

**BADEN ACADEMY CHARTER SCHOOL**  
**BOARD OF TRUSTEES**  
*Regular Meeting*

**December 15, 2025**

**Call to order**

The meeting was called to order on Monday, December 15, 2025 at 6:04 pm by Mr. Ward

Debbie Bufalini Sworn in as a new member of the Board

**Roll Call**

Present:

Tom Ward  
Debbie Bufalini  
Megan Burgess  
Roylin Petties  
Sara Portoulas  
Chris Mazur  
Doug Sharp  
Terrence Smith

Excused:

**Pledge of Allegiance**

**Motion to Adopt the Agenda**

Motion: Mr. Smith  
Seconded: Mr. Petties  
Discussion:  
Passed unanimously

**Recommend that the Board approve the minutes from the November 17, 2025 regular Board meeting.**

Motion: Mr. Mazur  
Seconded: Ms. Burgess  
Discussion:  
Passed Unanimously

**Public Comment – None**

**Correspondence – None**

**Administrator's Report**

- We reached our “Jeans January” goal thanks to our amazing staff and a little help from others. Together we raised over \$3,000 that is going directly to feeding families during the holiday season.
- The House of Altruismo collected donations for The Center for Hope in Ambridge. Several sixth grade Altruismo students helped Mr. Finn deliver the food donations.
- Auditions for this year’s musical “The Wizard of Oz” were held on December 3. We have three casts this year with a record number of students wanting to participate.

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- Our Winter showcases were held on December 8,9 and 10. All of the showcases were livestreamed on Facebook, so feel free to go back and watch them.
- Santa Shop kicked off on Sunday evening with a preview for families. The shop will be held in the gym today and tomorrow for students to purchase gifts.
- BACCS had its first snow day of the school year on December 2<sup>nd</sup>.
- Our fifth grade students spent time with residents of Concordia packing gifts for @operationchristmasmasjid. They worked side by side to create special gift boxes for children in need. We are so grateful for the opportunities our students have when visiting and working with our neighbors at Concordia Villa St. Joseph.
- We celebrated the 67<sup>th</sup> day of school, if you can't beat them join them! Staff surprised students by wearing 67 flare, decorating their classrooms, and adding 67 to their lessons.
- Kindergarten had a special visitor on December 5, Mr. Jeffers mom stopped by and read to each classroom.
- We are in the home stretch before Christmas break, we are celebrating with Holiday inspired dress for the remaining days before break.

**Financial Report**

- a. Recommend the Board approve the list of invoices paid in November 2025 in the amount of \$687,135.43 from the general fund.
- b. Recommend the Board approve the financials dated November 2025.

Motion: Ms. Burgess  
Second: Mr. Smith  
Discussion:  
Passed unanimously

**Recommend that the Board approve the eSports proposal for an after school club.**

Motion: Mr. Smith  
Seconded: Mr. Mazur  
Discussion: Mr. Smith said that the eSports program at his previous school helped build their robotic program. Sees manufactures using this in their industries.  
Passed Unanimously

**Recommend that the Board approve the BACS Cooking Club.**

Motion: Mrs. Bufalini  
Seconded: Mrs. Portolous  
Discussion: Jaclyn Pingree sees cooking as an art and wants to build confidence with students. 10-week program, focuses on different cultures. Taught on an electric skillet/griddle which was donated. Debbie and Chris would love to help. The program starts in February.  
Passed Unanimously

**Recommend that the Board approve PowerSchool Renewal in the amount of \$21,575.82.**

Motion: Mrs. Buffalini  
Seconded: Ms. Burgess  
Discussion: This is primarily the subscription. There are a few hours available for training.

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Passed Unanimously

**2. Recommend that the Board approve the one-time recruitment/referral bonus not to exceed \$800.**

- Current employees who refer a Special Ed Aide who is hired and begins employment by January 31, 2026, and remains employed through June 5, 2026, will receive a \$100 referral bonus, payable in the June 15, 2026 paycheck. The new hire will also receive a \$100 bonus in the same paycheck.
- If the referred Special Ed Aide is hired and begins employment by February 27, 2026, and remains employed through June 5, 2026, both the referring employee and the new hire will receive a \$75 bonus, payable in the June 15, 2026 paycheck.

Motion: Mr. Mazur

Seconded: Mr. Smith

Discussion: Mr. Ward wants to know about looking at the addition to benefits if not for families even just the staff member. Mr. Petties - If we are not able to grant benefits are we able to look at raising their wage.

Passed Unanimously

**Executive Session**

**Recommend the Board go into executive session to discuss legal and personnel matters, in accordance with Pennsylvania's *Sunshine Law*, 65 Pa.C.S.A. § At 6:29 pm**

Motion: Mrs. Bufalini

Second: M

Discussion:

Passed: Unanimously

**Recommend the Board come out of executive session at 6:41 pm.**

Motion: Mr. Smith

Second: Mrs. Bufalini

Discussion:

Passed: Passed Unanimously

**Recommend the Board approve the Personnel Report Dated December 2025.**

Motion: Mrs. Bufalini

Second: Mr. Mazur

Discussion:

Passed unanimously

**Board Member Questions & Comments:**

**Date of next Board Meeting is January 26, 2025 at 6:00 pm Online.**

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**Adjourn at 6:43 PM**

Motion: Ms. Burgess

Second: Mrs. Bufalini

Discussion:

Passed: Unanimously

Signed by: Chelsea Mason

Mrs. Chelsea Mason

Secretary

BADEN  
ACADEMY  
CHARTER SCHOOL