



MEETING OF THE BOARD OF DIRECTORS

JULY 24, 2024 | 8 AM
MEETING ID: 611 336 0544
LOCATION: ZOOM

Board Members Present: Kiara Allison, Paul Archibald, David Bryant, Linda Kilpatrick, Raquel Leach, Kathleen O'Connell

Others Present: Kate Bayard, Leigh Botwinik, Lissa Brutus, Doreese Bull, Olivia Burgess, Kelly Davenport, Sheela Dattani, Nate Durant, Dawn Eubanks, Brian Galetto, Jilian Mackenzie, Robert Mansell, Johnny Mills, Nathan Moser, Tanza Pugliese, Paul Ramirez, David Singleton, Scott Solomon, Clint Walker, Andrea Zepp, Nathan Yufer

Meeting Start, 8:03 AM

I. Public Comment

A. No public comment.

II. Resolutions

A. Review & Approve Amended Title IX Policy (Attachment 2A)*

1. Leigh Botwinik reviews the Title IX Policy with the board.
2. Leigh shares key changes to the Title IX surrounding the following:
 - a) A broader scope of prohibited sex discrimination; the final ruling indicates sexual orientation, gender identity, and gender expression among the protected aspects of "sex,".
 - b) A broader definition of sex-based harassment; Currently regulations prohibit sex-based discriminatory conduct only if it is "so severe, pervasive, and objectively offensive that it effectively denies a person equal access" to a school's educational programming or activities. Final ruling prohibits any "unwelcome sex-based conduct" that, in the totality of the circumstances, is subjectively and objectively offensive, and which is either so severe or so pervasive that it "limits or denies" participation in educational programming.
 - c) Conduct outside the U.S.; if conduct allegedly contributing to sex-based discrimination occurs outside the U.S. but in connection with a school's educational programs or activities, it may still form the basis of a complaint or grievance.
 - d) "Actual Knowledge" Notion; As of August 1, if a school has knowledge of conduct that may reasonably constitute sex discrimination, it must respond "promptly and effectively."
 - e) "Peer Retaliation" Notion; Final ruling defines retaliation broadly, and encompasses not only complainants but any other person whose rights or privileges under Title IX are being threatened, interfered with, or otherwise curtailed.
 - f) #116 "Title IX Policy (Students and Employees); The unified Title IX policy applies to both students and employees and includes all administrative procedures and Title IX protections for married, pregnant, and parenting students and employees.
 - (1) There is optional language providing amnesty where the School will generally not pursue disciplinary action against students for alcohol or drug offenses

when information involving alcohol or drug use is revealed as part of a Title IX compliant or investigation.

3. Kelly Davenport shares concerns with the amnesty provision particularly in light of the younger population the school serves
 4. The Board deliberates the amnesty provision and decides to leave the language in the policy
 5. Leigh shares the Freire Network Team will provide deeper understanding of the policy with heads of school at the next scheduled heads meeting to help them distribute the information to current and incoming staff, and will be scheduling training for the Title IX Coordinator and other employees who implement the policy as soon as an approved provider is available.
- B. Review & Approve Insurance Plan (Attachment 2B)*
1. Leigh Botwinik reviews the Insurance Plan with the board.
 2. Leigh shares that its long time insurance carrier did not renew Freire's policies and it was challenging finding a new insurance company due to the three large claims the School had last year.
 3. Despite a lot of effort, Freire's broker was only able to find one carrier for each type of policy so the School did not have options to choose between and coverage was much more expensive than originally anticipated. The Broker suggests that the school can go back to the market next year to try to get more competitive rates.
 4. The original Board approved budget included \$235,000 whereas the actual cost is \$580,491.
 5. Nathan Yufer explains how the school's budget can withstand this increase (*See Section C below*).
 6. David Bryant makes a motion to approve. Linda Kilpatrick seconds.
 7. Kiara Allison, Paul Archibald, David Bryant, Linda Kilpatrick, Raquel Leach, and Kathleen O'Connell vote in favor of the motion. There are no votes against and no abstentions.
- C. Review & Approve Revised FY 2024-2025 Budget (Attachment 2C)*
1. Nathan Yufer reviews the Revised FY 24-25 Budget with the board.
 2. Nathan shares the summary sheet explaining how Freire Charter School will pay the higher than anticipated costs in regard to insurance.
 3. The Freire Charter School board originally approved a budgeted amount of \$235,000 for insurance costs but the current costs stands at \$563,000 which is over the original budgeted amount.
 4. Nathan also mentions that the Facade work Freire High School anticipated completing by June 30, 2024 was delayed ; which will be another additional cost in the 24-25 budget.
 5. One final proposed change to expenses is for cleaning, as the school anticipates finalizing a new contract with a reduced rate saving \$31,160.
 6. In regard to revenue, the Per People Funding (PPF) in the original budget was set at an estimated \$17,480,000 based on a 3% increase but more recent information from the District 10% increase, resulting in revenue totaling \$17,700,000.
 7. Additionally enrollment at high school is higher than anticipated so the amended budget projects an Average Daily Membership of 490 instead of 480, resulting in additional revenue of \$127,500
 8. Overall the net impact of these changes is \$11,900 to the bottom line.
 9. David Bryant makes a motion to approve. Linda Kilpatrick seconds.
 10. Kiara Allison, Paul Archibald, David Bryant, Linda Kilpatrick, Raquel Leach, and Kathleen O'Connell vote in favor of the motion. There are no votes against and no abstentions.

III. School Report

- A. Science Lab Construction Update (Attachment 3)
1. Leigh Botwinik shares that the ESSER funded construction is ahead of schedule in regard to completion.

Meeting Adjourned, 8:56 AM