Map Academy Charter School
Board Meeting Minutes
Board Meeting Minutes May 18, 2026

MEETING MINUTES

Board Meeting

Date: May 18, 2026 – 4:00 p.m.

Location: Hybrid – 11 Resnik Rd. Plymouth & Zoom Virtual

Attendees:

Liza Veto, (Board Chair), Zoom

Rachel Babcock, (Co-director & Board Member), In-person

Mindy Savage (Board Member), Zoom

Shaun Adamec (Board Member), Zoom

Adam Earle (Treasurer), Zoom

Josh Charpentier (Co-director & Board Member), In-person

Mike Balaschi (Assistant Director), In-person, Zoom

Steve Sell (Assistant Director), In-person – Zoom

Aja Isaacson (Board Member), Zoom

Absent

Anre Dowell (Board Member)

Kerin McGue (Board Member)

1. Call to Order/Attendance

Lisa Veto called the meeting to order. Attendees introduced themselves. She welcomed Mike Balaschi and Steve Sell as non-board members, and called the meeting to order at **4:03 PM**.

a. Public Comment

Rachel Babcock confirmed that there were no public comments.

2. Consent Agenda

Liza Veto reviewed the February 2026 and March 2026 finance reports and asked Josh Charpentier and Adam Earle whether there was anything to highlight. Josh Charpentier stated that there was nothing out of the ordinary and described the reports as status quo for mid-fiscal year finance reports. Adam Earle also confirmed that he had no comments. Liza Veto referred to the 17th March Finance Committee meeting and asked whether there were any key points to highlight. Adam Earle replied that there was nothing to call out.

She also stated that she had reviewed the March Board meeting minutes, found nothing missing or incorrect, and asked Rachel Babcock and Josh Charpentier whether they had any comments. Rachel

Babcock replied that she did not. Liza Veto then asked whether any board members had questions regarding the finance reports. None were raised.

Co-directors Report

Liza Veto reviewed the Co-Directors' report and stated that Map Academy was fully enrolled and that she appreciated staff for maximizing every available seat. She identified three themes, beginning with staffing. She highlighted that every staff member had been renewed or offered the opportunity to return for the following year for the first time and invited the leadership team to comment on the milestone. Josh Charpentier agreed that it was significant, explaining that after eight years the school had reached its first year without any non-renewals. He clarified that previous years had always included at least one non-renewal. This year, two staff members had opted to resign for personal reasons—one for a relocation and one for a role better aligned with her professional goals--but both of these staff members transitioned out of Map on good terms.

Liza Veto also highlighted improvements to the FileMaker database system, noting that staff could now recommend new features. Josh Charpentier agreed and stated that further enhancements based on staff feedback would be introduced during the summer. Liza Veto requested that future demonstrations to the Board include examples of staff-suggested features, and Josh Charpentier agreed.

Liza Veto highlighted the career pathways and YouthWorks update, noting the successful YouthWorks visit from Commonwealth Corporation and South Shore MassHire, continued funding despite reduced overall funding state-wide, and the variety of career exposure available to students. She asked whether there were career areas where the Board could help identify contacts or partners. Rachel Babcock agreed there was potential, explaining that while existing career exploration partners were well established, the focus had shifted towards creating internship placements and that the need for placements will continue to grow. She stated that Hotel 1620 had become a successful internship partner and added that further developments would follow while thanking the Board for offering to help identify future opportunities.

Liza Veto highlighted dissemination and contributions to the field, stating that the Co-Directors' report reflected a strong mix of sharing, from a science teacher presenting at an annual conference to Map Academy's long-standing relationship with Phoenix Academy Charter Network. She also noted that Boston Consulting Group, while supporting the State of Connecticut on alternative education, had looked to Map Academy for ideas and best practices. She asked whether anyone, including Steve Sell and Mike Balaschi, had any additional highlights or questions about the report.

Mike Balaschi stated that dissemination benefited both visitors and Map Academy because discussing the school's work and answering questions from organizations wanting to make positive changes was invigorating. Liza Veto agreed and observed that long-serving staff may sometimes forget how unique Map Academy is compared with other schools until others asked about its practices. She also informed the board that she had contacted new MA Education Secretary Zrike, a professional contact of hers, to invite him to graduation or another visit so he could learn more about Map Academy. She added that she had reminded him of Steve Sell's connection to the school in case he made contact. Rachel Babcock thanked her for doing so.

Data Highlight - Accountability Data Tool - Disaggregated Data Feature

Liza Veto reminded the board that monitoring student success in aggregate and by subgroup was one of its goals. Rachel Babcock explained that the annual report measured progress against the DESE-approved accountability plan for 2023–2028. She stated that Measure 1A required at least 80% of students to meet or exceed their course completion goal based on engagement. She explained that Josh Charpentier had created a tool using FileMaker data to disaggregate results. Rachel Babcock reported that 236 of 302 enrolled students had already met their course completion goal by 18th May, with six weeks of school remaining, and noted that the demographic breakdown showed very little variation.

Rachel Babcock stated that the disaggregated data had been run without knowing what the results would show and explained that the purpose was to identify blind spots or unexpected trends. She reported that older students and those who had been at Map Academy longer performed slightly better, which made sense because they were generally more motivated and better at prioritizing their time. She highlighted that the school's 50% Special Education population showed encouraging results, gender showed very little variance, and the small number of non-binary students limited meaningful comparisons. She explained that students with less than two years of high school progressed more slowly because they were younger, often had unresolved school and personal trauma, behavioral challenges and less maturity. She added that housing insecure students and parenting students were on track to meet their goals. Rachel Babcock stated that race and ethnicity had been grouped into white and a combined multi-race category to avoid unreliable conclusions from very small sample sizes. She invited questions and noted that the same approach would be applied to other accountability measures and academic performance.

Liza Veto invited comments from Mike Balaschi and Steve Sell and stated that the format made the data much easier to understand. Mike Balaschi praised the presentation and observed that the results reflected significant work behind the scenes. He highlighted that students remaining at Map Academy longer demonstrated the importance of connection, noting that progress increased from 67% for students with up to two years in high school to 80% for those with four years or more. He stated that the data demonstrated that the Map model worked, supported dissemination efforts and showed that student connection was as important as academics. He also observed that housing insecure and parenting students continued meeting appropriate pacing expectations despite significant barriers. Rachel Babcock and Mike Balaschi agreed that seeing the numerical data alongside daily practice was valuable.

Steve Sell stated that the results connected with the earlier discussion on staff retention and reflected the strength of the team supporting students. He explained that although higher percentages were desirable, unrealistically high figures would not reflect the challenging work undertaken by both students and teachers. He noted that the data helped identify opportunities for continued improvement. Liza Veto agreed that students were unlikely to remain for four years without stable staff relationships. Steve Sell added that longer enrolment alone did not guarantee progress because students also required consistent adults to support them.

Liza Veto asked whether board members found the presentation helpful. Adam Earle replied that presenting the information numerically and analytically validated the school's work, and Mindy Savage agreed.

Liza Veto reviewed the consent agenda, including the February and March finance reports, the 17th March Finance Committee minutes, the 23rd March Board meeting minutes and the Co-Directors' report. She asked for a motion to approve the consent agenda. Adam Earle moved the motion; Mindy Savage seconded.

For	Against
Liza Veto Adam Earle Mindy Savage Rachel Babcock Shaun Adamec Aja Isaacson Josh Charpentier	

The consent agenda was unanimously approved.

3. **New Business**
    a. **Discussion & Vote: Updated Fiscal Policies and Procedures**

Josh Charpentier explained that the Fiscal Policies and Procedures manual had originally been adopted in 2017 from the state's recommended guidance before Map Academy became operational. He stated that he, Rachel Babcock and AAFCPAs had completely revised the document to reflect how finances actually operated after the school's growth, improvements in technology, remote finance processes during COVID and the introduction of managed accounting services. He clarified that the changes were a complete revamp rather than a minor update and had been a longstanding goal.

He highlighted that the biggest change replaced the previous requirement for paper approval of every expense above $250 by both Co-Directors with an electronic approval process through Bill.com. He explained that he approved and coded invoices, Rachel Babcock approved them and an AAFCPAs accountant processed payment. Josh Charpentier also stated that all Map Academy checks, whether electronic or physical, continued to require two signatures. He added that purchase orders were now used only when suppliers required them because contracts and estimates normally served that purpose. He further explained that the outdated petty cash section had been removed because the school no longer held petty cash, and although the school's Venmo account had been included in the updated policy, it was never used to make payments.

Josh Charpentier stated that the school Venmo account only received revenue from staff purchasing lunch cards, apparel, or from outside providers, and once the balance reached $5,000 it was transferred to the operating account to avoid constant journal entries. He explained that the capitalization threshold had increased from $5,000 to $10,000 in line with best practice and the cost of goods. He noted that student Chromebooks, costing about $250 each, were no longer capitalized because they did not last three years, while staff MacBook Pros continued to be capitalized over three years. He added that the policies had been updated using GASB guidance and best practices, petty cash had been removed, contracts of $50,000 or more would require board approval and a written contract, lower value contracts would require dual approval from Rachel and himself, vendor setup had been formalized through Bill.com with W-9 collection and 1099 classification, and non-recurring invoices above $50,000 had been codified for board approval. He stated that outdated forms had been removed and the summary document highlighted the major revisions.

Liza Veto invited questions and explained that the policies ensured public funds were spent correctly, controls prevented waste and abuse, and board oversight focused on ensuring money supported students' education. She clarified that the revisions streamlined and modernized financial processes rather than reducing oversight or responding to problems. Adam Earle commended the work, emphasized that strong financial controls were essential because fraud was increasingly common in the world today, and stated that regularly reviewing and strengthening those controls was necessary. Josh Charpentier added that the main change affecting the board was increasing the threshold for non-recurring invoices requiring board approval from $25,000 to $50,000 and noted that such invoices were uncommon. Liza Veto observed that contracts of that size would already have received board approval. She asked whether board members had any questions or comments and, receiving none, invited a motion to approve the updated 2026 Fiscal Policies and Procedures. Adam Earle moved the motion; Mindy Savage seconded it.

For	Against
Liza Veto	
Adam Earle	
Mindy Savage	
Rachel Babcock	
Shaun Adamec	
Aja Isaacson	
Josh Charpentier	

The board approved the motion unanimously.

Josh Charpentier then advised that he had to leave the meeting.

b. Discussion: GradPath Presentation

Josh Charpentier introduced the GradPath presentation and explained that the new learning management system, currently being developed would replace Tracker. He reported that the project had reached a live development environment, allowing a demonstration of the system. He explained that the GradPath logo combined the Map Academy symbol with the blue credit slips awarded whenever students earned credits. Josh Charpentier stated that the system would be fully compatible with computers, Chromebooks, tablets and mobile phones, addressing limitations of the existing platform, and added that considerable effort had been invested in making the new system intuitive for students.

Josh Charpentier stated that the new learning management system had been designed so people would not have to search for information. He explained that attendance would connect directly to FileMaker, allowing students' check-ins from the front desk iPads to update automatically. He noted that staff had requested a way to see who was in the building and the system would also record who marked attendance and when, making attendance tracking easier and more accurate. He added that it would track student check-ins and work completed outside Map Academy, replacing the current manual process.

Rachel Babcock clarified that tracking outside work had previously been manual. She stated that although the new system had greater capacity, a smoother design and more features, it remained at its core similar to the current platform so users would not experience a major culture shock.

Rachel Babcock added that the platform would introduce discussion threads and messaging, allowing teachers and students to communicate directly within the system and further modernize the existing platform.

Josh Charpentier stated that the development environment demonstrated the system was coming to life, although more work remained. He explained that the previous year had focused on building the foundation of the system and current work was centered on lesson design, assessments and teacher authoring tools. He reminded the Board that although the system is being predominantly built for Map Academy, it will be useable by other schools and has potential to eventually become a revenue source.

Rachel Babcock stated that the platform would also strengthen dissemination by helping other organizations serving similar student populations. She explained that the model supported personalized, self-paced learning and could eventually benefit other schools and organizations. She added that it could improve continuity for students moving between Map Academy and the Department of Youth Services or other transitory environments.

Liza Veto observed that the platform could also support other states, referencing the recent outreach from consultants in Connecticut. She further stated that Compro Technologies appeared to understand Map Academy's unique model, noting that the personalization, customization and ability to access the system from anywhere reflected what made Map Academy different from a traditional high school.

Rachel Babcock stated that the branding and design of GradPath had been done by the same designers who had supported other Map Academy branding. She explained that the branding represented the overall feel and experience while Compro was building the functionality, creating a system that was both familiar and transformative.

Liza Veto asked whether board members had any questions. Mindy Savage commented that it was incredible to see the system coming together after all the previous conversations and asked when it was expected to be up and running.

Rachel Babcock replied that the contract targeted August 2027. She explained that by the same time next year they expected to be well into prototyping with people using the system before the final rollout. She added that delivery of the system would be followed by at least a year-long transition, with the existing system remaining in place while students gradually moved across to the new system based on where they were in their academic journey. She further stated that GradPath would first support electives, Flex Block classes, career development and other non-core courses before the core academic courses fully transitioned. Mindy Savage thanked her.

Liza Veto asked for further questions or comments and requested another presentation after the next milestone. Rachel Babcock stated that she wanted to demonstrate actual courses and the teacher-student assessment cycle, explaining that teachers had completed a visioning exercise the previous fall and Compro had been developing next-generation lessons to enhance the learning experience and teacher-student interaction.

c. Discussion: Preview of July 27, 2026 meeting

Liza Veto reminded the Board that the July meeting would include approval of the annual report for DESE, the next year's board calendar, the student handbook and the auditor contract. She asked members to advise of any conflicts. She also explained that an additional meeting might be required on 1st June to approve the lease renewal and proposed building expansion if negotiations were ready. Liza Veto asked who could attend. Aja Isaacson stated that she could not attend. Mindy

Savage replied that she was unsure because of her daughter's upcoming wedding. Liza Veto confirmed Adam Earle could attend and advised that the meeting would be scheduled and cancelled only if it became unnecessary.

d. FY27 Board meeting calendar

Josh Charpentier thanked the Board and asked members to review the FY27 board calendar in advance of the next meeting and identify any major conflicts. Liza Veto advised members to raise conflicts at the June meeting or email her, Rachel Babcock and Josh Charpentier beforehand if they could not attend. Rachel Babcock will send calendar holds for the proposed dates.

4. Old Business

a. Discussion: Building Update

Rachel Babcock provided a building update and stated that the Finance Committee had recently reviewed the draft lease renewal and expansion. She explained that discussions with the landlord had progressed positively but agreement had not yet been reached on the lease or delivery timeline. She reported that Map Academy's real estate attorney and the landlord's attorney were reviewing the second lease amendment. She thanked Adam Earle for introducing a commercial realtor who had provided valuable benchmarking on lease rates and options, adding that once negotiations concluded they would present the Board with detailed information on the proposed rent increase, timeline and budget implications for a vote.

5. Upcoming meeting dates

a. Finance Subcommittee Meeting: Tuesday, June 2, 2026 @ 9 am

Liza Veto asked whether the Finance Committee meeting would need to change if the Board met on 1st June. Rachel Babcock replied that it probably would not, and Josh Charpentier stated that they would wait to see what happened with the lease before deciding.

6. Comments & Announcements

Josh Charpentier thanked Liza Veto on behalf of the Board and staff for providing lunch on 24th April after staff had worked that day during April break to avoid holding school on 29th June. Liza Veto replied that everyone had earned it because the February closure had been spent without power, internet and clearing snow. She also encouraged Board members to attend one or both graduation ceremonies.

Rachel Babcock explained that graduation plans had changed because the graduating cohort could be the largest ever. She stated that instead of holding two ceremonies on the same day, they would hold one at 6:30 p.m. on 24th June and another at 4:00 p.m. on 25th June, and invited Board members to attend.

Josh Charpentier asked whether anyone had questions about the recent safety incident. He explained that a 20-year-old male, who was not a Map Academy student, had confronted a student and later brandished what appeared to be a firearm. He praised the Plymouth Police Department for arresting the individual within 20 minutes and recovering what proved to be an airsoft gun shortly afterwards.

Rachel Babcock stated that Map Academy had issued a no-trespass order because the young adult had an ongoing connection to a current student. She added that police were prosecuting the replica weapon as a real firearm because it had been brandished realistically and that the individual had previous charges.

Liza Veto highlighted that a student had trusted Map Academy staff enough to return to the school and ask for help, demonstrating the strong relationships within the school. Rachel Babcock added that staff, students and families remained committed to keeping the school safe and had worked together to achieve a safe resolution.

7. Adjournment

Rachel Babcock moved to adjourn, Mindy Savage seconded the motion.

For	Against
Liza Veto Adam Earle Mindy Savage Rachel Babcock Shaun Adamec Aja Isaacson Josh Charpentier	

The motion passed unanimously.

Liza Veto advised that members would receive an invitation for the provisional 1st June meeting and would be notified if it was cancelled.

The meeting adjourned at **5:09 p.m**.

Document List:

- May 18, 2026 Agenda
- May 18, 2026 Co-directors Report
- March 17, 2026 Finance Committee Minutes
- March 23, 2026 Meeting Minutes
- February 2026 Finance Report
- Updated Fiscal Policies and Procedures
- Fiscal Policies Summary of Revisions
- Draft 26-27 Board Meeting Schedule
- March 2026 Finance Report