NYC AUTISM
CHARTER SCHOOLS

Board Meeting Minutes

March 16, 2026 – 5:00PM

The Board of Trustees of NYC Autism Charter Schools (NYCACS) met on Monday, March 16, 2026
NYC Autism Charter School East Harlem 433 East 100th St., 2nd floor

Attending Trustees:
Alysia Steinmann
Ashley Garrett
Boaz Aronson
Carol Santiago-DeJesus
Christine Sandler
Hannah Hoch
Ilene Lainer
Jason Stock
Naeema Livingston
Paul O'Neill
Susanna Kvam Norris

Absent Trustees:
Elaine Florio
Mark Saretsky

Attendees at the Invitation of the Board:
Julie Fisher, Executive Director
Tiffney Jones, Director of Finance

1. Call to order

- **Action:** The NYCACS general meeting was called to order at 5:03PM

2. Board Business

- **Minutes from the 01-26-2026 Board Meeting**
    - At 5:03PM, the minutes from the Monday, January 26, 2026 Board meeting were reviewed.
    - **Action:** At 5:03PM, Ms. Garrett made a motion to approve the minutes. Ms. Hoch seconded the motion and the Board voted, unanimously approving the minutes.

3. Governance Updates

- **Board Member Resignations**
    - At 5:04PM, Ms. Fisher recognized the service of Mr. O'Neill as Board President and Trustee for almost 11 years as well as that of Mr. Hartman for over 15 years, both of

whom will be stepping off the board, Mr. Hartman effective immediately and Mr. O'Neill in April. Mr. O'Neill stepped down from his position as President effective immediately.
  - At 5:05PM, there was discussion about potential replacements for Board chair and Ms. Sandler was nominated. There were no other nominations.
  - **Action:** At 5:09PM, Ms. Sandler stepped out of the meeting and Ms. Santiago made a motion to nominate Ms. Sandler for Board President. Ms. Garrett seconded the motion and the Board voted, unanimously approving Ms. Sandler as Board President.

4. Finance Committee

- **YTD January 2026 Financials**
  - At 5:13PM, Ms. Jones reviewed the YTD January 2026 Financials. Both schools are operating better than plan, primarily due to salary savings as well as the ERTC funds received to date.
- **FY2026 Forecast**
  - At 5:18PM, Ms. Jones reviewed the FY2026 Forecast. The organization is positioned to end the year with a small surplus, mainly due to receipt of ERTC funds.

5. Compensation Task Force

- **Updated Compensation Structure**
  - At 5:25, Ms. Fisher reviewed the strategy proposed briefly at the last Board meeting which involves "add ons" for various milestones including retention over time as well as acquisition of advanced degrees and certification.
  - Various Board members requested a deeper analysis of retention trends at different levels to ensure that the structure ultimately put in place is targeted toward the outcome we are looking for: improved retention of those who are most valuable to the organization. Ms. Fisher will conduct a deeper analysis of turnover trends and report back at the next Board meeting.

6. Per Pupil Funding

- **Current Lobbying Efforts and Additional Proposals**
  - At 5:49PM, Ms. Fisher reviewed her discussions with Dwayne Andrews from Patrick B. Jenkins and shared a strategic plan generated by the firm. She also shared additional proposals from two other lobbying firms. The Board felt comfortable remaining with PBJ and allowing Mr. Andrews to execute on plan outlined until end of June, at which point they would look to make a change if an increase in funding is not secured. Additionally, the Board felt that it was better to hold on the media prong of the strategy as outlined in the plan and focus instead on positive media attention that cultivates a broader understanding of the organization.

7. Education Update

- **Mid-Year Report**
  - At 5:58PM, Ms. Fisher reviewed progress toward each of the goals and measures contained in our accountability report to the SUNY Charter Schools Institute.

- **AI Sprint Cohort**
    - At 6:05PM, Ms. Fisher let the Board know that NYCACS has been selected by the Fund for the City of New York to participate in and AI Sprint Cohort, focused on helping NYC non-profits adopt AI as a way of increasing efficiency, reducing burnout, and improving services.

8. Fundraising

- **Upcoming Events**
    - At 6:07, Ms. Fisher reminded the Board about upcoming races that will be used as avenues for fundraising Four runners will be running the Brooklyn Half Marathon and one will be running the TCS NYC Marathon to support NYCACS in the coming months.

9. Executive Session

- **Action:** At 5:55PM, Ms. Sandler made a motion to enter an executive session to discuss confidential information about a potential partnering organization. Ms. Lainer seconded the motion and the Board voted, unanimously approving the motion.
- **Action:** At 6:40PM, Ms. Garrett made a motion to leave executive session. Ms. Lainer seconded the motion at which point the Board unanimously voted to leave executive session.

10. Closing Items

- **Action:** At 6:40PM, Ms. Garrett made a motion to adjourn the meeting. Ms. Lainer seconded the motion at which point the Board unanimously voted to adjourn the meeting.