



MEETING OF THE BOARD OF DIRECTORS

SEPTEMBER 11, 2024 | 8 AM

VIA ZOOM VIDEO CONFERENCE CALL INFO | Meeting ID: 820 1929 7109

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

Board Members Present: Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, Scott Solomon

Others Present: Kiara Allison, Paul Archibald, Leigh Botwinik, Olivia Burgess, Kelly Davenport, Pam Dougherty, Promise Evans (11th grade - FCHS), Brian Galetto, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Chris Moore, Emily McDaniels, Kathleen O'Connell, Shakeeta Parker, Tanza Pugliese, Paul Ramirez, Melanie Reiser, Emily Torres, Ben Wainwright, Nathan Yufer, Andrea Zepp

Meeting Start, 8:08 AM

- I. Public Comment
 - A. No public comment
- II. Resolutions
 - A. Review & Approve Minutes from Board Meetings on June 12, 2024 & July 24, 2024 (Attachment 1A)*
 1. The board reviews the minutes from June 12, 2024 & July 24, 2024 board meeting.
 2. Bruce Lesser makes a motion to approve. Linda Kilpatrick seconds.
 3. Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - B. Approve Children's Internet Protection Act Policy (Attachment 1B)*
 1. Leigh Botwinik shares that the policy is annually approved. The goal of this policy is to protect students from inappropriate materials, prevent unauthorized access/hacking, and to educate students about internet safety.
 2. Linda Kilpatrick makes a motion to approve. Dawn Eubanks seconds.
 3. Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - C. Approve Admissions Policy (Attachment 1C)*
 1. Leigh Botwinik shares that the admissions policy has been refreshed. One set of changes was to make the policy evergreen where deadlines are maintained on the website. From a procedural standpoint, we made a decision last Spring to rejoin the city's common application for the 24-25 recruitment cycle. It's called APC and it functions similar to the common application you may be familiar with for applying for college. So this policy has updated process language to reflect that our application will be housed by APC.
 2. Linda Kilpatrick makes a motion to approve. Dawn Eubanks seconds.
 3. Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - D. Review & Approve Maintaining Appropriate Adult Student Relationships Policy (Attachment 1D)*
 1. Tanza Pugliese shares that this policy is to promote the establishment and maintenance of healthy, safe, and educationally effective Adult-Student relationships. There are several new sections outlining appropriate methods of communication between staff and students, an open door/line of sight section and guidelines when staff have preexisting relationships with students.
 2. Linda Kilpatrick makes a motion to approve. Bruce Lesser seconds.
 3. Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
 - E. Approve Employee Conduct Discipline Policy #323 (Attachment 1E)*
 1. Tanza reviews the Employee Conduct Discipline Policy with the board.
 2. She shares that the School's insurance carrier requested that we add a zero tolerance statement regarding abuse. That is the only proposed change.

3. Bruce Lesser makes a motion to approve. Linda Kilpatrick seconds.
 4. Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.
- F. Approve Off Site Monitoring Policy (Attachment 1F)*
1. The board of directors opted to not vote on this item at this time.
- G. Review & Approve Investment in 403b Plan (Attachment 1G)*
1. Paul Ramierz shares each year Freire Schools review the retirement investments plan and this year Freire Schools met with the plan provider to review a few things.
 2. There are 19 investments available to all employees and the proposal presented today would include the following, in addition to the Fidelity Capital fund that Freire Schools would add a second large cap growth fund with a lower expense ratio for investors.
 3. Dawn Eubanks makes a motion to approve. Linda Kilpatrick seconds.
 4. Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There are no votes against and no abstentions.

III. School Report

A. Staff & Student Update

1. No report.

B. Heads Report

1. Brian Galletto introduces himself to the board as TECH Freire head of school.
2. Brian shares enrollment is up this year with 587 students. Brian thanks Leigh and her team's hard work with ensuring we fill the halls of the school.
3. Dean of Culture at TECH Freire has been making great progress around attendance and climate. Another hire includes a Restorative coordinator, from the PCCD grant where they are proactively and reactively addressing the social emotion skills and repairing harm.
4. Yonder pouches were implemented last year at TECH Freire and this year we are increasing consistency in implementation particularly around ancillary devices like earpods, apple watches, etc.
5. New classes have been added to the curriculum: Corrective Reading class & Music class for the seniors.
6. Freire Network Academic Plan 2024-2025 (Attachment 2A) and Math Strategic Plan (Attachment 2B)
 - a) Emily McDaniels and Emily Torres introduce themselves to the board.
 - b) They share that recently an optional session was held to allow the board to ask any questions regarding the new academic plan for the year.
 - c) Corrective Reading is a program for students in grades 5-9 across the network who need work on fluency. Nationally, reading has been a topic of discussion in regard to how reading has been taught to students over the years and how the students are progressing with their skills.
 - d) Math has been a challenge Network wide, but we are benefitting from the hire of Emily Torres as new head Math content lead at the Network level. The math plan focuses on 3 things:
 - (1) Improving the skill set of our teachers
 - (2) Strategically planning the content being presented and ensuring it aligns with the high-stakes assessments the students take throughout the academic year
 - (3) And accepting and addressing the skill gaps our students have before the plan is in motion.
 - e) Additionally the network is providing guidance to school instructional leaders to support more effective Professional Learning Community (PLC) time. PLCs are the regularly occurring departmental meetings where the bulk of professional learning around effective curriculum implementation occurs.
7. Enrollment Update
 - a) *See III.B.2.*
8. Health Insurance Renewal
 - a) Paul asks the Board whether they would like to schedule an additional Board meeting in November since we don't anticipate having renewal options in time for the October meeting and the renewal happens before the December meeting. The Board directs Paul to schedule a mid-November meeting.
 - b) Paul reports to the Board that per last year's decision to incorporate staff voice into health insurance decisions, he had a preliminary meeting with the staff member volunteer from each campus.
 - c) Paul suggests a few potential changes as they wait for the official numbers from the

Broker.

- (1) For TECH, providing access to PPO to staff with less than 4 years of experience, which can be done in a cost neutral way.
- (2) Switching providers for the HRA
- (3) Consider whether to raise staff contributions, which are currently much lower than market average

C. June 2024 Financial Report (Attachment 3)

1. Nathan Yufer reviews the June 2024 Financial Report with the board.
2. The school ended the year with average enrollment of 480 students. This is less than the 500 we anticipated when the budget was originally passed. However, the School District of Philadelphia increased the capitation rate 22% for general education and 14% for special education which helped offset the lower than expected enrollment.
3. Total revenue for the year is expected to be \$11.6M. This is approximately \$750K more than budgeted and was driven by the increase in capitation rates.
4. We have not completed our FY24 audit yet but we are anticipating a general fund surplus of \$1.4M. After capital expenses we will have a surplus of \$48k.

D. Audit Update

1. Nathan shares at the next meeting he will update the board on the audit.

IV. Advancement

A. Advancement Report (Attachment 4)

1. Melanie Reiser shares the FY24 unrestricted fundraising target was \$650,000 which is \$125,000 per Freire campus.
2. Currently to date the Advancement Team has raised \$656,804 in donations and pledges, which exceeds the estimated network-wide goal.
3. Melanie states the Advancement Team will continue to actively fundraise through the end of the fiscal year in order to fully support the schools.
4. In August, The Advancement Team & the Freire Foundation awarded four Freire Distinguished Teacher Awards (which include a \$10,000 award) plus one honorable mention at a luncheon at Wilder.
5. The Meet the Grads marketing piece, where the Advancement Team shared the successes of our Class of 2024, was sent to donors and partners in July.
6. The Advancement Team has begun planning for a successful fundraising year in FY25, the network-wide Advancement Committee will meet on September 24, and the Freire Wilmington Fundraising Committee will meet on September 30th. The Advancement Team will share preliminary plans with the Boards in October.

B. Political Landscape

1. Freire Schools continues to pay close attention to any proposed charter regulation, budget cuts or proposed changes to the charter school renewal process.

V. Governance

A. Resignation of Joann Wszolek (Attachment 5A)

1. The board of directors acknowledges the resignation of Joan Wszolek.

B. Resignation of William Brinkman (Attachment 5B)

1. The board of directors acknowledges the resignation of William Brinkman.

C. Review Expectations of Board Members (Attachment 5C)

1. The board reviews the document.

D. FCMS Board Visitation Day | October 9, 2024 at 10am

1. Kelly Davenport invites both boards to participate in the annual board visitation days at FCMS on October 9, 2024.

E. FCSW Board Visitation Day | October 17, 2024 at 9am

1. Kelly Davenport invites both boards to participate in the annual board visitation days at FCSW on October 17, 2024.

VI. Executive Session

A. Personnel Matter

1. Dawn Eubanks makes a motion to enter into Executive Session at 10:00 AM *"To discuss any matter involving the ... evaluation of performance ...of any specific ... current ... employee... employed ... by the agency."* Linda Kilpatrick seconds.
2. Doreese Bull, 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 exit the Executive Session at 10:28 AM. Linda Kilpatrick seconds.
4. Doreese Bull, Dawn Eubanks, Linda Kilpatrick, Bruce Lesser, and Scott Solomon vote in favor. There

are no votes against and no abstentions.

Meeting Adjourned, 10:28 AM