



MINUTES

JUNE 9, 2022 | 8AM – 10AM

VIA ZOOM VIDEO CONFERENCE CALL

MEETING ID: 611 336 0544 | PASSWORD: 075513

Board Members Present: William Brinkman, Dawn Eubanks, Bruce Lesser, Scott Solomon

Others Present: Kiara Allison, Paul Archibald, Leigh Botwinik, Kelly Davenport, Nate Durant, Johnny Mills, Chris Moore, Tanza Pugliese, Bill Ray, Melanie Reiser, Andrea Zepp

Meeting Start: 8:02 AM

I. Public Comment

- a. There is no public comment

II. Remembering Gerald H. Escovitz, MD

- a. Kelly Davenport shares that Gerald "Gerry" H. Escovitz, member of the Freire Charter School and TECH Freire Board, recently passed away. Gerry served on the Board for over 21 years and participated in 126 board meetings, 126 prep board meetings, 541 meetings with Kelly Davenport, 27 lunches, 18 graduations, and 4538 emails within the network over the last 10 years. Most importantly, Gerry watched 2500 graduates move through the halls of Freire Schools. Gerry always believed in the right for every student to have the best, top-notch college prep education regardless of race, background, zip code, or experience.
- b. Gerry, you will guide us, and our commitment is to honor you now after you have honored students all these years.
- c. The board takes a moment to share their memories of Gerry and reflect on the impact he had on Freire Schools.

III. Resolutions

- a. Review & Approve Minutes from Board Meeting on April 6, 2022 (*Attachment 3A*)*
 - i. The board reviews the minutes from April 6, 2022, board meeting.
 - ii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- b. Election of TECH Freire Charter School Board Officers (*Attachment 3B*)*
 - i. The board reviews the list of TECH Freire Charter School Board Officers.
 - ii. Bruce Lesser makes a motion to approve the renewal of the following officers: Scott Solomon as Chair, Bruce Lesser as Vice Chair, William Brinkman as Treasurer, and Dawn Eubanks as Secretary. William Brinkman seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- c. Updated Mission Statement Change (*Attachment 3C*)*
 - i. Update mission statement to reflect the updated values of the network. The proposed change to the mission statement would add the work 'equity.'
 - ii. William Brinkman makes a motion to approve. Dawn Eubanks seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.

- d. Slate of Staff (*Attachment 3D*)*
 - i. Leigh Botwinik shares that the board is required to approve the hiring and termination of all staff.
 - ii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- e. Transfer of Leadership for TECH Freire*
 - i. Scott Solomon shares with the board that Charles Ware will be stepping down as Head of School at TECH Freire Charter School and will be replaced by Nate Durant. Scott introduces Nate and extends his appreciation for how quickly he is adjusting.
 - ii. William Brinkman makes a motion to appoint Nate Durant as Head of School and CEO. Dawn Eubanks seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- f. 2022-2023 School Calendar Approval (*Attachment 3E*)*
 - i. The board reviews the proposed 2022-2023 School Calendar.
 - ii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- g. TECH Freire Schoolwide & Comprehensive Plan (*Attachment 3F*)*
 - i. The Schoolwide Plan identifies key goals for the 22-23 school year including college acceptance rates as well as ELA and math growth and proficiency rates. It also includes an action plan for the school to implement in support of these goals.
 - ii. The Comprehensive Plan includes a similar set of goals but for a 3-year period, as well as a variety of plans supporting the academic program on topics such as teacher induction, professional development, and curriculum.
 - iii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iv. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- h. Check Signers (*Attachment 3G*)*
 - i. Bill Ray proposes the removal of Charles Ware as a check signer and the addition of Nate Durant, TECH Freire's new Head of School and Brian Galetto, Tech Freire's Head of Academics as check signers for TECH Freire Charter School.
 - ii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- i. Donation Approvals (*Attachment 3H*)*
 - i. Bill Ray reviews the proposed donation approvals with the board of directors.
 - ii. Dawn Eubanks makes a motion to approve. Bruce Lesser seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- j. Lease Reimbursement Approval (*Attachment 3I*)*
 - i. Bill Ray shares the Board is required to annually approve the School's PDE- 418 Lease Reimbursement Forms. The 2021-2022 PDE-418 form is not yet available, but the Board is presented with the approved 2021-2022 Lease Reimbursement Forms and the lease payments made in 2020-21.
 - ii. Bill asks the board to approve the 2021-2022 Lease reimbursement Forms, identical to the 2020-2021 forms, reflecting the rent payments made in 2021-2022.
 - iii. Bruce Lesser makes a motion to approve. Dawn Eubanks seconds.
 - iv. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- k. FY 2023 Budget Approval (*Attachment 3J*)
 - i. Bill Ray proposes postponing an approval of the FY 2023 budget until the official capitation rates are released by the district, which should be announced before next week's board meeting. The proposed budget includes a lower capitation rate than this year with an increased projection for enrollment at Freire Charter Middle School.

- ii. Bill reviews projected changes to the school's expenses including staff retention and salaries, health insurance premiums, and capital purchases for the schools.
- I. Internal Control Policies (*Attachment 3K*)*
 - i. Bill Ray shares that several internal control policies have been updated to match changes to procedure caused by the pandemic. Major changes include a move to electronic fulfillment of orders and cash disbursement, federal procurement threshold procedures, and travel reimbursement policies.
 - ii. Dawn Eubanks makes a motion to approve. Bruce Lesser seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- m. Amend Non-Discrimination - Title IX Policy (Students) (*Attachment 3L*)*
 - i. This policy declares our intent to comply with federal law and regulations under Title IX, which prohibit sexual harassment, which is a form of unlawful discrimination on the basis of sex.
 - ii. Dawn Eubanks makes a motion to approve. Bruce Lesser seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- n. Amend Non-Discrimination - Title IX Policy (Employees) (*Attachment 3M*)*
 - i. See III.m.i. – III.m.ii.
 - ii. Dawn Eubanks makes a motion to approve. Bruce Lesser seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- o. Amend Non-Discrimination - (Students) (*Attachment 3N*)*
 - i. This policy declares our intent to maintain a school environment free from discrimination, including discrimination based on race, color, sex, sexual orientation, gender (including gender identity and expression), age, creed, religion, ancestry, national origin, ethnic background, marital status, pregnancy, disability, veteran/military status, or any other category protected by state or federal law. It lays out a process for receiving, investigating, and addressing complaints of discrimination.
 - ii. Dawn Eubanks makes a motion to approve. Bruce Lesser seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- p. Amend Non-Discrimination - (Employees) (*Attachment 3O*)*
 - i. See III.o.i
 - ii. William Brinkman makes a motion to approve. Dawn Eubanks.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- q. Adopt Educator Misconduct Policy (*Attachment 3P*)*
 - i. This policy declares our intent to follow PA law for educator discipline, including timelines for reporting misconduct to the State.
 - ii. William Brinkman makes a motion to approve. Dawn Eubanks seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- r. Adopt Employee Conduct/Discipline Policy (*Attachment 3Q*)*
 - i. This policy defines types of behavior we don't tolerate, including abuse, nonprofessional relationships with students, possession, use or distribution of drugs and alcohol, unauthorized entry, etc. It consolidates information that was addressed throughout our staff handbook.
 - ii. William Brinkman makes a motion to approve. Dawn Eubanks seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- s. Adopt Maintaining Professional Adult-Student Relationships Policy (*Attachment 3R*)*
 - i. This policy directs adults at Freire to maintain healthy and safe adult-student relationships. It defines conduct that is prohibited, particularly romantic or sexual interactions, and the disciplinary actions that may be applied for violation.
 - ii. William Brinkman makes a motion to approve. Dawn Eubanks seconds.

- iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- t. Amend Hazing Policy (*Attachment 3S*)*
 - i. This version of our hazing policy has been updated to better address Title IX and Act 80.
 - ii. It defines hazing and the disciplinary actions that can be applied for violation up to expulsion.
 - iii. It also authorizes a Head of School to prescribe that the student attend training, counseling, or other remedial programs and to withhold school privileges (e.g. attendance at graduation or other school-sanctioned events), diplomas, and/or transcripts, pending the student's compliance with school rules or satisfactory completion of any remedial program. This authorization is in the state's hazing statute.
 - iv. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - v. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- u. Amend Bullying/Cyberbullying Policy (*Attachment 3T*)*
 - i. This is an updated version of our bullying policy. It explicitly defines cyber bullying and addresses the possible intersection with Title IX.
 - ii. It also authorizes a Head of School to prescribe that the student attend training, counseling, or other remedial programs and to withhold school privileges (e.g. attendance at graduation or other school-sanctioned events), diplomas, and/or transcripts, pending the student's compliance with school rules or satisfactory completion of any remedial program. While there is not explicit authorization for these responses in a state statute the way there is for hazing, our attorney does not see any reason we could not authorize these same measures.
 - iii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iv. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- v. Amend Transgender & Gender Nonconforming Policy (*Attachment 3U*)*
 - i. The United States Department of Education's Office for Civil Rights has issued guidance recognizing that Title IX protects transgender students against discrimination based on their gender identity. We are proposing a few changes to strengthen the protections offered to our transgender and gender nonconforming students.
 - ii. William Brinkman makes a motion to approve. Dawn Eubanks seconds.
 - iii. William Brinkman, Dawn Eubanks, Bruce Lesser, and Scott Solomon all vote in favor. There are no votes against and no abstentions.
- w. Approve Amended Health & Safety Plan (*Attachment 3V*)*
 - i. Leigh Botwinik shares that the Health & Safety Plan is required to be approved by the board in June before entering into the 2022-2023 school year. This plan will be reviewed and approved during the June 15, 2022, board meeting.

Meeting Adjourned, 10:00 AM