



**ESPERANZA ACADEMY**  
CHARTER SCHOOL

## Board of Trustees Meeting

August 31, 2017

301 West Hunting Park Avenue - Library

Philadelphia PA 19140

5:30pm – 7:30pm

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**Board Members Present:** Rev. Roger Zepernick, Chairperson, Ms. Carmen Rocha, Treasurer, Rev. Magaly Martinez, Ms. Nancy Santiago-Negron, Ms. Denise Cruz, and Mr. Brandon Fuller

**Board Members Absent:** Rev. Luis Cortés; Ex-Officio, Ms. Carmen Torres; Secretary, Rev. John Rice; Vice Chairperson, Danilo Diaz, Mr. Jeremy Ibrahim

**Staff/Management Present:** Rev. Danny Cortes, Mr. William Hopkins, Mr. David Rossi, Ms. Lori Walinsky, Ms. Kim Chung, Ms. Rebecca DiSalvo, Mr. Nathaniel Stringfield, Ms. Alicia Mojica, Ms. Tania Diaz, Ms. Yohana Giraldo, Ms. David Solivan, Ms. Yesenia Garcia

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### Greeting

Rev. Roger Zepernick welcome new staff members and called the meeting to order at 5:47 pm.

### Minutes

Rev. Roger Zepernick called for a motion to approve the minutes from the June 15, 2017 meeting. Ms. Carmen Rocha motioned. Rev. Magaly Martinez seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### Disciplinary Subcommittee Recommendations

#### EAMS- 13

#### Proposed Student Expulsion – E.F. (Student ID#7350171) 8<sup>th</sup> Grade

**RESOLVED**, that student E.F. *will be expelled* for a period of thirty (30) days. Student E.F. violated the Zero Tolerance Policy by fighting.

Rev. Roger Zepernick called for a motion to approve the recommendation for E. F. Ms. Carmen Rocha motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

#### **EAMS- 14**

##### **Proposed Student Expulsion – T.G. (Student ID#7613408) 8<sup>th</sup> Grade**

**RESOLVED**, that student T.G *will be expelled* for a period of thirty (30) days. Student E.F. violated the Zero Tolerance Policy by fighting.

A letter from T. G's. guardian was read.

Rev. Roger Zepernick called for a motion to approve the recommendation for T. G. Rev. Magaly Martinez motioned. Ms. Carmen Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

#### **EAHS- 17**

##### **Proposed Student Expulsion – A.R. (Student ID#6938108) 9<sup>th</sup> Grade**

**RESOLVED**, that student A.R. *will be expelled* for a period of thirty (30) days. Student A.R. violated the Zero Tolerance Policy by fighting.

Rev. Roger Zepernick called for a motion to approve the recommendation for A. R. Ms. Denise Cruz motioned. Ms. Carmen Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

#### **New Board Member**

David Rossi presented the resume of Wanda Novales potential board member. Ms. Novales has extensive background in managing charter schools. (former CEO of Pan American Charter School).

Rev. Roger Zepernick called for a motion to approve the new Board Member. Ms. Carmen Rocha motioned. Ms. Nancy Santiago-Negron seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### **PSSA/Keystone Test Results**

Lori Walinsky informed that results to the PSSA/Keystone Test are preliminary. The math scores decreased for grades 6th and 11th grade but scores did increase for grades 7th and 8th. ELA scores increased for grades 6th, 7th, and 8th but scores decreased slightly for 11th grade. The science scores decreased for 8th graders but increased for 11th grades. Information has not gone public.

### **K-5 Update**

David Rossi informed the Board there is a SRC resolution for the addition of the 1st graders but the language of the agreement has yet to be confirmed. Conversation has taken place with Head of Charter School Office and SRC members.

Ms. Kim Chung has been chosen as the Director of Instruction at the Elementary School. Students will be housed in the Salvation Army building located at Mascher and Allegheny. We are fully staffed with the exception of a part-time special education teacher.

### **Textbook/Curriculum Approvals**

Lori Walinsky informed that AP Literature will be offered this school year. A list of textbooks used at the schools was provided for the Board to review. Textbooks being used at the elementary school are: Foundations, Units of Study-Reading Worship, Leveled Classroom Library, Sunshine Classics Guided Reading, Primary Mathematics.

Rev. Roger Zepernick called for a motion to approve the textbook/curriculum report. Ms. Nancy Santiago-Negron motioned. Rev. Magaly Martinez seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### **Personnel Report**

Mr. David Rossi presented the Personnel Report as follows:

### **NEW HIRES**

**Elementary School**

1. Carlton, Greta; PT Art Teacher, 8/30/2017  
Master in Education, Arcadia University  
PA Certification: Instructional I Art PK-12, English 7-12
2. Delgado, Judith; FT Administrative Assistant to the Director of Instruction, 7/23/2017
3. Diaz-Pagan, Naiomy; ESL Paraprofessional, 8/23/2017  
Associates of Arts in Early Childhood Education, Esperanza College
4. Gomez, Rosemarie; School Climate Officer, 8/23/2017
5. Hering, Kyle; Health/ Physical Education Teacher, 8/23/2017  
Bachelor of Arts in Education, Rowan University
6. Hernandez, Maria; Spanish Teacher, 8/23/2017  
Master in Education, FLET University
7. Maldonado, Jessica; Guidance Counselor, 8/23/2017  
Master in Counseling, Rowan University  
NJ Certification: School Counselor (Working on changing it to a PA Certification)
8. Montes, Daniel; School Climate Officer, 8/23/2017  
Bachelor of Science in Criminal Justice, Argosy University
9. Rodriguez Burgos, Keisha; Teacher's Aide, 8/23/2017  
Bachelors of Science in Computer Tomography and Magnetic Resonance Imaging
10. Roldan, Vincenzo; Teacher's Aide, 8/23/2017
11. Tiemogo, Sara; Music Teacher, 8/23/2017  
Bachelors of Music, West Chester University  
PA Certification: Instructional I Music PK-12

**High School**

12. Arreaza, Alejandra; Spanish Teacher, 8/23/2017  
Master in Arts: Educational Administration and Communications, Michigan State
13. Carillo de Garcia, Francisca; On Call Food Service, 8/28/2017
14. Chavis, Jocelyn; Special Education Coordinator, 8/23/2017  
Master of Education in Multi-Cultural Education/Special Education  
PA Certification: Instructional I Special Education PK-12
15. Dembo, Michelle; English Teacher, 8/23/2017  
Master of Science Teaching Learning and Curriculum, Secondary English, Drexel University  
PA Certification: Instructional I English 7-12
16. Hernandez, Yvette; Director of Instruction, 7/15 /2017  
Master of Public Administration, Rutgers University  
PA Certification: Instructional I English 7-12



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17. Henderson, Susan; Social Studies Teacher, 8/23/2017  
Master of Arts in Education, Villanova University  
PA Certification: Instructional I English 7-12, Social Studies 7-12
18. Heuer, Courtney; English Teacher, 8/23/2017  
Master of Education, Multicultural Education, Eastern University
19. Hidalgo-Monroy, Miguel; Music Teacher, 8/23/2017  
Bachelor of Arts in Music Performance, Berklee College of Music
20. Kobialka, Matthew; Social Studies Teacher, 8/23/2017  
Master of Art in English Education, University of Puerto Rico  
PA Certification: Instructional I Social Studies 7-12
21. Martin, Jessica; Math Teacher, 8/23/2017  
Bachelor of Arts in Mathematics, Messiah College  
PA Certification: Instructional I Mathematics 7-12
22. Matthis, Terri; Special Education Teacher, 8/25/2017  
Master in Special Education, Antioch University  
PA Certification: Instructional II Mental and/or Physical Handicapped K-12
23. McKenna, Tara; Math Teacher, 8/25/2017  
Masters in Secondary Education, Villanova University  
PA Certification: Private Academic School Mathematics 9-12, Physics 9-12
24. Naqrouche, Samira; Special Education Paraprofessional, 8/23/2017  
Associate of Liberal Arts, Community College of Philadelphia
25. Ross, Kimberly; Spanish Teacher, 8/23/2017  
Master of Arts in Hispanic Studies, Villanova University  
PA Certification: Instructional I Spanish PK-12
26. Stokes, Andre; Math Teacher, 8/30/2017  
Master of Business Administration in Management, Strayer University
27. Torres, Vanessa; Biology Teacher, 8/23/2017  
Bachelor of Science Biology, Temple University  
PA Certification: Instructional I Biology 7-12
28. Twigg, Rebecca; Social Studies Special Education Teacher 8/25/2017  
Bachelor of Arts in History, Eastern University  
PA Certification: Instructional I Social Studies 7-12

## **Middle School**

29. Ballingall, Thomas; Science Teacher, 8/23/2017  
Masters of Urban Education, Temple University  
PA Certification: Instructional I Elementary K-6, Mid-Level Science 6-9

30. Baxter, Andrew; Social Studies Teacher, 8/23/2017  
Bachelor of Arts in Political Science, Pennsylvania State University  
PA Certification: Instructional I Social Studies 7-12
31. Burrows, Meredith; Spanish Teacher, 8/23/2017  
Master of Science in Education, Saint Joseph's University  
PA Certification: Instructional I Spanish PK-12
32. Cruz, Wanda; Spanish Teacher, 8/23/2017  
Masters of Science in Educational Administration, Gwynedd-Mercy College  
PA Certification: Instructional II Spanish PK-12, Elementary K-6, Mental and/or Physical Handicapped K-12
33. Davis, Jason; Health/ Physical Education Teacher, 8/23/2017  
Masters of Education, Cabrini College  
PA Certification: Instructional II Health & Physical Education PK-12
34. Hayes, Melissa; English Language Arts Teacher, 8/25/2017  
Master of Science in Education, University of Pennsylvania  
PA Certification: Instructional I Elementary K-6
35. Johnson, Parisian; School Climate Officer, 8/23/2017
36. DeLeon (Kostishion), Jill; Math Teacher, 8/23/2017  
Master of Education in Instructional Technology, Kutztown University of Pennsylvania  
PA Certification: Instructional I Art PK-12, Grades 4-8 (All Subjects 4-6, Social Studies 7-8, Mathematics 7-8), Social Studies 7-12
37. McCann, Ryan; Social Studies Teacher, 8/23/2017  
Bachelor of Science in Education, Messiah College  
PA Certification: Instructional I Grades 4-8 (All subjects 4-6, Science 7-8, Social Studies 7-8)
38. Morales, Robert; School Climate Officer, 8/31/2017  
Associate Degree from Lyons Technical Institute
39. Palau, Arlinda; Special Education Administrative Assistant, 8/23/2017  
Associates of Science in Applied Science
40. Podolksy, Michael; Math Teacher, 8/23/2017  
Masters of Education, Temple University  
PA Certification: Instructional II Mid-Level Mathematics 6-9, Mid-Level Science 6-9, Elementary K-6
41. Toma, Amanda; Emotional Support Teacher, 8/23/2017  
Masters of Education, Portland State University

### **Shared Services**

42. Butler, Damein, PT Bus Driver, 7/15/2017
43. Johnson, Tyrone, PT Bus Driver, 8/15/2017
44. Thomas, LaShanta, PT PIMS Coordinator, 8/21/2017  
Bachelor of Arts in Theater, Temple University

45. Vandyke-Williams, Brittney, School Psychologist, 8/2017  
Master in Education School Psychology, Long Island University  
PA Certification: Educational Specialist I School Psychologist PK-12

### **SUBSTITUTES**

1. Foy, Yvette; PT Substitute Teacher (ES)  
Bachelor of Arts in Organizational Leadership, Eastern University
2. Hilferty, Marie; PT Substitute Teacher (ES)  
Bachelor of Fine Arts Dance, Temple University  
PA Certification: Instructional I Elementary K-6
3. Holmes, Rachel; PT Substitute Teacher (ES)  
Bachelor of Arts in Cognitive Science, University of Virginia
4. Tomassino Lebron, Sallymar; PT Substitute Teacher (MS)  
Master in Curriculum and Instruction Math, University Interamericana of Puerto Rico

### **STAFF DEPARTURES FOR THE 2106-2017 ACADEMIC YEAR:**

1. Budner, Kimberly: FT English Teacher (HS) 8/25/2017
2. Cabrera, Isamara: FT Spanish Teacher and Department Head (HS) 8/25/2017
3. Canela, Maria: FT English Teacher (HS) 8/25/2017
4. Cedeño, Lina: FT Spanish Teacher (HS) 8/25/2017
5. Conover, Kirsten: FT PIMS Coordinator (6-12) 7/20/2017
6. Curtis, James: FT Math Teacher (MS) 8/25/2017
7. DeJesus, Melanie: FT Music Teacher (HS) 8/25/2017
8. Jablon, Samantha: FT Social Studies Teacher (MS) 8/25/2017
9. Garven, Ryan: FT Health/Physical Education Teacher (MS) 8/25/2017
10. Gilbert, Felicia: PT Spanish Teacher (HS) 8/25/2017
11. Giraldo, Rodrigo: FT Spanish Teacher (MS) 8/25/2017
12. Hernandez, Jesus: FT Maintenance Worker (HS) 8/4/2017
13. Hernandez, Yvette: FT Director of Instruction (HS) 8/25/2017
14. Houser, Jeffrey: FT Social Studies Teacher (MS) 8/25/2017
15. Kikendall, Craig: PF Special Education Paraprofessional (HS) 8/25/2017
16. Maldonado, Melanie: FT Special Education Paraprofessional (MS) 8/25/2017
17. McCann, Ryan; Social Studies Teacher, 8/31/2017
18. Noble, Jonathan: FT Math Teacher (HS) 8/25/2017
19. Pizzimenti, Anna: FT English Teacher (HS) 8/25/2017

20. Rice, Glen: FT Math Teacher (HS) 8/25/2017
21. Rodriguez, Cassandra: FT In-School Suspension (ISS) Supervisor (MS) 8/25/2017
22. Rossi, Rachel: FT English Teacher (MS) 8/25/2017
23. Saint-Vil, Martine: FT School Psychologist 8/25/2017
24. Seng, Marin: PT Social Studies Teacher 8/25/2017
25. Smith, Angela: FT Director of Instruction 8/4/2017

**On-Leave:**

*None*

**Vacancies:**

**HS:** Director of Instruction, Coordinator of Specialized Services (IEP Writer)

**K-12:** *Speech/Language Therapist*

**Staff Transitions:**

1. Arango, Haydee: Previous Position On-Call Food Service, New Position: PT Food Service Worker (ES)
2. Garcia, William: Previous Position FT 21<sup>st</sup> Century Program Coordinator, New Position: AA to Directors of Student Development (MS)
3. Hedges-Goettl, Barbara: Previous Position FT Emotional Support Teacher, New Position: FT Coordinator of Specialized Services/IEP Writer (MS)
4. Herrera, Jenly: Previous Position FT Math Teacher, New Position: PT ESL Paraprofessional (HS)
5. Jaimes, Eric: Previous Position FT Restorative Practices Advisor, New Position: PT Special Education Paraprofessional (MS)
6. Montes, Daniel: Previous Position On-Call School Climate Officer, New Position: PT School Climate Officer (ES)
7. Ramirez, Sheila: Previous Position PT AA to the Directors of Student Development, New Position: FT ISS Supervisor (FT)
8. Saez, Carmen: Previous Position On-Call Food Service, New Position: PT Food Service Worker (MS)
9. Santiago, Maria: Previous Position On-Call Food Service, New Position: PT Food Service Worker (ES)
10. Torres, Amanda: Previous Position FT Receptionist, New Position: FT Teacher's Aide (ES)
11. Torres, Marielis: Previous Position PT School Climate Officer, New Position: FT Receptionist (MS)
12. Torres, Pablo: Previous Position On-Call Maintenance Worker, New Position: FT Maintenance Worker (HS)
13. Zayas, Karla: Previous Position PT ESL Paraprofessional, New Position: FT Spanish Teacher (HS)

Rev. Roger Zepernick called for a motion to approved the Personnel Report. Ms. Carmen Rocha motioned. Ms. Nancy Santiago Negron seconded. The vote was as follows:



**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### **Code of Conduct 6-12**

David Rossi read the changes made to the Code of Conduct which includes language updates to the compulsory school attendance requirements, suspension, expulsion policy and procedures. Policy was vetted by internal and external legal counsel.

Rev. Roger Zepernick called for a motion to approve the Code of Conduct 6-12. Ms. Denise Cruz motioned. Mr. Brandon Fuller seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### **K-5 Code of Conduct**

David Rossi discussed the differences in the K-5 Code of Conduct from the 6-12 Code of Conduct. This document includes language updates to student expectation, the compulsory school attendance requirements, uniform/dress code, suspension, expulsion policy and procedures. Policy was vetted by internal and external legal counsel.

Rev. Roger Zepernick called for a motion to approve the K-5 Code of Conduct. Rev. Magaly Martinez motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### **Parent-Student Handbook 6-12**

Mr. Nathaniel Stringfield spoke to the changes to the number of credits required for graduation. Ms. Yohana Giraldo spoke to the changes concerning 8th grade promotion and retention policy. Language was updated on the lunch room expectations and policies, student meal charge and emergency school closing information.

Rev. Roger Zepernick called for a motion to approve the Parent-Student Handbook 6-12. Rev. Magaly Martinez motioned. Ms. Nancy Santiago-Negron seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### **K-5 Parent-Student Handbook**

Ms. Kim Chung spoke to the changes in language in the promotion and retention portion of the handbook. Other areas that were updated include and are not limited to: early dismissal, tardiness, and emergency school closing information.

Rev. Roger Zepernick called for a motion to approve the K-5 Parent-Student Handbook. Ms. Nancy Santiago-Negron motioned. Rev. Magaly Martinez seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays:** 0

**Abstentions:** 0

### **Contract Approvals**

Mr. Rossi presented the contracts listed below:

1. **MACCS Health Services: Elementary School** – the administration is recommending the approval of the contract between MACCS Health Services and Esperanza Academy Charter School for the providing of student health services for the 2017-18 year, subject to legal review. MACCS has provided these services to our other schools. **Grand Total: \$31,963.12 for the 2017 - 2018 school year.**

2. **MACCS Health Services: Middle School** – the administration is recommending the approval of the contract between MACCS Health Services and Esperanza Academy Charter School for the providing of student health services for the 2017-18 year, subject to legal review. MACCS has provided these services to our middle school since its inception, and the contract is essentially similar to the previous year. **Grand Total: \$72,409.17 for the 2017 - 2018 school year.**

3. **MACCS Health Services: High School** – the administration is recommending the approval of the contract between MACCS Health Services and Esperanza Academy Charter School for the providing of student health services for the 2017-18 year, subject to legal review. MACCS has provided these services to our high school since our inception, and the contract is essentially similar to the previous year. **Grand Total: \$79,155.43 for the 2017 - 2018 school year.**

4. **American Capital:** Entered into a finance agreement with American Capital for the purchases of chairs, desks, bookcases and other equipment. This agreement will be paid in 36 payments in the amount of \$2,294.70. Esperanza Academy has an existing agreement with American Capital. The **total cost** of the equipment is **\$98,543.74**.

5. **Mandrel Construction Company, Inc.:** the administration is recommending the approval of the contract between Mandrel Construction Company, Inc. and Esperanza Academy Charter School for providing miscellaneous carpentry, sprinkler, HVAC, and electrical work. **Grand Total: \$36,029.00 for the 2017 - 2018 school year.**

6. **Soraya Lucas:** Independent Contractor, the administration is recommending the approval of the contract between Soraya Lucas and Esperanza Academy Charter School for completing bilingual Evaluation/Re-Evaluation Report for the 2017-18 year, subject to legal review. **Cost:** \$1,100.00 per bilingual Evaluation/Re-Evaluation Report

7. **Elwyn-Davidson School:** the administration is recommending the approval of the contract between Davidson School and Esperanza Academy Charter School for the providing one-on-one services for student AB-S for the 2017-18 year, subject to legal review. The term of this contract is from September 5, 2017 through June 30, 2018. The per diem tuition rate is \$164.35 over 183 school days that will cover daily tuition and a 1:1 aide. **Grand Total: Approx. \$30,076.05 for the 2017-2018 school year.**

8. **Abington Speech Pathology Services (ASPS):** the administration is recommending the approval of the contract between ASPS and Esperanza Academy Charter School for the providing special education related services for the 2017-18 year, subject to legal review.

The costs associated to these services are as follows:

- Remote Speech Therapy: \$69.00 per hour
- Speech Pathology, Occupational Therapy and Physical Therapy: \$78.00 per hour
- Augmentative and Alternative Communication Consultant/SLP Services \$90.00 per hour
- Teacher of the Deaf and Hard of Hearing Services \$90.00 per hour
- Vision Support Services \$90.00 per hour
- Educational Psychology Evaluation: \$1,400 per evaluation
- Educational Psychology Consultation: \$140.00 per hour

Rev. Zepernick called for a motion to approve the contracts as presented. Rev. Magaly Martinez motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays: 0**

**Abstentions: 0**

**Personnel Policies**

Mr. David Rossi spoke to the changes in the Personnel Policies. The following sections were amended: drug and alcohol free workplace policy, whistleblower policy, immigration law compliance, paid time-off and other leave.

Rev. Zepernick called for a motion to approve the Personnel Policies as presented. Ms. Carmen Rocha motioned. Ms. Nancy Santiago-Negron seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays: 0**

**Abstentions: 0**

Other Topics- Grito de Lares Youth Conference will take place on Saturday, October 14th.

**Adjournment**

Rev. Roger Zepernick called for a motion to adjourn the meeting at 8:02pm. Ms. Carmen Rocha motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Rev. Magaly Martinez- 6

**Nays: 0**

**Abstentions: 0**

\_\_\_\_\_  
Board of Trustees Secretary

\_\_\_\_\_  
Date

Minutes Taken by Yesenia Garcia