



MEETING OF THE BOARD OF DIRECTORS

October 10, 2018

Location: 1026 Market Street, Philadelphia, PA 19107

Board Members Present: Paul Archibald, William Brinkman, David Bryant, Gerald Escovitz, Lisa Hoffstein (Phone), Raquel Leach, Bruce Lesser, Bruce Levine, Nicole Jenkins, Beth Packel (Phone)

Other: Tyleaha Adams, Adam Antonioli, Hilda Bacon, Leigh Botwinik, Kelly Davenport, Max Matthews, Johnny Mills, Chris Moore, Bill Ray, Maurice Roberts, Dave Shahriari, Adam Visconto, Chris Zagacki, Steve (no last name given)

The meeting is called to order at 8:05 AM.

I. Public Comment

- a. Steve (no last name given), a current student at Temple University, introduces himself to the Board of Directors. Steve is currently studying diversity and inclusion in education.

II. Resolutions

- a. Review and Approve Minutes from Board Meeting on September 13, 2018
 - i. The Board of Directors review the minutes from the Board Meeting on September 13, 2018.
 - ii. Bruce Levine makes a motion to approve the minutes. Bruce Lesser seconds.
 - iii. Paul Archibald, William Brinkman, David Bryant, Gerald Escovitz, Lisa Hoffstein, Raquel Leach, Bruce Lesser, Bruce Levine, Nicole Jenkins, and Beth Packel vote in favor of the motion. There are no votes against and no abstentions. The motion passes.
- b. Teacher Equity Plan
 - i. Max Matthews explains that the Teacher Equity Plan is an annual requirement for Title I schools to receive federal funding.
 - ii. William Brinkman makes a move to approve the Teacher Equity Plan. Bruce Lesser seconds.
 - iii. Paul Archibald, William Brinkman, David Bryant, Gerald Escovitz, Lisa Hoffstein, Raquel Leach, Bruce Lesser, Bruce Levine, Nicole Jenkins, and Beth Packel vote in favor of the motion. There are no votes against and no abstentions. The motion passes.
- c. 2018-2019 Textbook Review
 - i. Max Matthews explains that Freire Charter School's school code requires the Board of Directors to review the list of textbooks the school plans to use throughout the school year.
 - ii. Chris Zagacki explains that Freire has been working to include more relevant course material for students at the middle and high school levels.
 - iii. Bruce Levine makes a motion to approve the list of textbooks for the 2018-2019 school year. William Brinkman seconds.
 - iv. Paul Archibald, William Brinkman, David Bryant, Gerald Escovitz, Lisa Hoffstein, Raquel Leach, Bruce Lesser, Bruce Levine, Nicole Jenkins, and Beth Packel vote in favor of the motion. There are no votes against and no abstentions. The motion passes.
- d. Slate of Staff with Salaries
 - i. The Board of Directors reviews the Slate of Staff with Salaries for Freire Charter School.
 - ii. Bruce Lesser makes a motion to approve the Slate of Staff with Salaries. William Brinkman seconds.

- iii. Paul Archibald, William Brinkman, David Bryant, Gerald Escovitz, Lisa Hoffstein, Raquel Leach, Bruce Lesser, Bruce Levine, Nicole Jenkins, and Beth Packel vote in favor of the motion. There are no votes against and no abstentions. The motion passes.
 - e. Adoption of the Board Policy Directory
 - i. Max Matthews shares that Build the Future has been working to compile a list of all policies currently in place at Freire Charter School. This Policy Directory will help keep track of each policy by introducing a new numbering system for organizational purposes.
 - ii. The Board agrees this document and forthcoming numbering system do not need to be approved by the Board.
 - f. Addendum to Academic and Business Service Agreement, Director of Learning
 - i. Bill Ray explains Addendum I to the Academic and Business Services Agreement wherein Build the Future provides services for Freire Charter High School. Bill notes this addendum was previously approved during the September Board Meeting. The updated version of the addendum includes language that states the fee for the Director of Learning is adjustable based on re-projections of the estimated prorated personnel cost.
 - ii. William Brinkman makes a motion to approve the updated Addendum to Academic and Business Service Agreement for the Director of Learning. Paul Archibald seconds.
 - iii. Paul Archibald, William Brinkman, David Bryant, Gerald Escovitz, Lisa Hoffstein, Raquel Leach, Bruce Lesser, Bruce Levine, Nicole Jenkins, and Beth Packel vote in favor of the motion. There are no votes against and no abstentions. The motion passes.
 - g. Education Services Agreement for JW
 - i. Chris Zagacki reviews the Education Services Agreement for student JW. Chris explains the situation surrounding the student and the current details around the due process hearing. Chris notes the family has signed the agreement and asks the Board to approve the agreement pending review by Freire's attorney.
 - ii. Bruce Lesser suggests asking Freire's lawyers for quarterly updates on changes in education and special education policies throughout Philadelphia and the Commonwealth. Bruce Lesser makes a motion to approve the Educational Services Agreement. Dave Bryant seconds.
 - iii. Paul Archibald, William Brinkman, David Bryant, Gerald Escovitz, Lisa Hoffstein, Raquel Leach, Bruce Lesser, Bruce Levine, Nicole Jenkins, and Beth Packel vote in favor of the motion. There are no votes against and no abstentions. The motion passes.

III. School Report

- a. Heads Report
 - i. September Data Packet
 - 1. Chris Moore updates the Board on the current enrollment and demographic information for Freire High School. Application numbers have been on the rise consistently year over year. Chris notes that daily student attendance has risen comparative to this time last year. The Board requests a year-to-year attendance comparison be included on the monthly school dashboards.
 - 2. Leigh Botwinik shares that last year, Philadelphia schools began to use the STAR benchmark for both English Language Arts and Mathematics. These benchmarks allow the school to track student achievement over time. The benchmarks will be issued quarterly and measure the percentage of students who are testing at proficient level.
 - 3. Chris Zagacki shares that Freire Middle School's daily student attendance has risen almost a full percentage point over this time last year. To encourage consistent daily attendance, Freire Middle School displays the daily attendance numbers in the lobby of the school and awards students with surprise incentives for arriving on time. Chris and Lilian Wehbe, a Data Analyst at Build the Future, are working on an early warning system to help curb student lateness and absenteeism. Using this early warning system, Freire can help school staff intervene before a student's poor attendance begins to affect their grades and performance.
 - 4. Chris shares that the middle school students recently took their first round of STAR benchmarks for the year. The preliminary results for these benchmarks show the student performing at a significantly higher-level compared to last year.

- b. Staff Update
 - i. Adam Antonioli, the former Assistant Head of Freire Middle School and current Co-Head of Academics at Freire High School, introduces himself to the Board of Directors. Adam shares that the school year is starting off strong and he hopes student engagement and attendance will only increase as the year progresses.
 - ii. Hilda Bacon, Director of Community Partnerships & Engagement at Build the Future, introduces herself to the Board of Directors. Hilda shares that 16 students from the Freire Network recently attended a discussion, hosted by Leadership Philadelphia, that examined the relationship between the Philadelphia Police and the community. The students watched a short film followed by a deep discussion with professionals and Leadership Philadelphia alum. The students received a standing ovation from the other participants because of their courageous participation and willingness to discuss such a sensitive topic. Freire has been invited to engage 30 additional students during the next discussion.
- c. Student Update
 - i. Brianna Elliot, a current 11th grade student at Freire High School, introduces herself to the Board. Brianna transferred to Freire Charter School during her 10th grade year. Brianna chose to transfer to Freire because of the reputation the school has for being safe, rigorous, and focused on college preparedness. Currently, Brianna is a straight A student and a member of student council, cheerleader, and English III tutor.
 - ii. Brianna joined student council because of her belief that students should be more involved in creating the rules and expectations of the school. Brianna is looking at Temple University, Penn State University, Howard University, and Spelman College as potential colleges once she graduates.
- d. Alumni Update
 - i. Maurice Roberts, the Executive Assistant & Alumni Liaison at Build the Future, introduces himself to the Board of Directors. Maurice shares that he graduated from Freire in 2007 and is happy to return in a professional capacity. Maurice has started monthly Alumni Newsletters, First Friday Socials, and a toiletry drive that will run through December. Donation boxes for the toiletry drive are currently located at Build the Future and each Freire campus.
- e. Education Committee
 - i. Leigh Botwinik shares the October Education Committee Report, highlighting the research around effectiveness of college degrees for different professions, the high percentage of special education students who attend Freire schools, and the upcoming site visits to other high performing charter schools throughout the region.
 - ii. The Board reviews the report and recommends a more detailed analysis which would focus on student college debt and a robust career readiness plan to aid Freire graduates in securing higher paying careers after college.
 - iii. Hilda Bacon shares that she is working on scheduling Career Awareness Days at each of the Freire schools to provide students with a broader understanding of potential career opportunities after high school and college.
- f. Policy Update
 - i. Bruce Levine updates the Board on the current state of education in Washington, DC. Bruce notes the rise in federal grant funds available for charter schools and charter support organizations.

IV. Financials

- a. August 2018 Financial Packet
 - i. Bill Ray reviews the August financials for Freire Charter School. Bill notes that Freire has over a month of operating cash on hand with no significant outstanding receivables. Freire is continuing their conversation with M&T Bank around a potential unsecured line of credit for Freire Charter School.

V. Advancement

- a. Advancement Update
 - i. Kelly Davenport shares that the Advancement Committee has been working diligently on numerous grants for the Freire Network. The Advancement Committee has begun discussing next year's Bridge to Wisdom Honoree.

VI. Board Committee Reports

- a. Audit Committee
 - i. Bill notes that the recent financial audit is complete. A draft report should be received before the end of October.
- b. 403(b) Committee
 - i. Bill Ray shares that the 403(b) Committee recently met to assess the strength of the retirement options offered at Freire Charter School.
- c. Safety/Property Committee
 - i. Kelly Davenport shares that the Safety/Property Committee will meet in the coming weeks.

VII. Governance

- a. Freire High School's Board Visitation Day
 - i. Gerald Escovitz shares that Freire Charter High School will be hosting a Board Visitation Day on Thursday, October 18, 2018.
- b. Freire Middle School's Board Visitation Day
 - i. Gerald Escovitz shares that Freire Charter Middle School will be hosting a Board Visitation Day on Wednesday, October 24, 2018.

10:15 AM, meeting adjourned.