



MEETING OF THE BOARD OF DIRECTORS

APRIL 10, 2024 | 8 AM

ZOOM MEETING ID: 892 6869 7704

LOCATION: ZOOM

Board Members Present: Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, Kathleen O'Connell

Others Present: Leigh Botwinik, Doreese Bull, Olivia Burgess, Kelly Davenport, Nate Durant, Dawn Eubanks, Brian Galletto (TECH Freire Staff), Chris Moore, Tanza Pugliese, Melanie Reiser, Scott Solomon, Ben Wainwright, Nathan Yufer, Andrea Zepp

Meeting Start: 8:00 AM

I. Public Comment

- A. No public comment.

II. Executive Session

- A. Personnel Matter - Review Slate of Staff (Attachment 2A)
- B. Personnel Matter - Review Head of School Evaluation (CM) (Attachment 2B)
 1. Kathleen O'Connell makes a motion to enter into Executive Session at 8:31 AM to discuss two personnel matters involving plans "To discuss any matter involving the ... evaluation of performance ...of any specific ... current ... employee... employed ... by the agency." William Brinkman seconds.
 2. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
 3. Paul Archibald makes a motion to adjourn Executive Session at 8:53 AM. Kathleen O'Connell seconds.
 4. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are not votes against and no abstentions

III. Resolutions

- A. Review & Approve Minutes from Board Meeting on February 7th & February 29th (Attachment 3A)*
 1. The board reviews the minutes from the February 7th & February 29th board meeting.
 2. William Brinkman makes a motion to approve. Lisa Hoffstein seconds.
 3. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- B. Review & Approve Teacher Equity Plan (Attachment 3B)*
 1. Leigh Botwinik shares the Teacher Equity Plan with the board.
 2. The Teacher Equity Plan is required as part of receiving Title I/Federal educational funds. The purpose of the plan is to ensure the school districts are not disproportionately assigning teachers with less experience or credentials or assigning less effective teachers to schools that qualify for Title 1 funds or have significantly higher portions of low-income students.
 3. The Teacher Equity plan outlines what Freire Schools is doing as a network to recruit and retain qualified, experienced teachers.
 4. Paul Archibald makes a motion to approve. William Brinkman seconds.
 5. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- C. Review & Approve Amendments to Enrollment Policy (Attachment 3C)*
 1. Tanza Pugliese shares PDE recently released an updated basic education document surrounding updates on military status, proof of residency submission timeline, and ethnical/racial background acceptance rates at Freire Charter School.

2. William Brinkman makes a motion to approve. Lisa Hoffstein seconds.
 3. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- D. Review & Approve Updated ESSER Health & Safety Plan (Attachment 3D)*
1. Leigh Botwinik shares that the plan is a requirement of accepting ESSER funds and every six months we are required to review the plan to ensure we are in compliance with guidelines.
 2. One update has been made in response to the most recent CDC guidance, which treats COVID like other respiratory viruses. We are proposing to lift the mandatory isolation. Instead, students and staff should return to school when they are fever free for 24 hours without medicine and symptoms are improving overall.
 3. William Brinkman makes a motion to approve. Paul Archibald seconds.
 4. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- E. Approve Slate of Staff*
1. The board reviews the Slate of Staff.
 2. William Brinkman makes a motion to approve. Paul Archibald seconds.
 3. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- F. Approve Head of School Evaluation*
1. The board reviews the Head of School Evaluation of Chris Moore.
 2. William Brinkman makes a motion to approve. Paul Archibald seconds.
 3. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.

IV. School Report

- A. Freire Network Dashboard (Attachment 4)
1. Chris Moore shares attendance has been up and suspensions down this semester. The school has been accommodating Muslim students by providing quiet areas for prayer and celebrating EID.
 2. Chris shares some joy incentives with the board, such as Intersession day - where students and staff participate in extracurricular activities outside of school. Chris invites all who are interested in joining the program.
 3. Andrea shares that grief has swept over the MS campus, due to the recent loss of a student after a brief illness.
 4. Andrea shares about the preparation the school has begun leading up to PSSAs.
- B. Graduation Update**
1. Freire Charter High School graduation will be held on June 10, 2024 at 10am at the Dell Music Center (2400 Strawberry Mansion Dr, Philadelphia, PA 19132).
- C. Facilities Updates
1. Chris Moore updates the board on the science lab construction project, with the work to be completed over the summer, and the elevator modernization project, which will hopefully begin in May and take approximately 9 months to complete.

V. Financials

- A. February 2024 Financial Report (Attachment 5A)
1. Nathan Yufer shares the February 2024 Financial Report. Freire Charter School anticipates an enrollment average of 900 students for the year, which is less than the 970 we anticipated when the budget was originally passed.
 2. However the capitation rate increases of 22% for general education and 14% for special education offset the lower than expected enrollment numbers.
 3. Revenues for the year are expected to be \$23,400,000.
 4. Capital improvement expenses will be over budget due to the flooding damage at the HS and the mold damage at the MS. The facility costs will also be over budget due to hiring a company to clean all the electronic equipment up at the HS that was also damaged during the flood.
 5. We will shift \$900k of the ESSER grant revenue from FY24 to FY25 to help offset the science lab and elevator construction costs. Therefore, we will have a deficit in FY24. We will still be able to meet all of our debt covenants and 6 of 7 SDP metrics.
- B. Review & Approve FY 2023 Financial Audit (Attachment 5B)*

1. Nathan Yufer reviews the completed Audit Report for Freire Charter School. As expected there were no significant findings and the auditors deemed Freire Charter School a proper client.
 2. Lisa Hoffstein makes a motion to approve. William Brinkman seconds.
 3. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- C. Review & Approve FY 2023 Draft Form 990 (Attachment 5C)*
1. Nathan reviews the FY 2023 Draft Form 990 with the board.
 2. Lisa Hoffstein makes a motion to approve. William Brinkman seconds.
 3. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- D. Presentation of Draft Budget for FY 2025 (Attachment 5D)
1. Nathan Yufer reviews the draft budget with the board and invites any members to reach out to discuss the budget for next year.

VI. Advancement

- A. Advancement Report (Attachment 6)
1. Melanie Reiser shares the network-wide unrestricted target for FY 24 is \$650,000. To date, the Advancement team has raised \$501,541 in donations and pledges toward the goal, which leaves \$149,000 left by June 30, 2024.
 2. Currently the Advancement team is preparing to print material for the spring fundraising push to ensure they meet the fundraising goal, and that appeal will be followed by personal solicitations from board members and network staff.
 3. A new avenue has been implemented for fundraising from proactive individual donors with the capacity to donate \$5,000 annually toward the PA Educational Improvement Tax Credit program.
 4. Melanie notes Freire Wilmington had a successful ribbon cutting event for the new David W. Singleton Athletic Center. The event was a great opportunity to thank the donors and the organizations that made the gym possible and show the community our Dragon Pride.
 5. World Cafe Live started back up this semester, with the music programming at our three Philly campuses funded by the grant WCL received from the William Penn Foundation.
 6. A choir director has been hired to launch a choir at Freire High School in memory of Gerald Escovitz and using funds from his memorial fund.
- B. Political Landscape Report
1. Freire Schools continues to pay close attention to any proposed charter regulation, budget cuts or proposed changes to the charter school renewal process.

VII. Governance

- A. Review & Approve Draft Meeting Schedule for 2024-2025 (Attachment 7A)*
1. The board reviews the draft meeting schedule for 2024-2025.
 2. William Brinkman makes a motion to approve. Paul Archibald seconds.
 3. Kiara Allison, Paul Archibald, William Brinkman, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor. There are no votes against and no abstentions.
- B. Expulsion Meeting Board Procedure (Attachment 7B)
1. Leigh Botwinik shares that she met with Kiara Allison and Kelly Davenport met to discuss the expulsion procedure. The attachment outlines some clarifications and proposed changes to timeline and process for the Board's role.
- C. Feedback on Potential Board Event
1. Will be discussed at the next meeting.
- D. Annual Evaluation of Freire Network
1. Will be discussed at the next meeting.

Meeting Adjourned, 10:15 AM