



# MEETING OF THE BOARD OF DIRECTORS

**OCTOBER 26, 2022 | 8 AM**

**ZOOM MEETING ID: 611 336 0544 | PASSWORD: 075513**

**LOCATION: ZOOM**

Board Members Present: Kiara Allison, Paul Archibald, William Brinkman, David Bryant, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser

Others Present: Leigh Botwinik, Olivia Burgess, Kelly Davenport, Kim Fox, Mike Horwitz, Chris Moore, Tanza Pugliese, Andrea Zepp

Meeting Start, 8:01 AM

## **I. Public Comment**

- a. There is no public comment.

## **II. Executive Session**

- a. Health Insurance Renewal
  - i. The board votes to enter into Executive Session to discuss strategy and negotiation related to labor relations for Freire Charter School at 8:01 AM
  - ii. Bruce Lesser makes a motion to approve. William Brinkman seconds.
  - iii. Kiara Allison, Paul Archibald, William Brinkman, David Bryant, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, and Bruce Lesser vote in favor. There are no votes against and no abstentions.
  - iv. William Brinkman makes a motion to exit the executive session. Bruce Lesser seconds. Kiara Allison, Paul Archibald, William Brinkman, Bruce Lesser, David Bryant, Lisa Hoffstein, Nicole Jenkins, and Raquel Leach vote in favor. There are no votes against and no abstentions.
  - v. The board exits Executive Session at 9:15 AM

## **III. Resolutions**

- a. Health Insurance Renewal\*
  - i. Kelly Davenport introduces Kim Fox (Freire Schools Benefits Broker from Exude Inc) to the board.
  - ii. Kelly explains that Freire Charter School's health insurance plan must be renewed for January. Freire, with help from its broker, sought a quote for a self insurance plan. Benecon reported that Freire is not a candidate for self insurance at this time. Our broker also solicited bids for traditional insurance plans. Independence Blue Cross, our current provider, came down 7.3% with an additional rebate. Vision plan is up 4% but that only represents \$500 or so. Dental plan stayed neutral and the Life-Long Term/Short-Term disability plan has a 10% increase which reflects a total of \$4,000.
  - iii. Kelly shares that even with these savings, our insurance costs are unsustainable. Prior years saw dramatic increases and the current decrease does not bring us back down to a sustainable level, particularly with the fiscal uncertainty at the conclusion of ESSER funding.
  - iv. Kim Fox provides a market analysis that shows that Freire's current plan is among the most generous in the market. She shares that spouses hold the highest actuarial risk and currently Freire's plan fully covers spouses at zero cost.
  - v. The Board discusses a proposal to charge a 1% fee for spouses who come on Freire's plan. They also discuss a proposal to implement a spousal insurance affidavit and adding a \$200

surcharge per month for any spouses who have insurance provided through their employer but opt to enroll in Freire's insurance instead.

- vi. Paul Archibald makes a motion to approve the 1% fee for all spouses as well as dependents (employees do not pay the 1% for themselves). Kiara Allison seconds.
  - vii. Kiara Allison, Paul Archibald, William Brinkman, David Bryant, Lisa Hoffstein, Nicole Jenkins, and Raquel Leach vote in favor of the motion. Bruce Lesser abstains.
  - viii. The board discusses a proposal to extend paid family leave from 5 to 6 weeks.
  - ix. Bruce Lesser makes a motion to approve. Lisa Hoffstein seconds.
  - x. Kiara Allison, Paul Archibald, William Brinkman, David Bryant, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, and Bruce Lesser vote in favor. There are no votes against and no abstentions.
- b. Approve Election of Raquel Leach as Treasurer, Freire Charter School Board\*
- i. The board reviews the election of Raquel Leach as Treasurer for the Freire Charter School board for 22-23.
  - ii. William Brinkmans makes a motion to approve. Bruce Lesser seconds.
  - iii. Kiara Allison, Paul Archibald, William Brinkman, David Bryant, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, and Bruce Lesser vote in favor. There are no votes against and no abstentions.
- c. 2018-2023 Charter Agreement (*Attachment 1*)\*
- i. Leigh Botwinik shares the proposed 2018-2023 Charter Agreement provided by the Charter Schools Office (CSO). When Freire Charter School went through its 2017-18 renewal, the CSO provided a 5 year renewal recommendation with conditions. Freire did not sign the charter agreement. When TECH Freire went through renewal a few years later, TECH Freire's board was able to work with the CSO on the charter agreement language and did sign their charter agreement. In June 2020, the Freire Charter School board approved a resolution indicating they would sign if given the same language as TECH Freire. On October 7th, 2022, the CSO sent a charter agreement for Freire Charter School using the same language as TECH Freire's charter agreement with one school-specific exception, which is a condition that was identified during the 2018 renewal.
  - ii. Bruce Lesser makes a motion to approve the resolution to authorize execution of the 2018-2023 charter agreement. Lisa Hoffstein seconds.
  - iii. Kiara Allison, Paul Archibald, William Brinkman, David Bryant, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, and Bruce Lesser vote in favor. There are no votes against and no abstentions.

Meeting Adjourned, 9:33 AM



**FREIRE**  
CHARTER SCHOOL

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- a. Health Insurance Renewal\*
- b. Approve Election of Raquel Leach as Treasurer, Freire Charter School Board\*
- c. 2018-2023 Charter Agreement (*Attachment 1*)\*

*\*Requires Vote*

***Citation of reason for executive session: II.a.ii.: 65 Pa. C.S.A. § 708 (2):*** *"To hold information, strategy and negotiation sessions related to the negotiation or arbitration of a collective bargaining agreement or, in the absence of a collective bargaining unit, related to labor relations and arbitration."*

The next Board Meeting is scheduled for **Wednesday, December 14, 2022 at 8:00 AM** at 1026 Market St.

*Freire Charter School provides a college-preparatory learning experience with a focus on individual freedom, critical thinking, and problem solving in an environment that emphasizes the values of community, teamwork, equity, and commitment to peace.*