



MEETING OF THE BOARD OF DIRECTORS

JUNE 12, 2024 | 8 AM

MEETING ID: 868 6176 1739

LOCATION: FREIRE CHARTER MIDDLE SCHOOL (1026 MARKET ST., PHILA. PA 19107)

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

Others Present: Kiara Allison, Paul Arichibald, Dan Blickman, Leigh Botwinik, Olivia Burgess, Kelly Davenport, Nate Durant, Brian Galetto, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Johnny Mills, Chris Moore, Kathleen O'Connell, Tanza Pugliese, Melanie Reiser, Paul Ramirez, Ben Wainwright, Nathan Yufer, Andrea Zepp

Meeting Start, 8:00 AM

I. Public Comment

- a. No public comment

II. Minutes

- a. Review & Approve Minutes from Board Meeting on May 29, 2024 (Attachment 2)*
 - i. The board reviews the minutes from May 29, 2024 board meeting.
 - ii. Linda Kilpatrick makes a motion to approve. Dawn Eubanks seconds.
 - iii. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.

III. Elections

- a. Recommend renewal of TECH Freire Charter School Board Members & Elect Officers (Attachment 3)*
 - i. The board reviews the list of TECH Freire Charter School Board Members including members whose terms are up for renewal and proposed officers.
 - ii. Dawn Eubanks makes a motion to approve. Linda Kilpatrick seconds.
 - iii. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.

IV. Resolutions

- a. Review & Approve FY 2025 Budget (Attachment 4A)*
 - i. Nathan Yufer reviews the FY 2025 Budget with the Board.
 - ii. Nathan shares TECH Freire is budgeting an annual general fund operating surplus before capital expenditures of \$199,000 for FY 25.
 - iii. TECH Freire's federal grants revenue will be \$2,500,000 less than FY 24 due to the ending of the ESSER grants.
 - iv. TECH Freire's cash on hand as of June 30, 2024 is \$2,500,000 which represents 100 days cash on hand.
 - v. The proposed budget meets both financial covenants of debt service coverage ratio of 1.19 and 100 days cash in hand.
 - vi. Dawn Eubanks makes a motion to approve. Linda Kilpatrick seconds.
 - vii. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
- b. Review & Approve Donation Approvals (Attachment 4B)*
 - i. Nathan Yufer shares Freire Foundation has donated an unrestricted amount up to \$100,000 to TECH Freire Charter School.
 - ii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iii. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
- c. Review & Approve Check Signers (Attachment 4C)*

- i. Nathan Yufer proposes the removal of Nate Durant as a check signer and the addition of Brian Galetto, TECH Freire’s new Head of School and Jisu Jeong, TECH Freire’s Head of Academics as check signers for TECH Freire Charter School.
 - ii. Dawn Eubanks makes a motion to approve. Linda Kilpatrick seconds.
 - iii. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - d. Review & Approve Employee Handbook (Attachment 4D)*
 - i. Paul Ramirez shares the Employee Handbook with the board.
 - ii. Updates includes staff attendance policy, procedural changes for workers comp and bereavement leave.
 - iii. Organizational charts will not be approved or added to the handbooks till August.
 - iv. Dawn Eubanks makes a motion to approve the policy with the caveat that edits will be made to accommodate the Title IX policy.. Linda Kilpatrick seconds.
 - v. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - e. Review & Approve 2024-2025 Student Family Handbook (Attachment 4E)*
 - i. Tanza Pugliese reviews the 2024-2025 Student Family Handbook with the board.
 - ii. There are no updates at this time.
 - iii. Dawn Eubanks makes a motion to approve. William Brinkman seconds.
 - iv. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - f. Review & Approve Title IX Policy (Attachment 4F)*
 - i. Leigh Botwinik shares the recent changes to the Title IX policy.
 - ii. The board will wait to vote on this item till a committee has met to discuss it further to get clarification.
 - g. Review & Approve Maintaining Appropriate Adult Student Relationships (Attachment 4G)*
 - i. The board reviews the proposed amendment to the Maintaining Appropriate Adult Student Relationships Policy, adding a section on appropriate means of communication..
 - ii. Dawn Eubanks makes a motion to approve the policy with the caveat that minor edits may be made to accommodate the Title IX policy. Linda Kilpatrick seconds.
 - iii. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.

V. Executive Session

- A. Personnel matter
- B. Review Settlement and Release (Attachment 5A)
- C. Review Slate of Staff (Attachment 5B)
 - 1. Dawn Eubanks makes a motion to enter into Executive Session at 8:49 AM “To discuss any matter involving the ... evaluation of performance ...of any specific ... current ... employee... employed ... by the agency.” and “To review and discuss agency business which, if conducted in public, would violate a lawful privilege or lead to the disclosure of information or confidentiality protected by law, including matters related to the initiation and conduct of investigations of possible or certain violations of the law and quasi-judicial deliberations”. Linda Kilpatrick seconds.
 - 2. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - 3. Dawn Eubanks makes a motion to adjourn Executive Session at 9:13 AM. William Brinkman seconds.
 - 4. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.

VI. Approve Settlement & Release*

- a. The board reviews the Settlement & Release for N.W.
- b. Dawn Eubanks makes a motion to approve. Linda Kilpatrick seconds.
- c. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.

VII. Approve Slate of Staff*

- a. The board reviews the Slate of Staff for TECH Freire Charter School.
- b. Dawn Eubanks makes a motion to approve. Linda Kilpatrick seconds.
- c. William Brinkman, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.

VIII. School Report

- a. Heads Report
 - i. Nate Durant shares attendance is rising back toward pre-pandemic numbers.
 - ii. Graduation was yesterday and the event was a perfect way to end the school year.
 - iii. Brian Galetto echoes that yesterday's graduation was a hit.
 - iv. Academics are shown in a two year window POV within the curriculum.
 - v. TECH's academic team will be strategically planning how to effectively administer the Math, Reading/ELA and Science curriculum with the students next year.
- b. Freire Network Dashboard (Attachment 8A)
 - i. *See VIII.a.i.ii.iii.iv.*
- c. College Report (Attachment 8B)
 - i. Nate Durant reviews the College Report with the board.
 - ii. Nate shares 83 seniors have met all the requirements to become TECH Freire graduates in the Class of 2024.
 - iii. 96% of graduates have applied and been accepted into at least one 2-year or 4-year college.
 - iv. To date, TECH Freire Seniors have been awarded \$7,600,000 in scholarships and grants.

IX. Financials

- a. April 2024 Financial Report (Attachment 9)
 - i. Ben Wainwright reviews the April 2024 Financial Report with the board.
 - ii. TECH Freire Charter School is anticipating enrollment of 480 students for FY 24-25. This is less than the original anticipated enrollment amount of 500 that was passed.
 - iii. However the School District of Philadelphia increased the capitation rate of 22% for general education and 14% for special education which will help offset the lower than expected enrollment numbers.
 - iv. Revenues for the year is expected to be \$11,500,000 which is approximately more than the budget due to the increase in capitation rates.
 - v. Expense expenditures will most likely be under budget for the year. TECH Freire budgeted \$1,700,000 for the basement gym project but anticipated the cost ending up at \$1,400,000.

X. Advancement

- a. Advancement Report (Attachment 10)
 - i. Melanie Reiser shares the FY 2024 unrestricted fundraising target is \$650,000 which is \$125,000 per Freire campus.
 - ii. Currently to date the Advancement Team has raised \$650,679 in donations and pledges, which exceeds the estimated network-wide goal.
 - iii. Melanie states the Advancement Team will continue to actively fundraise through the end of the fiscal year in order to fully support the schools.
 - iv. The Advancement Team recently emailed a marketing piece to our donors and partners in April with links to share positive press Freire Schools has recently received.
 - v. The Meet the Grads marketing piece is being finalized and will showcase the successes of the Class of 2024 and will be sent out late June/early July.
 - vi. Melanie also shares the various media coverage Freire Schools has received such as, Chalkbeat Philadelphia op-ed from Freire High African American Studies teacher John Brown, Delaware Online Student of the Week featuring Freire Wilmington senior Nathalia Mohammed, and Temple University Graduation Spotlight featuring Freire High alum and new Freire Network Office staff accountant Fahad Ali.
- b. Political Landscape Report
 - i. Freire Schools continues to pay close attention to any proposed charter regulation, budget cuts or proposed changes to the charter school renewal process.

XI. Governance

- a. Annual Evaluation of Freire Network (Attachment 11A)
 - i. Leigh Botwinik shares the results of the Annual Evaluation of the Freire Network Office.
 - ii. Majority of the board ranked the Network in ranges of 4-5 which indicates the level of strength the Network holds.
 - iii. Area of improvement surrounding assistance with academic programming support to the schools.
 - iv. An optional board meeting will be held in the summer to go over the received standardized testing data.
- b. Board Member Self Evaluation (Attachment 11B)
 - i. Leigh Botwinik shares the results of the Annual Board Member Self Evaluation.
 - ii. Various strengths surrounding the annual contribution aspect for advancement

- iii. Improvement areas are surrounding becoming more of a brand ambassador for Freire and our schools.
- iv. Also, an initiative meeting will take place in the fall to plan the future of Freire.

Meeting Adjourned, 10:00 AM