

DRAFT



Boston Renaissance Charter Public School

Minutes

Board of Trustee Meeting

Date and Time

Thursday April 23, 2026 at 8:00 AM

Location

[Join Zoom Meeting](#)

ID: 86732082087

Passcode: 229852

MISSION

The mission of the Boston Renaissance Charter Public School is to nurture and develop academic, social and emotional competence while building confidence, character and citizenship among its students.

Trustees Present

A. Buckmire (remote), B. Keith (remote), C. Barrett (remote), C. Engerman (remote), K. Cherry (remote), K. Davis Kernizan (remote), M. Gardner (remote), R. Clarke Jr. (remote)

Trustees Absent

D. Morris

Guests Present

A. Emery (remote)

I. Opening Items

A.

Record Attendance

B. Call the Meeting to Order

B. Keith called a meeting of the board of trustees of Boston Renaissance Charter Public School to order on Thursday Apr 23, 2026 at 8:06 AM.

II. Finance

A. Salary Scale presentation

Updated Salary Scale presentation: The goal is to remain competitive with Boston-area schools while maintaining financial sustainability

Proposed Changes

Paraprofessionals:

- 5% increase across all steps

Teachers:

- 5% increase for most steps
- 8% increase at Step 6
- Salaries beyond Step 13 tied to annual COLA

Additional Adjustments

- **Student-facing staff:** One time 5% COLA
- **Non-student-facing/leadership:** 3% COLA

Discussion Highlights

- Concern raised about sustainability amid broader fiscal challenges and layoffs in other districts
- Leadership emphasized:
 - Salaries are not above market compared to peer schools
 - Importance of balancing competitiveness with long-term stability
- Clarified:
 - Increases replace COLA (not additional)
 - Majority of staff remain on salary scale

K. Cherry made a motion to approve new salary scales.

C. Barrett seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

M. Gardner	Abstain
K. Cherry	Aye

Roll Call

R. Clarke Jr.	Aye
D. Morris	Absent
C. Engerman	Aye
K. Davis Kernizan	Aye
C. Barrett	Aye
A. Buckmire	Abstain
B. Keith	Aye

III. FY27 Budget Review

A. FY27 Budget Review

Budget & Financial Projections (FY27)

Key Assumptions

- Revenue growth: ~3% annually (tuition)
- Federal grants: projected 7% annual decrease
- Salary growth: ~4% annually
- Fringe benefits: ~14% increase (insurance costs)
- Utilities & maintenance increases accounted for
- Conservative budgeting approach used

Projected Financial Outlook

- **Year 5:** Potential deficit (manageable with adjustments)

Cost Control Opportunities Identified

- Professional Development (PD)
- Instructional materials
- Contracted services

Staffing Changes

- Shift to 1 ELA + 1 Math Curriculum Coordinator (whole school)
- Addition of 1 Instructional Coach
- Psychologist role moved from contracted to salaried

Daycare Program Update

- Now supported by grant
- No longer operating at a loss
- Will be reevaluated if funding ends

Board Discussion

- Concerns raised about:
 - Long-term sustainability (years 5–6)
 - External economic uncertainty
- Leadership response:
 - Budget intentionally conservative
 - Annual projections will be revisited and adjusted as needed

B. FY27 Budget Vote

B. Keith made a motion to approve FY27 Budget.

C. Barrett seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

R. Clarke Jr.	Aye
C. Engerman	Aye
M. Gardner	Aye
B. Keith	Aye
K. Davis Kernizan	Aye
C. Barrett	Aye
K. Cherry	Aye
D. Morris	Absent
A. Buckmire	Aye

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 AM.

Respectfully Submitted,

B. Keith

B. Keith made a motion to adjourn the meeting.

C. Barrett seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

D. Morris	Absent
B. Keith	Aye
C. Engerman	Aye
A. Buckmire	Aye
C. Barrett	Aye
M. Gardner	Aye
K. Cherry	Aye
K. Davis Kernizan	Aye
R. Clarke Jr.	Aye

Documents used during the meeting

- FY27 BUDGET.pdf
- Proposed Para Pay Scales.pdf
- PROPOSED TEACHER PAY SCALES.pdf