to advocate for themselves and others.
- Mrs. Gadsden also shared her next steps on bringing the mission to life:
    - Ensuring evaluation rubric and family handbook reflect these core values
    - Sharing with families
    - Incorporating into recruiting and marketing materials
    - Building into strategic plan for next year: More than a School & No Limits
    - Incorporating into scholar orientation

Agenda Topic 3:
Maximizing the Moment: Response to Unfinished Learning

- Mrs. Gadsden highlighted the key things and decisions the School Leadership Team is making in regards to closing the academic and social emotional gaps formed by the pandemic.
    - Both Elementary and Middle School will find ways for students to have additional time on task. We will do this by hosting an academic and enrichment filled summer school program and incorporating a tutoring program during the school day or after school.
    - PAVE has also taken time this school year to review our curriculum and have decided to make some changes. These changes include shifting to a K-8 Humanities Curriculum from Lavinia Group, incorporating accelerated Learning in Math (aka Just in time remediation), and re-introducing algebra for 8th graders.
    - Adding critical special education, specials, and social emotional support staff members.
    - Focus on leadership development by hiring Lavinia Group to support with literacy coaching, increased summer leadership training, and increased leadership training throughout the school year.
    - Prioritizing our students' social emotional learning through robust specials and after school

programming, taking our Responsive Classroom implementation to the next level, and an intentional culture calendar.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the March board meeting. S. Lippincott Ferrer seconds. All trustees approve.

J. Greenthal makes a motion to approve the renewal of Kim Lumpkin's board term. S. Lippincott Ferrer seconds. All trustees approve.

J. Greenthal makes a motion to move into Executive Session. K.Lumpkin seconds. All trustees approve.

J. Greenthal makes a motion to move out of Executive Session. K.Lumpkin seconds. All trustees approve.

J. Greenthal adjourns the meeting at 7:18 AM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA May 18, 2022
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Wednesday, May 18th, 2022 from 06:00PM – 07:30PM
Location: Zoom: https://zoom.us/j/95398220831?pwd=aXRJSW9LVVFxckhjRDV5VEdpdFZOZz09

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; A. Sweeney, Trustee; S.Robertson, Trustee; E. Gilbert, Trustee; D. Greenblatt, Trustee; M.Dukes, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Public Meeting
After noting that a quorum was present, J.Greenthal calls the Public Meeting to order at 6:03 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
Updates
Mrs. Gadsden shared the following updates:

- SUNY Renewal Next Steps
  - On May 10, 2022 PAVE hosted the SUNY Authorizors for our charter renewal.
  - There will be an official vote for our renewal in the fall.
- Summerboost NYC Grant -
  - PAVE applied for and was approved for the Bloomberg Philanthropy Summerboost NYC grant which we will use to fund our summer school program.
  - The focus of the summer school program is a balance of closing academic gaps caused by the pandemic and provide enrichment opportunities.
  - Ms. Sweeney asked how students were chosed to attend summer school. Both principals stated that summer school students were chosen based on the following priorities:
    - Student who were Promotion in Doubt
    - Student who were academically below grade level
    - Parent interest for reminaing seats

Agenda Topic 2:
Priorities
Mrs. Gadsden shared PAVE SY 2022-23 priorities:

- Maximizing the Moment:
  - **By EOY:**

        - 85% of kindergarteners and 1st graders are reading at or above grade level as measured by F&P
        - The percentage of Gr 2- 8 students reading at or above grade level in each cohort as measured by F&P/Literably increases by at least 10 percentage points from last year's performance with a floor of 50%
        - For cohorts whose performance is below 64% proficiency in Math and ELA, the percentage of students deemed as average or above as determined by state exams will increase by at least 10 percentage points, with a floor of 50%
        - *50% Percent of students performing at a level 1 grow to a level 2*
        - *70% of students with IEPs are meeting their academic growth goals in Math and ELA*
- Actualizing our Commitment to Anti-Racism
    - **By EOY:**
        - 85% of families agree or strongly agree that they feel welcomed and respected. Proportional participation and satisfaction from parents with students with disabilities and families where Spanish is their first language.
        - 95% of families attend Family/Student Led Conferences
        - 85% of students feel that they have at least 1 team member who cares about them.
        - 60% of MS students state that at this school most students treat each other with respect.
        - Average daily attendance rate of 95%
        - 85% of teachers will say that PAVE is a good place to teach and learn
        - 80% of teachers score as proficient in Create the Climate domain of PAVE Teacher Rubric
        - Referrals and Suspensions are reduced by at least 30%.

Agenda Topic 3:
SY 2022 - 2023 Budget

- Mrs. Antoine-Forbes shared an overview of the proposed budget for SY 2022-2023. Her overview included the following:
    - Federal and State funding has been confirmed. Per Pupil funding will increase by 4.68%
    - We have decided to continue with the compensation model that we used pre-COVID. This model has a number of benefits including remaining competitive in the market and providing compensation equity over time. Based on this model the average staff salary increase at this point is 4.66%.
    - This budget includes both facilities reserves, PACS 732 LLC and the PAVE RH board designated reserve.
    - Overall this year we are heavily investing in our program with the expectation that we will end the school year with a deficit of $603 K. These programmatic investments to support our students close the learning loss and social emotional challenges that were experiance due the pandemic include:
        - **Additional time on task**
            - Rising K-9 Summer School Program ~$247k (funded by Summer Boost Grant)
            - Tutoring Program from October - May- $100k
        - **Curriculum and Content**
            - K-8 Humanities Curriculum from Lavinia Group- $30K
            - Lavinia Group Professional Development and Coaching
            - Accelerated Learning in Math (aka Just in time remediation)
        - **Academic Staffing** (11% of total salaries)
            - Maintaining Director of STEM (3yr Contract)
            - Maintaining Reading Recovery Specialist (1 yr Only)
            - SEL Social Worker (1 yr Only)
            - Four additional MS Special Education Teachers
        - **Expanded Enrichment Opportunities**
            - Additional MS Special- Music via Jazz Empowers partnership

- Hire Afterschool Director
- Expanded K-8 After School offerings (focus on MS)
- Intentional Culture Calendar (Science Fair, Art Showcase, Field Trips)

- Accumulated net assets will be used to support budget gaps in the next three years where enrollment is low or additional supports are needed for students. This will be a deliberate and iterative process, as we continue to evaluate impact and reassess priorities as it relates to our student needs as the years progress post pandemic. In year 2024-2025 PAVE Leadership will assess variables and will adjust the instructional model as needed to ensure long term sustainability.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the April board meeting. E. Gilbert seconds. All trustees approve.

J. Greenthal makes a motion to approve the proposed SY 2022-2023 Budget. A. Sweeney seconds. All trustees approve.

J. Greenthal adjourns the meeting at 7:02 PM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA June 07, 2022
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, June 7th, 2022 from 06:00PM – 07:30PM
Location: PAVE Academy: 732 Henry Street Brooklyn, NY

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; A. Sweeney, Trustee; S.Robertson, Trustee; E. Gilbert, Trustee; D. Greenblatt, Trustee; M.Dukes, Trustee; K. Lumpkin, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Public Meeting
After noting that a quorum was present, J.Greenthal calls the Public Meeting to order at 6:05 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
Updates
Mrs. Gadsden shared the following updates regarding Summer School

- PAVE will be hosting Summer School with rising kindergarten to rising 9th grade. We will have approximately 18 - 22 students in each class with a waiting list of approx 5-7 students
- We are excited to have a full incoming Kindergarten Class and to be able to support SPED, ELL, at-risk students, and PID in all classes.
- Summer School is almost fully staffed:
    - The Elementary School classes are fully staffed with five Head teachers with two Support Teachers
    - The Middle School classes are almost fully hired with spots open for two Math teachers, one support teacher
    - We have also hired five Paraprofessionals across to support our students with that accommodation on their IEP.

Mrs. Forbes provided an update on SY 2022-23 student recruitment efforts and enrollment. She shared that:

- PAVE has confirmed re-enrollment for 90% of families. There are a total 383 students who have confirmed that they are returning next school year.
- PAVE currently has 97 new students confirmed to attend next school year. Including a couple of holdovers we are currently estimating enrollment to be 481 students next year.

Agenda Topic 2:
Survey Data

- This school year we partnered with TNTP to conduct parent, staff, and student surveys. We conducted on survey in the fall and another in the spring.
- Mrs. Gadsden shared the results of the spring family survey data. A few of the major takeaways were:
    - My child's school is welcoming to students and families of all identities- 91% of families agree
    - All students and families at my school are treated fairly- 84% of families agree
    - I feel welcome at my child's school- 83% of families agree
    - My child's teachers listen to my suggestions- 81% of families agree
- Following the results of this survey and comparing it to the results in the fall, we plan to:
    - Focus on community for SY22-23
    - Revisit structure of FAB to empower parents and increase involvement and family voice
    - Sift to student Led conferences - this will shift the power structure to shared power with students and families
- Prinicipals shared the results of the spring staff survey data. A few of the major takeaways were:
    - Leaders at my school value different aspects of my identity- 61% of staff agree down from 73% in the fall
    - My school leaders have encouraged me to engage in learning about diversity, equity and inclusion- 67% of staff agree down from 70% in the fall
    - Students at my school value each other's differences- 42% of staff agree up from 39% in the fall
- Following the results of this survey and comparing it to the results in the fall, we plan to:
    - Focus on community for SY22-23
    - Partner with Overcoming Racism - session in the summer and in the fall
    - Adoption of Lavinia Group curriculum which represents diverse communities within its units of study
    - Incorporating Elena Aguilar's Coaching for Equity into Leader training

Agenda Topic 3:
Mission and Values

- PAVE leadership embarked on a journey to understand where PAVE wants to go as a community. This led us to revisit our mission and core values. With input from families, staff, student, and the Board of Directors we reframed the Mission and Maxims:
    - New Mission Statement: PAVE is a K-8 college-preparatory charter school that lays the foundation for a productive and choice-filled life. We build our students brick by brick; equipping them with the academic, social, and emotional skills that they need to become critical thinkers, problemsolvers, overcomers, and leaders in their communities.
    - New Maxims:
        - More than a School: At PAVE, we are more than a school, we are a family. Staff members, families and community organizations work as partners to create a warm, safe and joyful learning environment. Here, students will persevere through any obstacle and blossom into the best version of themselves.
        - No Limits. At PAVE, the possibilities are endless, and we will not settle for less than our best. PAVE classrooms focus deeply on the academic growth and achievement of our students, as well as their social and emotional development. We maintain high expectations for our students and for ourselves and commit to providing the care, coaching, and communication needed for students and staff to learn, grow, and shine.
        - Bright Starts. Vibrant Futures. At PAVE, our classrooms are bright in aesthetic and vibrant with learning. Our teachers and students engage with one another enthusiastically and embrace the challenge and rigor of the work with joy. Fun is not an add on; it is an essential component of the PAVE experience. We believe that a life and love of learning starts here.
        - Love is Justice: At PAVE, we acknowledge that systemic racism and bias have had their grips on our community for far too long. We create inclusive and equitable spaces where everyone belongs, everyone matters, and everyone is loved. "Hate cannot drive out Hate. Only Love can do that" (King, 1963). We endeavor to bring out the best in our students and each other

by, with, and through love. This, we believe, is justice in action.

- Lift every Voice. At PAVE, every voice matters. We value diverse perspectives and insights within our community. We encourage our students to engage with one another and express themselves with both power and respect. As our students prepare to enter the world beyond PAVE, it is our responsibility to ensure that our students are equipped with excellent character and are empowered to use their voice effectively to advocate for themselves and others.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the May board meeting. E. Gilbert seconds. All trustees approve.

J. Greenthal makes a motion to approve the proposed Mission and Max. K. Lumpkin seconds. All trustees approve.

J. Greenthal makes a motion to approve E. Gilbert as SY 22-23 Board Chair. E. Gilbert abstains. All remaining trustees approve

J. Greenthal adjourns the meeting at 7:02 PM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA July 12, 2022
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, July 12th, 2022 from 06:00PM – 07:30PM
Location: Zoom : https://zoom.us/j/99824703656?pwd=U0RwOFQrZjJVb2t0MjNGZW5ZV0EvUT09

PAVE RH BOD in Attendance: E. Gilbert, Chair; J. Greenthal, Trustee; C. Kennedy, Trustee; A. Sweeney, Trustee; S.Robertson, Trustee; M.Dukes, Trustee; K. Lumpkin, Trustee; S.Lippincott Ferrer, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Public Meeting
After noting that a quorum was present, E.Gilbert calls the Public Meeting to order at 6:03 PM and previews the meeting's agenda.

Agenda Items

Public Comment
E. Gilbert opens up for public comment. No public comment.

Agenda Topic 1:
Updates
Mrs. Gadsden shared the following updates regarding Summer School.

- Average daily attendance is 70%. We have been continuing to backfill any open summer school seats.
- PAVE's summer school schedule includes both academic blocks and social emotional activities. These include
    - Differentiated instruction provided especially in lower grades
    - Strong investment in learning beginning with Morning Meeting/Advisory
    - Fun Fridays activities
    - Each family will receive update on students academic abilities
- Summer school has also provided teacher growth in Leadership opportunities and potential new hires in external summer school hires.

Mrs. Forbes provided an update on SY 2022-23 student recruitment efforts and enrollment. She shared that:

- PAVE has confirmed re-enrollment for 100% of families. There are a total 394 students who have confirmed that they are returning next school year.
- PAVE currently has 97 new students confirmed to attend next school year. We are currently estimating enrollment to be 494 students next year.

Mrs. Gadsden shared the following updates regarding Staff retention and hiring.

- 84% of all staff (K-8th Grade) are returning to PAVE next year.
- We have hired nine new staff members (4 teachers and 5 leaders) so far this school year. We are in the process of recruiting and hiring ten teachers.

- E.Gilbert pushes PAVE leadership to start an exit interview process for staff members.

Agenda Topic 2:
EOY Student Data

Mrs. Cook shared EOY student reading level data by grade. Grade level proficiency is:

- 63% of Kindergarten students ended the school year reading on grade level.
- 41% of 1st Grade students ended the school year reading on grade level, up 19% from BOY.
- 60% of 2nd Grade students ended the school year reading on grade level, up 13% from BOY.
- 41% of 3rd Grade students ended the school year reading on grade level, up 2% from BOY.
- 66% of 4th Grade students ended the school year reading on grade level, up 14% from BOY.

Mr.Turner shared EOY student reading level data by grade. Grade level proficiency is:

- 39% of 5th Grade students ended the school year reading on grade level, down 6% from BOY.
- 51% of 6th Grade students ended the school year reading on grade level, up 8% from BOY.
- 52% of 7th Grade students ended the school year reading on grade level, up 9% from BOY.
- 71% of 8th Grade students ended the school year reading on grade level, up 15% from BOY.

Principals also shared EOY MAP data. MAP data highlights include:

- There was ES growth in ELA from 33% to 54%.
- 7th Grade students showed strong growth and performance across both content levels.
- More than 50% ELL students were meeting their Fall – Spring Growth Goals.

Areas for improvement include:

- 5th Grade students saw a drop in performance across both contents.
- More grades were struggling to meet their ELA performance in Spring testing.

Mrs.Gadsden shared PAVE's plan to address these academic gaps:

- NEW Lavinia Humanities Unit/TWR Trajectory
- Science 4 days a week
- Differentiated coaching and professional development sessions
- Strong Emphasis on 1st 6 weeks of school
- PAVE Teacher Development Rubric
- Overcoming Racism Sessions
- All 4 Content classes are ICT.
    - Predetermined co-planning time in schedules
    - All hands on deck for IEP meeting
- 7th & 8th grade in Science Lab
- Arc of the year for development & training leaders & teachers that are aligned with the focus of the rubric

Adjournment & Approvals

E.Gilbert makes a motion to approve minutes from the June board meeting. ??? seconds. All trustees approve.

E.Gilbert makes a motion to extend Allie Sweeney board member term

E.Gilbert adjourns the meeting at 7:24 PM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA OCTOBER 12, 2021
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, October 12th, 2020 from 08.00AM – 10.00AM
Location: PAVE Academy Charter School 732 Henry St. Brooklyn NY 11231

PAVE RH BOD in Attendance: J. Greenthal, Chair; D. Greenblatt, Trustee; A. Sweeney, Trustee; S. Lippincott Ferrer, Trustee; M. Dukes, Trustee; E. Gilbert, Trustee; C. Kennedy, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Kara Reilly, MS Humanities Dean; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Others in Attendance: S. Robertson, Trustee Candidate

Public Meeting
After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 8:32AM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
Highlights from Financial Audit:
Mrs. Forbes shared the following headline from our FY 20-21 Financial Audit:

- PKF O'Connor Davies did not identify any deficiencies in our internal controls.
- Year-over-Year Increase to both net assets and cash balance
- PPP loan is no longer reflected as a liability on the balance sheet
- PAVE experienced an increase in revenue due to Federal and Private Grants
- PAVE experienced an increase in expenses driven by Covid testing and personnel/ services that were once provided by the network

Agenda Topic 2:
Diagnostic Data

- Ms. Cook shared Elementary School MAP data for both reading and math.
    - Ms. Cook explained that she is strategically using our additional interventionist roles to support grade levels who are below 30% in grade level. Since the work with interventionists, ES has seen growth on unit tests and exit tickets. Principal Cook expects that this growth will translate when the MAP test is taken again in January.

- A. Sweeney asked: Do we have access to data from other schools, for comparison purposes? Principal responded that via relationships she has with DOE and other Charter School principals that our data is comparable, particularly in Kindergarten and first grade.
- Ms. Cook shared an update on the implementation of Envisions Math, the new math curriculum being used in grades Kinder through fourth Grade.

- Ms. Reilly shared Middle School MAP reading and math data
  - Ms. Reilly explained how Middle School teachers have transitioned from using technology during remote learning to technology in the classroom, while also using pen and paper where it makes the most sense for students. She also explained how MAP testing supports teachers ability to see effort vs ability and allows teachers to focus on skills vs standard.
  - A board member asked about what can be gleaned from 8th Grade as their MAP tests results were a positive outlier. The Middle School Leadership Team will dig deeper to find best practices that can be shared with the whole school.
  - Board members also asked about the following:
    - Variability seen in the data
    - Teacher feedback since the data has been shared with them.
    - Tracking student growth over time?
- Ms. Cook also shared information about Elementary School's use of Literably data.
  - The Literably data showed us that we need to put more focus on phonemic awareness skills instead of the focus we have been putting on reading comprehension, particularly in K-2. K-2 teachers have received training on how to spiral those skills into current classroom instruction time.

Agenda Topic 3:
Classroom Visits and Debrief

- Board Members toured both Elementary and Middle School classrooms. They were able to see a combination of Math, Reading, and Science classes.
- Board Members provided feedback on the following:
  - The use of technology in the classroom
  - The level of rigor in classrooms
  - Facilities
  - School Culture
  - COVID protocols within the classroom.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the September board meeting. A. Sweeney seconds. All trustees approve.

J. Greenthal makes a motion to vote Spencer Roberston onto the PAVE Red Hook Board of Directors. D. Greenblatt seconds. All trustees approve.

J. Greenthal makes a motion to approve the Fiscal Year 2021 Financial Audit. E. Gilbert seconds. All trustees approve.

J. Greenthal adjourns the meeting at 10:02AM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA NOVEMBER 09, 2021
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, November 9th, 2021 from 06.00PM – 7.30PM
Location: ZOOM: https://us02web.zoom.us/j/85310891897

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; K.Lumpkin, Trustee; E. Gilbert, Trustee; D. Greenblatt, Trustee; M. Dukes, Trustee; A. Sweeney, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Others in Attendance: S. Robertson, Trustee Candidate

Public Meeting
After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:04 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
Attendance
Mrs. Forbes presented the following:

- attendance rates for September, October, and November over the past three years. Showing a decrease in attendance for the current academic year.
- current attendance follow up procedure is implemented to support families to increase student attendance across Kindergarten - 8th Grade.

Agenda Topic 2:
Enrollment
Mrs. Forbes presented the following:

- the enrollment numbers by grade vs the enrollment budgeted by grade level.
- breakdown of why students have withdrawn from PAVE over the past school year, outlining that the main reason was families moving out of NYC or NYS.
- explanation of BOY recruitment efforts to increase overall enrollment.

Various board members confirmed that other charter schools in NYC are experiencing similar enrollment declines.

Agenda Topic 3:
Staffing

- Principals provided an update on current open positions and recent hires.

- Mrs. Gadsden shared three year staff retention rates.
- Various board members shared ideas on how to boost staff morale.

Agenda Topic 4:
Financial Update
Mrs. Forbes presented information from PAVE's first quarter financials including:

- PAVE is projecting an overall revenue higher than budgeted driven by higher the budgeted Special Education per pupil revenue.
- PAVE is projecting an overall lower expense driven by staff changes and open positions.

Agenda Topic 5:
Present Challenges
Principals had an open discussion with the board regarding current challenges they are experiencing across K-8 including staff morale, student culture and routines, and responsive classroom implementation.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the October board meeting. A. Sweeney seconds. All trustees approve.

J. Greenthal makes a motion to vote Coleman Kennedy onto the Finance Committee within the PAVE Red Hook Board of Directors. A. Sweeney seconds. All trustees approve.

J. Greenthal makes a motion to go into an executive session. A. Sweeney seconds. All trustees approve.
J. Greenthal makes a motion to re-enter public session. A. Sweeney seconds. All trustees approve.

J. Greenthal adjourns the meeting at 7:28 PM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA DECEMBER 14, 2021
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, December 14th, 2021 from 06.00PM – 7.30PM
Location: PAVE Academy Red Hook 732 Henry St. Brooklyn NY and those attending virtually ZOOM: https://us02web.zoom.us/j/88334909564

PAVE RH BOD in Attendance: J. Greenthal, Chair; C. Kennedy, Trustee; K.Lumpkin, Trustee; E. Gilbert, Trustee; D. Greenblatt, Trustee; A. Sweeney, Trustee, S. Lippincott Ferrer, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Dawn Antoine Forbes, K-8 DOO

Others in Attendance: S. Robertson, Trustee Candidate

Public Meeting
After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 6:07 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J.Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
Staffing Update

- Principals shared that there were two new hires in kindergarten and that there are three open teaching positions K-8.
- Mrs. Forbes shared the decision not to rehire for the Data and Technology Manager role. Instead we have decided to partner with a third party vendor to support the school with some of the responsibilities owned by that role and redelegate all other work streams.

Agenda Topic 2:
Kindergarden Update

- Ms. Cook explained that despite the staffing turnover in Kindergarten, attendance and reading levels data in that grade remains positive. This is primarily due to leaders stepping in to teach several ELA and Math blocks, frequent communication touchpoints with Kindergarten families, and being extremely hands-on with the training of the new staff members.

Agenda Topic 3:
Survey Data

- Mrs. Gadsden presented a summary of the three surveys (1) Parent/Guardian Survey 2) Student Survey 3) Staff Survey) PAVE conducted in November.
- Overall the results showed that the efforts that we are putting toward our school level goals are paying off in dividends.
    - **Student Survey-**
        - As a part of our overarching school-wide goal toward actualizing our commitment to anti-Racism we have a mini goal of 85% of students feel like they have at least one team member who cares about them
        - According to our survey data we have surpassed that goal.
        - Based on other survey data points, the leadership team's next step are to:
            - Intentionally build community among peers through advisory and community meeting
            - Create more opportunities for students to interact with each other in class
    - **Family Survey-**
        - As a part of our overarching school-wide goal toward actualizing our commitment to anti-Racism we have a mini goal of 85% of families agreeing that they feel welcomed and respected.
            - According to our survey data we have surpassed that goal.
        - We also had proportional participation and satisfaction from parents with students with disabilities and families where Spanish is their first language.
        - Based on other survey data points, the leadership team's next step are to:
            - Host a family town hall focused on vaccine awareness.
    - **Staff Survey**
        - As a part of our overarching school-wide goal toward actualizing our commitment to anti-Racism we have a mini goal of 85% of teachers agreeing that PAVE demonstrates commitment and follow through on becoming anti-racist educators. Percentage of agreement from staff that identify as BIPOC is the same or greater than agreement from staff that identify as white.
        - According to our survey data we have come close to hitting that goal with additional work to be done on our school's curriculum reflecting the cultures, norms and values of our students.
        - Based on other survey data points, the leadership team's next step are to:
            - Conduct an all Staff and school specific session to share data and gather insight on next steps
            - Tell a story of progress using concrete data - highlighting what parents and students are saying and how it aligns to our priorities
            - Identify our "A players" and create a plan using retention strategies
            - Schedule monthly trainings for leaders - Responsive Classroom, coaching, leadership
            - Host optional RC trainings/office hours for staff
            - Launch staff working group to support the revision of our family handbook

Agenda Topic 4:
PACS 732

- Mrs. Forbes opened the floor for any questions regarding the PACS 732 memo that was distributed prior to the board meeting. The memo described in detail the proposal to change the parent entity of PACS 732 Henry from PAVE Schools to PAVE Academy Charter school.
- There were no questions from the board.

Adjournment & Approvals

J. Greenthal makes a motion to approve minutes from the November board meeting. A. Sweeney seconds. All trustees approve.

J. Greenthal makes a motion to go into an executive session. A. Sweeney seconds. All trustees approve.
J. Greenthal makes a motion to re-enter public session. A. Sweeney seconds. All trustees approve.

J. Greenthal adjourns the meeting at 7:28 PM.

PAVE
RED HOOK, BROOKLYN
Building Citizens and Scholars Brick by Brick

AGENDA AUGUST 10, 2021
PAVE RH BOARD OF TRUSTEES MEETING

PAVE Red Hook Board Meeting Minutes

Date & Time: Tuesday, August 10th, 2021 from 05.00PM – 06.30PM
Location: PAVE Academy Charter School, 732 Henry St. Brooklyn, NY 11231

PAVE RH BOD in Attendance: J. Greenthal, Chair; A. Sweeney, Trustee; E. Gilbert, Trustee; M. Dukes, Trustee; S. Lippincott, Trustee, Kim Lumpkin, Trustee; Coleman Kennedy, Trustee

Staff Attending: Marsha Gadsden, Executive Director; Harold Turner, MS Principal; Michelle Cook, ES Principal; Meg Brown, Assistant Director of Operations

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Public Meeting
After noting that a quorum was present, J. Greenthal calls the Public Meeting to order at 5:03 PM and previews the meeting's agenda.

Agenda Items

Public Comment
J. Greenthal opens up for public comment. No public comment.

Agenda Topic 1:
Title: End of School Year 20-21 Highlights

- Principals Michelle Cook and Harold Turner share highlights from the end of the school year including graduation and awards ceremonies. Cook shared a video that was made for the 4th grade graduation ceremony.

Agenda Topic 2:
Title: PAVE End-of-Year Survey Results

- Principals Michelle Cook and Harold Turner discuss survey results from surveys sent to families and staff at the end of the 20-21 school year. Overall, data was positive and reflected the ways in which PAVE adapted to the needs of families, students, and staff over the course of the 20-21 school year.

Agenda Topic 3:
Title: PAVE End-of-Year Data Report

- Principals Michelle Cook and Harold Turner share ES and MS literacy and MAP data from end-of-year assessments.

Agenda Topic 4:
Title: PAVE 21-22 Priorities

- Marsha Gadsden, Executive Director, and Principals share PAVE's top priorities for the 21-22 school year:
    - Actualizing Our Commitment to Anti-Racism
    - Maximizing the Moment

Agenda Topic 5:
Title: Enrollment Update

- Meg Brown, Assistant Director of Operations, shares an enrollment update. PAVE is slightly above the budgeted minimum. Recruitment of new students will continue through the next few months.

Agenda Topic 6:
Title: Hiring Update

- Principals share updates on which positions have been filled and which are still open.

Agenda Topic 7:
Title: PAVE Reopening Plan

- Marsha Gadsden, Michelle Cook, Harold Turner, and Meg Brown discuss PAVE's reopening plan for the 21-22 school year.
- PAVE is opening 100% in-person, 5 day a week.

Board moves to executive session:

Votes

- Board votes to extend Jamie Greenthal as Chair of PAVE's Board (J. Greenthal recused)
- Board votes M. Dukes as Vice-Chair of PAVE's Board
- Board votes to add Coleman Kennedy as a PAVE Board member

Approvals

- J. Greenthal makes a motion to approve minutes from the June & July board meeting. E. Gilbert seconds. All trustees approve.

Adjournment
Meeting adjourned at 6:30 PM

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Disclosure of Financial Interest by a Current or Former Trustee

Trustee Name:
Eldridge Gilbert III

Name of Charter School Education Corporation:
PAVE Schools

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).
   Board Chair

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

☐ **Yes** ☒ **No**

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

☐ **Yes** ☒ **No**

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

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6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

[X] **None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you

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7. Identify each individual, business, corporation, union association, firm, partnership, franchise holding company, joint-stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) operated by the education corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) you reside with had a financial interest or other relationship. If you are a member, director, officer, or employee of an organization formally partnered with and/or doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, check **None**.

[X] **None**

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps taken to avoid conflict of interest

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[redacted]

DocuSigned by:
Eldridge Gilbert III 7.29.2022

Signature **Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

last revised 04/2022

DocuSign Envelope ID: EFB4AFEF-B6ED-4B1B-A7C4-9B6BCD0683F3

Disclosure of Financial Interest by a Current or Former Trustee

Trustee Name:
Alexandra Sweeney

Name of Charter School Education Corporation:
PAVE Academy

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).
   Board, treasurer

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

☐ **Yes** ☒ **No**

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

☐ **Yes** ☒ **No**

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

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6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

[X] **None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you

DocuSign Envelope ID: EFB4AFEF-B6ED-4B1B-A7C4-9B6BCD0683F3

7. Identify each individual, business, corporation, union association, firm, partnership, franchise holding company, joint-stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) operated by the education corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) you reside with had a financial interest or other relationship. If you are a member, director, officer, or employee of an organization formally partnered with and/or doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, check **None**.

[X] **None**

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps taken to avoid conflict of interest

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This document is considered a public record and, as such, may be made available to members of the public upon request under the Freedom of Information Law. The personal contact information provided below will be redacted.

[redacted]

Business Address:

[redacted]

DocuSigned by:
Allie Sweeney
[redacted]

7/29/2022

Signature **Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

last revised 04/2022

DocuSign Envelope ID: 6B3CC3E0-2CA6-4884-A605-A5550180D8A6

Disclosure of Financial Interest by a Current or Former Trustee

Trustee Name:
Sophie Ferrer

Name of Charter School Education Corporation:
PAVE

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

DocuSign Envelope ID: 6B3CC3E0-2CA6-4884-A605-A5550180D8A6

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

☐ **Yes** ☒ **No**

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

☒ **Yes** ☐ **No**

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

My employer, Education First, does contract with CMOs for strategic planning services. I'm currently collaborator with Ed First and have been with the company since 2012.

DocuSign Envelope ID: 6B3CC3E0-2CA6-4884-A605-A5550180D8A6

6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

[X] **None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you

DocuSign Envelope ID: 6B3CC3E0-2CA6-4884-A605-A5550180D8A6

7. Identify each individual, business, corporation, union association, firm, partnership, franchise holding company, joint-stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) operated by the education corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) you reside with had a financial interest or other relationship. If you are a member, director, officer, or employee of an organization formally partnered with and/or doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, check **None**.

[x] **None**

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps taken to avoid conflict of interest

DocuSign Envelope ID: 6B3CC3E0-2CA6-4884-A605-A5550180D8A6

This document is considered a public record and, as such, may be made available to members of the public upon request under the Freedom of Information Law. The personal contact information provided below will be redacted.

Business Telephone:

_____

Business Address:

_____

E-mail Address:

_____

Home Telephone:

_____

Home Address:

_____

DocuSigned by:
Sophie Lippincott
7/29/22

Signature **Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

last revised 04/2022

DocuSign Envelope ID: C215E8C8-C74A-4A6B-9140-6447A1BBDC84

Disclosure of Financial Interest by a Current or Former Trustee

Trustee Name:
Kimberley Lumpkin

Name of Charter School Education Corporation:
PAVE School

1. List all positions held on the education corporation Board of Trustees ("Board") (e.g., chair, vice-chair, treasurer, secretary, parent representative, etc.).
   None

2. Are you related, by blood or marriage, to any person employed by the school and/or education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and the person's position, job description, and other responsibilities with the school.

3. Are you related by blood, or marriage, or legal adoption/guardianship to any student currently enrolled in a school operated by the education corporation?

   ☐ **Yes** ☒ **No**

   If **Yes**, please describe the nature of your relationship and if the student could benefit from your participation.

DocuSign Envelope ID: C215E8C8-C74A-4A6B-9140-6447A1BBDC84

4. Are you related, by blood or marriage, to any person that could otherwise benefit from your participation as a board member of the education corporation?

☐ **Yes** ☒ **No**

If **Yes**, please describe the nature of your relationship and if this person could benefit from your participation.

5. Are you a past, current, or prospective employee of the charter school, education corporation, and/or an entity that provides comprehensive management services ("CMO"), whether for-profit or not-for-profit, which contracts, or may contract, with the charter school or education corporation; or do you serve as an employee, officer, or director of, or own a controlling interest in, a business or entity that contracts, or does business with, or plans to contract or do business with, the charter school, education corporation, and/or a CMO, whether for-profit or not-for-profit, including, but not limited to, the lease of real or personal property to the said entities?

☐ **Yes** ☒ **No**

If **Yes**, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

DocuSign Envelope ID: C215E8C8-C74A-4A6B-9140-6447A1BBDC84

6. Identify each interest/transaction (and provide the requested information) that you, any of your immediate family members, and/or any persons who you reside with have held or engaged in with the charter school(s) operated by the education corporation during the time you have served on the Board, and in the six months prior to such service. If there has been no such interest or transaction, check **None**.

[x] **None**

Date(s)	Nature of financial interest / transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to you

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7. Identify each individual, business, corporation, union association, firm, partnership, franchise holding company, joint-stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) operated by the education corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) you reside with had a financial interest or other relationship. If you are a member, director, officer, or employee of an organization formally partnered with and/or doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, check **None**.

[X] **None**

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps taken to avoid conflict of interest

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This document is considered a public record and, as such, may be made available to members of the public upon request under the Freedom of Information Law. The personal contact information provided below will be redacted.

Business Telephone:

_____

Business Address:

_____

E-mail Address:

_____

Home Telephone:

_____

Home Address:

_____

DocuSigned by:
Kim Lumpkin
[illegible]

Signature **Date**

Acceptable signature formats include:

- Digitally certified PDF signature
- Print form, manually sign, scan to PDF

last revised 04/2022

NYC Buildings

Certificate of Occupancy

CO Number: 320245276F

This certifies that the premises described herein conforms substantially to the approved plans and specifications and to the requirements of all applicable laws, rules and regulations for the uses and occupancies specified. No change of use or occupancy shall be made unless a new Certificate of Occupancy is issued *This document or a copy shall be available for inspection at the building at all reasonable times.*

A.

Borough:	Brooklyn	**Block Number:**	00539	**Certificate Type:**	Final
Address:	732 HENRY STREET	**Lot Number(s):**	24	**Effective Date:**	06/28/2013
Building Identification Number (BIN):	3397377	**Building Type:**	New		

This building is subject to this Building Code: 2008 Code

For zoning lot metes & bounds, please see BISWeb.

B.

Construction classification:	2-B	(2008 Code)
Building Occupancy Group classification:	E	(2008 Code)
Multiple Dwelling Law Classification:	None	

No. of stories: 3	**Height in feet:** 45	**No. of dwelling units:** 0

C. **Fire Protection Equipment:**
None associated with this filing.

D. **Type and number of open spaces:**
None associated with this filing.

E. **This Certificate is issued with the following legal limitations**
None

Borough Comments: None

Borough Commissioner

Commissioner

B Form 54 (Revised 03/05)

DOCUMENT CONTINUES ON NEXT PAGE

NYC Buildings

Certificate of Occupancy

CO Number: 320245276F

Permissible Use and Occupancy

All Building Code occupancy group designations below are 2008 designations.

Floor From	To	Maximum persons permitted	Live load lbs per sq. ft.	Building Code occupancy group	Dwelling or Rooming Units	Zoning use group	Description of use
001		0	OG	A-3		3	[redacted]
001		9	OG	A-3		3	
001		18	OG	S-2		3	
001		387	OG	B		3	
001		113	OG	E		3	
001		94	OG	E		3	
001		158	OG	A-3		3	
001		4	OG	F-2		3	
001			OG	B		3	
002		1		S-2		3	
002		10	50	B		3	
002		260	40	E		3	
003		351	40	E		3	

Borough Commissioner

Commissioner

B Form 54 (Revised 03/05)

DOCUMENT CONTINUES ON NEXT PAGE

NYC Buildings

Certificate of Occupancy

CO Number: 320245276F

Permissible Use and Occupancy

All Building Code occupancy group designations below are 2008 designations.

Floor From To	Maximum persons permitted	Live load lbs per sq. ft.	Building Code occupancy group	Dwelling or Rooming Units	Zoning use group	Description of use
003	10	50	B		3	SCHOOL ACCESSORY OFFICES
PEN	2		S-2		3	MECHANICAL

NOTE: THESE PREMISES HAVE BEEN DECLARED TO BE SUBJECT TO THEIR PROVISIONS OF SECTION 12-10 ZONING RESOLUTIONS AS TO ZONING LOT OWNERSHIP AS FILED WITH CITY REGISTERS OFFICE CRFN# 2010000432106 & 2010000432107

END OF SECTION

Borough Commissioner

Commissioner

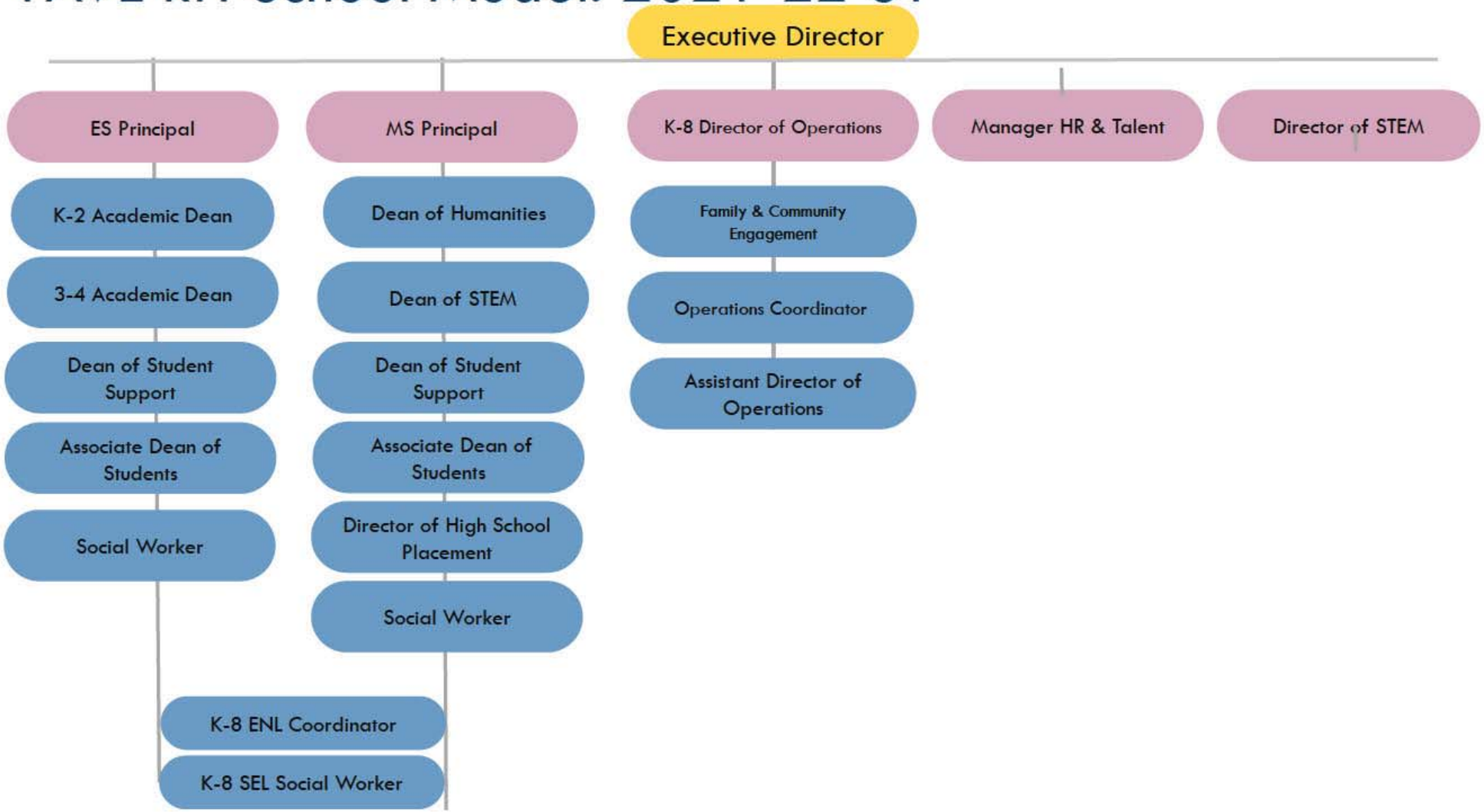
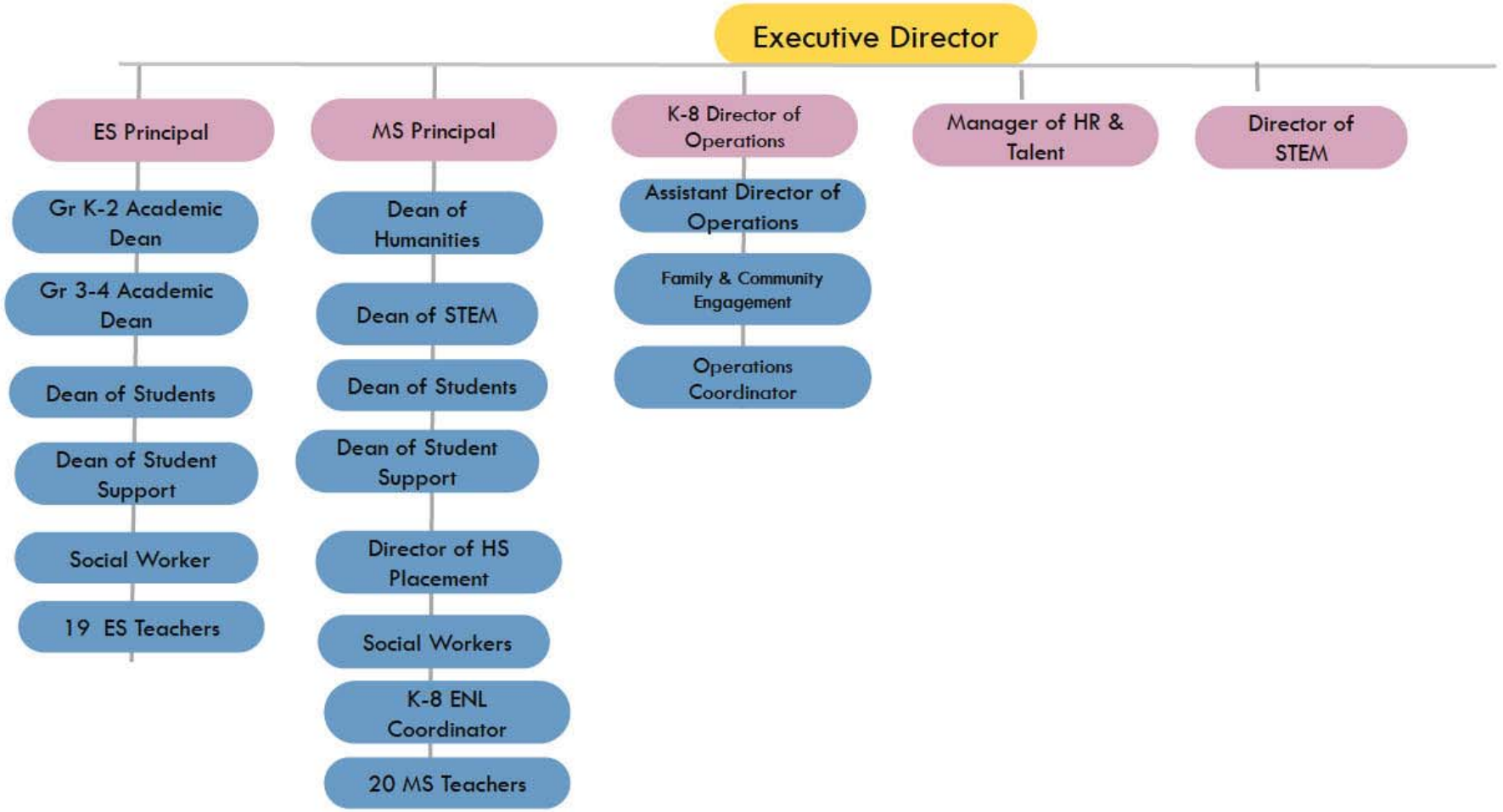
PAVE
RED HOOK, BROOKLYN

Family Academic Calendar 2022 - 2023

Date	Event
Tuesday, July 5th - Friday, August 5th	Summer Academy
Wednesday, August 24th	Elementary School Back to School Night
Thursday, August 25th	Middle School Back to School Night
Monday, August 29th	First Day of School for ONLY Kindergarten, 1st Grade, and 5th Grade; **1:45pm dismissal**
Tuesday, August 30th	First Day for 6th Grade ONLY Kindergarten, 1st Grade, 5th Grade, & 6th Grade attend; **1:45pm Dismissal**
Wednesday, August 31st	First Day of School for ALL Students; **1:45pm dismissal**
Thursday, September 1st	ALL Students attend; **1:45pm dismissal**
Friday, September 2nd	**First Friday Half-Day - Dismissal at 12:30pm** **(Dismissal at 12:30pm EVERY Friday)**
Monday, September 5th	**School Closed - Labor Day**
Monday, October 10th	**School Closed -** Indigeneous Peoples' Day
Friday, October 28th	**School Closed** - Staff Professional Development Day
Thursday, November 10th	**School Closed** - Staff Professional Development Day
Friday, November 11th	**School Closed - Veteran's Day**
Friday, November 18th	Progress Reports Distrubuted
Monday, November 21st- Tuesday, November 22nd	Student-Led & Family Teacher Conference Days; **12:30 PMDismissal**
Wednesday November, 23rd- Friday, November 25th	**School Closed - Thanksgiving Break**
Monday, December 26th - Friday, Dec 30th	**School Closed** - Winter Break
Monday, January 2nd	**School Closed - Staff Professional Development Day** Students return from Winter Break on Tuesday, January 3rd
Monday, January 16th	**School Closed** - Martin Luther King, Jr. Day
Friday, February 3rd	**School Closed** - Professional Development Day; Report Cards Distributed
Monday, February 20th - Friday, February 24th	**School Closed** - Mid-Winter February Break
Friday, March 10th	**School Closed-** Staff Professional Development Day
Friday, April 7th- Friday, April 14th	**School Closed -** Spring Break
Wednesday, April 19th - Thursday, April 20th	New York State ELA Exam, 3rd-8th Grade
Wednesday, April 26th	Progress Reports Distrubuted
Thursday, April 27th - Friday, April 28th	**12:30pm Dismissal;** Student Led & Family Teacher Conference Days;
Wednesday, May 3rd - Thursday, May 4th	New York State Math Exam, 3rd-8th Grade
Tuesday, May 23rd - Friday, June 2nd	New York State Science Perfomance Exam, 8th Grade
Monday, May 29th	**School Closed** - Memorial Day
Monday, June 5th	New York State Science Exam, 8th Grade
Friday, June 9th	8th Grade Graduation
Wednesday, June 14th	**12:30pm Dismissal;** Last Day of Class for ALL Grades; Report Cards Distributed

School begins each morning at 8:00am.
Doors open at 8:00am. Students who arrive after 8:20am are considered tardy.
Dismissal is at ????
Dismissal is at 12:30pm every Friday .

PAVE RH School Model: 2021-22 SY



PAVE RH School Model: 2022-23 SY