



## Board of Trustees Meeting

August 15<sup>th</sup>, 2016  
301 West Hunting Park Avenue - Library  
Philadelphia PA 19140  
9:00am – 4:00pm

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Rev. John Rice; Vice Chairperson, Carmen Torres; Secretary, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim

**Board Absent:** Rev. Luis Cortes; Ex-Officio, Nancy Santiago Negron, Rev. Magaly Martinez, Carmen Rocha; Treasurer

**Staff/Management Present:** Rev. Danny Cortes, Walter Toliver, David Rossi, Angela Smith, Tania Diaz, David Solivan, Yohana Giraldo, Nathaniel Stringfield, Lori Walinsky, Rebecca DiSalvo, Alicia Mojica, Ellen Espaillat

**Others:** Bob Fayfich; PCPCS

The meeting was called to order at 9:00am.

### I. Greetings

Rev. Zepernick welcomed a new board member Jeremy Ibrahim. David Rossi gave an overview of the agenda.

### II. Minutes\*

Rev. Zepernick called for a motion to approve minutes from the June 18<sup>th</sup> meeting. Rev. Rice motioned. Brandon Fuller seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7

**Nays:** 0

**Abstentions:** 0

### III. Board Election Recommendations\*

Rev. Zepernick called for a motion to approve the current slate of officers to continue in their respective roles. Mrs. Cruz motioned. Ms. Torres seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7



**Nays:** 0

**Abstentions:** 0

#### **IV. Student Outcome Results 2015-2016**

Mrs. Walinsky reported the PVASS scores would be released in October. She reviewed target goals for 2016. Mrs. Walinsky also reviewed the AP test scores, Keystone results and PSSA results.

#### **V. Management Agreement\***

Mr. Toliver presented the Management Agreement. The agreement was presented as it must be approved yearly and will be in effect as of July 1<sup>st</sup>, 2016. Mr. Ibrahim and Rev. Rice recused themselves and left the room for the duration of the conversation and vote.

Rev. Zepernick called for a motion to approve Management Agreement. Mr. Fuller motioned. Mr. Diaz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz - 5

**Nays:** 0

**Abstentions:** Rev. John Rice and Jeremy Ibrahim

#### **VI. Shared Services Agreement\***

Mr. Rossi presented the Shared Services Agreement. The agreement is between Esperanza Academy Charter School and Esperanza Cyber Charter School. The monetary agreement is \$53,000.

Rev. Zepernick called for a motion to approve the Shared Services Agreement. Mrs. Cruz motioned. Mr. Fuller seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Carmen Torres, Brandon Fuller, Denise Cruz, Jeremy Ibrahim - 5

**Nays:** 0

**Abstentions:** Rev. John Rice, Danilo Diaz - 2

#### **VII. Political Atmosphere for Charters in PA**

Mr. Fayfich, Executive Director of the PA Coalition of Public Charter Schools presented on the current legislation of charter schools in PA. Some of the topics discussed were the charter environment, the legislative environment and the funding ramifications in Pennsylvania.

#### **VIII. Organizational Chart/COO Update**



Mr. Rossi presented the updated organizational chart. He also stated he would be conducting interviews for a COO and provided the updated job description.

#### **IX. Guidance Report**

Mrs. DiSalvo presented the Guidance Report. The graduating class was 173. 100% of students applied to at least one college or university. 95.3% of the total class were accepted to at least one college or university.

#### **X. K-5 Update**

Mr. Rossi reported that we are waiting for the Charter School Office to provide feedback on the documents submitted.

#### **XI. Curriculum Report**

Mrs. Walinsky reported on the addition to the curriculum. The added content will infuse cultural elements and shared experiences.

## **Board of Trustees Meeting**

August 16<sup>th</sup>, 2016  
301 West Hunting Park Avenue - Library  
Philadelphia PA 19140  
8:00am – 4:00pm

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Rev. John Rice; Vice Chairperson, Carmen Torres; Secretary, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim

**Board Absent:** Rev. Luis Cortes; Ex-Officio, Nancy Santiago Negrón, Rev. Magaly Martínez, Carmen Rocha; Treasurer

**Staff/Management Present:** William Hopkins, Walter Toliver, David Rossi, Angela Smith, Tania Diaz, David Solivan, Yohana Giraldo, Nathaniel Stringfield, Lori Walinsky, Rebecca DiSalvo, Alicia Mojica, Karen Sergovic, Carey Ziegler, Ellen Espailat

The meeting was called to order at 8:21am.

#### **XII. Personnel Report\***

Mr. Rossi presented the Personnel Report as follows:

##### **New Hires:**

1. *Maria Canela*: FT English Teacher, 08/24/2016 (HS)



- Master of Arts in Education, Arcadia University  
PA Certification: Level 1 English (7-12)
2. *Kimberly Hummel*: FT Math Teacher, 08/24/2016 (MS)  
Masters in Urban Education, Temple University  
PA Certification: Level 1 Elementary (K-6)
  3. *Dena Inqui*: FT Math Teacher, 08/24/2016 (HS)  
Master of Science in Educational Studies, John Hopkins University  
HQT: Bachelors of Science in Mechanical Engineering, Lafayette College
  4. *Curtis James*: FT Math Teacher, 08/24/2016 (MS)  
Master of Science in Math Education, Cairn University  
HQT: Master of Science in Math Education, Philadelphia Biblical University
  5. *Heather Musselman*: FT English Language Arts Teacher, 08/24/2016 (MS)  
Master of Multicultural Education, Eastern University  
PA Certifications: Level 1 Elementary (K-6), Level 1 Mid-Level English (7-9)
  6. *Christine Noack*: FT Spanish Teacher, 08/24/2016 (HS)  
Master of Education in Foreign Language Education, Temple University  
HQT: Master of the Arts Spanish, Western Michigan University
  7. *Daniel Steinmetz*: FT Special Education Social Studies Teacher, 08/24/2016 (HS)  
Master of Science in Special Education with Specialization in Autism, Saint Joseph's University  
PA Certifications: Level 1 Social Studies (7-12), Level 1 Special Education (7-12)
  8. *Erika Weber*: FT English Language Learner Teacher, 08/24/2016 (MS)  
Master of Arts in Human Rights Education, University of San Francisco  
HQT: Converting TESOL Certification to PA, Passed Praxis Exams
  9. *Gabriela Amato*: FT Spanish Teacher, 08/24/2016 (HS)  
Bachelors of Arts in Spanish, Kutztown University  
HQT: Bachelors of Arts in Spanish, Kutztown University
  10. *Shelby Garcea*: FT Math Teacher, 08/24/2016 (MS)  
Bachelor of Science, Secondary Education, The University of Akron  
PA Certification: Level 1 All Subjects (4-6), Mathematics (7-8)
  11. *Craig Kikendall*: PT Special Education Paraprofessional, 08/24/2016 (6-12)  
Currently enrolled in Cairn University for a Bachelor of Science in Health and Physical Education
  12. *Christina Rosci*: FT English Teacher, 08/24/2016 (HS)  
Masters of Education in Literacy, West Chester University  
PA Certifications: Level 2 English (7-12), Reading Specialist (PK-12)
  13. *Rodrigo Giraldo*: FT Spanish Teacher, 08/24/2016 (MS)  
Master in Secondary Education, Wilmington University  
HQT: Passed Praxis Exams
  14. *Mario Martinez*: FT Social Studies Teacher, 08/24/2016, (MS)



Master of Education; Social Studies, University of La Verne

HQT: Master of Education; Social Studies, University of La Verne

15. *Renae O'Donnell*: FT Physical Education/Health Teacher, 08/24/2016 (MS)

Master of Science in Education, Cairn University

PA Certification: Level 1 Health and Physical Education (K-12)

16. *Barbara Hedges-Goettl*: FT Emotional Support Teacher, 08/24/2016 (MS)

Ph.D. in Worship (Liturgical Studies), Garrett-Evangelical Theological Seminary

PA Certification: Level 1 Mental and/or Physical Handicapped (K-12)

17. *Elizabeth Kribbs*: FT English as a Second Language/Math Teacher, 08/24/2016 (MS)

Master of Education, Bloomsburg University

PA Certifications: Level 1 Grades (PK-4), Level 1 Special Education (PK-8), Level 1 All subjects (4-6), Level 1 Mathematics (7-8), Level 1 Social Studies (7-8), Level 1 Program Specialist English as a Second Language (PK-12)

18. *Martine Saint-Vil*: FT School Psychologist, 08/24/2016 (6-12)

Master of Arts in Educational Psychology, Widener University

Credentials: PA State Licensed Behavioral Specialist

19. *Eric Chesen*: PT Social Studies Teacher, 08/24/2016 (HS)

Master of Science in Multicultural Education, Eastern University

PA Certifications: Level 1 Social Studies (7-12), Level 1 All subjects (4-6); Mathematics (7-8)

20. *Frank Buffone*: PT School Climate Officer, 08/24/2016 (HS)

21. *Migdalia Lopez*: PT School Climate Officer, 08/24/2016 (HS)

22. *Iliana Colon*: PT Food Service Worker, 08/24/2016 (6-12)

**Staff Departures – 22**

**On-Leave – 2**

**Vacancies – 19**

**Staff Transitions – 4**

Rev. Zepernick called for a motion to approve the Personnel Report. Mr. Fuller motioned. Mrs. Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7

**Nays:** 0

**Abstentions:** 0

### **XIII. English as a Second Language Report**

Mrs. Sergovic presented the ESL report. She stated there has been a 15% increase in immigrant population. ELL students make up 22% of the student population. With the elimination of the



AMAO under NCLB the Pennsylvania Department of Education will issue a Title III Performance Report for the 14-15 SY to the current school year.

#### **XIV. Special Education Report**

Administration presented a breakdown of student disabilities and needs. Special Education students make up 17.7% of the student population. Some changes to the Special Education program include the addition of emotional support teachers, cap on special education classes, the creation of a de-escalation room and hire staff that are normally contracted like a social worker or a school psychologist.

#### **XV. Code of Conduct\***

Mr. Stringfield and Mrs. Giraldo presented the changes to the code of conduct which include a revised bullying policy, language about inappropriate contact, misuse of technology as well as grammatical corrections.

Rev. Zepernick called for a motion to approve the Code of Conduct. Mr. Diaz motioned. Mr. Fuller seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7

**Nays:** 0

**Abstentions:** 0

#### **XVI. Disciplinary Hearing**

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Rev. John Rice; Vice Chairperson, Carmen Torres; Secretary, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim

**Staff/Management Present:** Walter Toliver, David Rossi, Angela Smith, Nathaniel Stringfield, Ellen Espailat

**Other:** Phillip Steinberg, Student MF, Janessa Coreano, Student MF (sister)

Rev. Zepernick reviewed the sundown of the proceedings and the parents' rights. Ms. Coreano stated she received the notice of the meeting. Mr. Steinberg introduced himself as student MF's attorney. The board took time to review the packet presented before them. The school's administration reviewed the packet and evidence. Mr. Steinberg asked questions regarding the investigation carried out by the school's administration and also asked student MF to give his account of the incident. The board took time to deliberate.



Rev. Zepernick called for a motion to approve the recommendation to expel student MF. Mr. Diaz motioned. Mr. Fuller seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7

**Nays:** 0

**Abstentions:** 0

## **XVII. Disciplinary Hearing Recommendations\***

Mr. Rossi reviewed each hearing with the board and presented the recommendations made by the board subcommittee.

### **EAHS-19**

#### **Proposed Student Expulsion – TW 11<sup>th</sup> Grade**

**RESOLVED**, that student TW *will be expelled* for a period of thirty days. Student TW violated the Final Warning through repeated offenses.

Rev. Zepernick called for a motion to approve the recommendation to expel student TW. Mr. Fuller motioned. Ms. Torres seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7

**Nays:** 0

**Abstentions:** 0

### **EAHS-20**

#### **Proposed Student Expulsion – DO 12<sup>th</sup> Grade**

**RESOLVED**, that student DO *will not be expelled* for a period of thirty days. Student DO violated the Zero Tolerance Policy by engaging in a fight.

Rev. Zepernick called for a motion to approve the recommendation not to expel student DO. Mr. Diaz motioned. Mr. Fuller seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7

**Nays:** 0

**Abstentions:** 0

### **EAHS-21**

#### **Proposed Student Expulsion – EO 10<sup>th</sup> Grade**



**RESOLVED**, that student EO **will be expelled** for a period of thirty days. Student EO violated the Zero Tolerance Policy by engaging in a fight.

Rev. Zepernick called for a motion to approve the recommendation to expel student EO. Mr. Fuller motioned. Mrs. Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz, Jeremy Ibrahim - 7

**Nays:** 0

**Abstentions:** 0

Mr. Ibrahim left.

#### **XXVIII. Parent/Student Handbook\***

Mr. Stringfield and Mrs. Giraldo presented the changes to the code of conduct which include changes the required classes, changes in electives, the elimination of advisory as well as grammatical corrections.

Rev. Zepernick called for a motion to approve the Parent/Student Handbook. Mrs. Cruz motioned. Rev. Rice seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz - 6

**Nays:** 0

**Abstentions:** 0

#### **XIX. Community Schools**

Rev. Zepernick presented an article on community schools.

#### **XX. MS/HS Spending Analysis**

Mr. Hopkins presented a breakdown of preliminary spending by school.

#### **XXI. Monthly Financial Report**

Mr. Hopkins stated the current ratio was 0.71. The total assets are \$5.2M. The total liabilities are \$20.3M which includes the net pension liability of \$18.6M. Mr. Rossi stated the school spent \$21,000 less than budgeted.

#### **XXII. Calendar Changes\***





Mr. Rossi presented the changes to the school calendar for 2016-2017 which were minor changes to days and the removal of May 16<sup>th</sup> as a professional development day.

Rev. Zepernick called for a motion to approve the calendar changes. Mr. Diaz motioned. Mrs. Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz - 6

**Nays:** 0

**Abstentions:** 0

### **XXIII. Faculty/Staff Handbook\***

Mrs. Smith and Ms. Diaz presented the changes to the handbook. The changes include the addition of the Esperanza Academy Teacher Traits as well as grammatical changes.

Rev. Zepernick called for a motion to approve the changes to the Faculty/Staff Handbook. Mr. Diaz motioned. Mr. Fuller seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz - 6

**Nays:** 0

**Abstentions:** 0

### **XXIV. Contract Approvals\***

Mr. Rossi presented the contract approvals as follows.

- 1. MACCS Health Services:** Middle School – the administration is recommending the approval of the contract between MACCS Health Services and NEACS for the providing of student health services for the 2016-17 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: \$71,054.29 for the 2016 - 2017 school year.**
- 2. MACCS Health Services:** High School – the administration is recommending the approval of the contract between MACCS Health Services and NEACS for the providing of student health services for the 2015-16 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: \$77,801.55 for the 2016 - 2017 school year.**



3. **American Capital:** Entered into a finance agreement with American Capital for the purchases of computers, software and other equipment. This agreement will be paid in 36 months in the amount of \$8,717.71 over 12 payments. Esperanza Academy has an existing agreement with American Capital. The **total cost** of the equipment is **\$97,870.51**.
4. **Humanus Staffing Contract:** This contract is an agreement for this agency to provide special education related services for a 12-month period. The costs associated to these services are as follows:
  - Licensed Physical Therapists: \$85.00 per hour for direct/indirect services
  - Licensed Occupational Therapists: \$85.00 per hour for direct/indirect services
  - Licensed Speech/Language Services: \$85.00 per hour for direct/indirect services
  - Online Speech/Language Services: \$75.00 per hour for direct/indirect services
  - Special Education Teachers: \$48.00 per hour for direct/indirect services
  - School Psychologists: \$89.00 per hour for direct/indirect services, \$750.00 per evaluation, \$650.00 per re-evaluation
5. **ASPS:** This contract is an agreement for this agency to provide special education related services for a 12-month period. The costs associated to these services are as follows:
  - Speech Therapy: \$74.00 per hour
  - Speech Pathology, Occupational Therapy and Physical Therapy: \$78.00 per hour
  - Educational Psychology Evaluation: \$1,250 per evaluation
  - Educational Psychology Consultation: \$125.00 per hour

Rev. Zepernick called for a motion to approve the changes to the Contract Approvals. Mrs. Cruz motioned. Ms. Torres seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz - 6

**Nays:** 0

**Abstentions:** 0

## **XXV. Lease Reimbursement\***

Mr. Rossi presented the document for lease reimbursement.



Rev. Zepernick called for a motion to approve the changes to the Lease Reimbursement. Rev. Rice motioned. Mrs. Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz - 6

**Nays:** 0

**Abstentions:** 0

**XXVI. Discipline Report**

Mr. Stringfield presented the discipline report. He spoke about the challenges and strategies for improvement.

**XXVII. Enrollment Report**

**XXVIII. Operations Report**

Mrs. Mojica stated there was an increase in students participating in breakfast. She stated the buildings were being prepared for the arrival of the teaching staff and mentioned staff would receive training on educational resources.

**XXIX. Adjournment**

Rev. Zepernick called for a motion to adjourn the meeting. Rev. Rice motioned. Mrs. Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Brandon Fuller, Denise Cruz, Danilo Diaz - 6

**Nays:** 0

**Abstentions:** 0

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Board of Trustees Secretary

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Date

Minutes Taken by Ellen Espaillat



## Board of Trustees Meeting

October 20<sup>th</sup>, 2016  
301 West Hunting Park Avenue - Library  
Philadelphia PA 19140  
5:30pm – 7:30pm

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Rev. John Rice; Vice Chairperson, Carmen Torres; Secretary, Carmen Rocha; Treasurer, Danilo Diaz, Nancy Negron, Rev. Magaly Martinez

**Board Absent:** Rev. Luis Cortes; Ex-Officio, Brandon Fuller, Denise Cruz, Jeremy Ibrahim

**Staff/Management Present:** Rev. Danny Cortes, Walter Toliver, William Hopkins, Artemio Rodriguez, David Rossi, Angela Smith, Tania Diaz David Solivan, Yohana Giraldo, Nathaniel Stringfield, Lori Walinsky, Rebecca DiSalvo, Alicia Mojica, Ellen Espailat

**Other:** Withum, Smith and Brown (Jason Margulis and Eric Strauss)

The meeting was called to order at 6:00pm.

### I. Greetings

Rev. Zepernick greeted all the board members and administrators. Mr. Rossi introduced Kim Chung who will be leading the K-5 expansion. He also stated that Ms. Espailat will be transitioning to Esperanza Academy's Middle School to become a teacher.

### II. Minutes\*

Rev. Zepernick called for a motion to approve minutes from the August 15-16<sup>th</sup> meeting. Rev. Rice motioned. Mr. Diaz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Carmen Rocha, Danilo Diaz, Nancy Negron, Rev. Magaly Martinez - 7

**Nays:** 0

**Abstentions:** 0

### III. Audit Report\*

Mr. Margulis presented the audit report. The Academy has a clean audit with no findings.

Rev. Zepernick called for a motion to approve the audit report. Rev. Martinez motioned. Mrs. Negron seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Carmen Rocha, Danilo Diaz, Nancy Negron, Rev. Magaly Martinez - 7

**Nays:** 0

**Abstentions:** 0



#### IV. Middle School Instruction Report

Ms. Diaz reported on the various meetings taking place to support all staff. She also spoke about opportunities provided for common planning and collaborations. Ms. Diaz also informed the board of upcoming events.

#### V. High School Instruction Report

Mrs. Smith discussed the school's progress towards meeting the goals established last school year. She informed the board of upcoming events.

#### VI. Comparative Proficiency and PVAAS Data

Mrs. Walinsky presented PSSA and Keystone results as shown in the School Performance Profile. The SPP score has decreased in comparison to the previous year. Mrs. Walinsky presented a breakdown by grade and testing subject. She suggested reasoning for why the decrease may have happened and discussed strategies to improve.

#### VII. Monthly Financial Report

Mr. Hopkins stated the current ratio was 0.61. The total assets are \$1.4M. The total liabilities are \$23.3M which includes the net pension liability of \$20.6M.

#### VIII. Contract Approvals\*

Mr. Rossi presented the contract approvals as follows:

1. **American Capital:** The administration is recommending the approval of the contract with American Capital for the purchases of furniture. This agreement will be paid in 36 payments in the amount of \$1,568.14 over 12 months. Esperanza Academy has an existing agreement with American Capital. The **total cost** of the equipment is **\$52,228.43**.
2. **AMLA:** The administration is recommending the approval of the contract with AMLA for a music instructor for the middle school. The instructor will teach for two 70 minutes periods, 5 days a week at a rate of \$40 per hour. The **total cost** of the contract is **\$22,000 for the 2016-2017 school year**.

Rev. Zepernick called for a motion to approve Contract Approvals. Mrs. Rocha motioned. Ms. Torres seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Carmen Rocha, Danilo Diaz, Nancy Negron, Rev. Magaly Martinez - 7

**Nays:** 0

**Abstentions:** 0

#### IX. Personnel Report\*

Mr. Rossi presented the Personnel Report as follows:



### New Hires:

1. *Abramson, Ray*: FT Math Teacher, 08/30/2016 (MS)  
Bachelor of Arts in Early Childhood Education, Temple University  
**PA Certification:** Level 2 N-3, K-6
2. *Budner, Kimberly*: FT Special Education ELA Teacher, 10/06/2016 (HS)  
Master of Arts in Elementary Education, Chestnut Hill College  
**PA Certification:** Level 2 Reading Specialist (PK-12), Elementary (K-6), Special Education (PK-12)
3. *Chung, Kim*: FT Elementary Grades Expansion Coordinator, 10/19/2016 (6-12)  
Masters in Elementary Education from Temple University  
**PA Certifications:** Level 1 Elementary K-6: Level 1 Principal Pk-12
4. *DeJesus, Amanda*: PT School Climate Officer, 08/29/2016 (MS)
5. *Dlugacz, Carrie*: FT Emotional Support Teacher, 09/08/2016 (HS)  
Master of Science in Special Education, Autism Spectrum Disorders, Saint Joseph's University  
**PA Certification:** Level 1 Social Studies (7-12)
6. *Gilbert, Felicia*: PT ESL Paraprofessional, 10/11/2016 (MS)
7. *Heath, Courtney*: PT Para-Professional, 09/02/2016 (HS)  
Master of Education in Multicultural Education
8. *Holahan, Linda*: FT Science Teacher, 08/24/2016 (HS)  
BA in Elementary Education, Music Minor from Cairn University  
**PA Certification:** Level 1 Biology (7-12), Music (PK-12), Elementary (K-6)
9. *Johnson, Brittany*: PT AFTER School Dance/ Performance Instructor, 09/13/2016 (MS)  
Master of Arts in Dance Research, Temple University
10. *Lee, Takesha*: Special Education Para-Professional, 08/29/2016 (HS)  
Currently working on Masters in Health Administration Program, Drexel University
11. *Montanez, Itzalia*: On-Call Food Service Associate, 08/29/2016 (MS)
12. *Montanez, Neisha*: On-Call Food Service Associate, 08/29/2016 (MS)
13. *Noble, Jonathan*: FT Math Teacher, 09/02/2016 (HS)  
Ph.D. in Physics, Missouri University of Science and Technology  
**HQT:** Master of Science in Physics, Bachelor of Arts in Mathematics and Physics
14. *Pittman, Michael*: PT School Climate Officer, 08/29/2016 (HS)
15. *Porterfield, Rachel*: FT Special Education Teacher, 08/24/2016 (HS)  
Bachelor of Science in Secondary Education, Pennsylvania State University  
**PA Certification:** Level 1 Communication (7-12), English (7-12)
16. *Rivera, Silito*: PT School Climate Officer, 08/29/2016 (6-12)
17. *Rodriguez, Carmen*: On-Call Food Service Associate, 06/21/2016 (HS)
18. *Saez, Carmen*: On-Call Food Service Associate, 09/08/2016 (MS)
19. *Santos, Ingrid*: FT Administrative Assistant, 08/30/2016 (MS)
20. *Reiman-Smith, Barbara*: FT Social Studies Teacher, 08/24/2016 (MS)



Master of Education, Holy Family University

**PA Certification:** Level 1 Social Studies (7-12)

21. *Tejada, Yolanda:* On-Call Food Service Associate, 08/29/2016 (HS)

22. *Warren, Candace:* FT Social Worker, 09/19/2016 (6-12)

Masters in Social Services, Bryn Mawr College

**PA Certification:** Education Specialist 1 Home and School (PK-12); Licensed Social Worker

23. *Zayas, Karla:* PT ESL Para-Professional, 08/24/2016 (HS)

### **Substitutes**

1. *Atwater, Tiara:* On-Call Substitute Teacher/ Tutor, 09/13/2016 (MS)

Bachelor of Arts in Liberal Studies, West Chester University of Pennsylvania Math & Science Track

2. *Aulisio, Pat:* On-Call Visual Arts Instructor, 09/13/2016 (MS)

Bachelor of Fine Arts in Illustration, University of the Arts

3. *Burgos, Ashley:* On-Call Substitute Teacher/ Tutor, 09/01/2016 (MS)

Bachelor of Arts in Sociology, Villanova University

4. *Edwards, Elnita:* On-Call Substitute Teacher, 10/04/2016 (HS)

Master of Education with Principal Certification Education, Cabrini College

5. *Gakou, Abdoulay:* PT Substitute Teacher/ Resource Center Instructor, 09/21/2016 (MS)

Bachelor of Science in Business Administration, La Salle University

6. *Gil, Jose:* On-Call Substitute Teacher, 09/12/2016 (MS)

Bachelor of Arts in Business Administration, Temple University

7. *Glisson, Jamie:* On-Call Substitute Teacher, 09/12/2016 (HS)

Bachelor of Arts in Communications, Temple University

8. *Gonzalez-Flores, Chelsinys:* On-Call Tutor, 09/06/2016 (MS)

9. *Hill-Brown, Neville:* On-Call Substitute, 10/06/2016 (MS)

Currently working on Master of Education in Early Childhood and Special Education, Lincoln University

10. *Kruse, Joseph:* On-Call Substitute Teacher, 10/04/2016 (HS)

Bachelor of Arts in English Literature, University of San Diego

11. *McGriff, Cassity:* On-Call Substitute Teacher, 09/06/2016, (HS)

Master of Education in Multicultural Education, Eastern University

12. *Mohammed, Ghadeer:* On-Call Substitute Teacher, 09/10/2016 (HS)

Master of Arts in Management, University of Arizona

13. *Pena Matos, Lissa Mayerni:* On-Call Tutor, 09/22/2016 (MS)

Currently working on Degree in Public Health, Temple University

14. *Pineda, Ashley:* On-Call Substitute Teacher/ Tutor, 09/07/2016 (MS)

Bachelor of Arts in Education, La Salle University

15. *Rice, Glenn:* On-Call Substitute Teacher, 10/04/2016 (HS)



- Bachelor of Arts in Biological Sciences, Binghamton University
16. *Russell, Patricia*: On-Call Substitute Teacher, 09/12/2016 (HS)  
Master of Business Administration, University of Phoenix
17. *Santiago, Anthony*: On-Call Substitute Teacher, 09/06/2016 (MS)
18. *Serrano, Ezalie*: On-Call Substitute Teacher, 09/01/2016 (HS)  
Bachelor of Arts in English, Indiana University of Pennsylvania
19. *Spearing, Lanore*: On-Call Substitute Teacher, 09/06/2016 (MS)
20. *Torres, Angela*: On-Call Substitute Teacher, 09/22/2016 (HS)  
Bachelor of Arts in Spanish, Millersville University
21. *Trotter, Bernice*: On-Call Substitute Teacher, 09/15/2016 (HS)  
Master in Education, SUNY Oswego and Syracuse University
22. *Wright-Benton, Alana*: On-Call Substitute Teacher, 10/04/2016 (HS)  
Master of Science, Saint Joseph's University

There were 3 staff departures, 2 staff are on leave and 14 vacancies.

Rev. Zepernick called for a motion to approve Personnel Report. Rev. Rice motioned. Mrs. Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Carmen Rocha, Danilo Diaz, Nancy Negron, Rev. Magaly Martinez - 7

**Nays:** 0

**Abstentions:** 0

#### **X. Open Enrollment**

Mr. Rossi presented the dates for open enrollment (July 1 - November 23, 2016)

Rev. Zepernick called for a motion to approve the open enrollment dates. Mrs. Negron motioned. Ms. Torres seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Carmen Rocha, Danilo Diaz, Nancy Negron, Rev. Magaly Martinez - 7

**Nays:** 0

**Abstentions:** 0

#### **XI. Management Agreement\***

Mr. Rossi presented the changes to the Management Agreement. The change was made in order to allow Human Resources to use the information management system with the understanding that they will abide by FERPA regulations.

Rev. Zepernick called for a motion to approve changes to the Management Agreement. Mrs. Rocha motioned. Rev. Rice seconded. The vote was as follows:





**Yeas:** Rev. Roger Zepernick, Carmen Torres, Carmen Rocha, Danilo Diaz, Nancy Negron- 5

**Nays:** 0

**Abstentions:** Rev. John Rice, Rev. Magaly Martinez - 2

**XII. CEO Report**

Mr. Rossi gave the board an update on the search for a COO. He spoke about the K-5 Expansion. Mr. Rossi along with other administrators met with personnel at the school district. He stated they are waiting to for the School District's response.

**XIII. Adjournment**

Rev. Zepernick called for a motion to approve changes to adjourn the meeting. Mrs. Rocha motioned. Rev. Rice seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Rev. John Rice, Carmen Torres, Carmen Rocha, Danilo Diaz, Nancy Negron, Rev. Magaly Martinez - 7

**Nays:** 0

**Abstentions:** 0

The meeting was adjourned at 8:08pm

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Board of Trustees Secretary

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Date

Minutes Taken by Ellen Espaillat



## Board of Trustees Meeting

December 8, 2016  
301 West Hunting Park Avenue - Library  
Philadelphia PA 19140  
5:30pm – 7:30pm

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Carmen Torres; Secretary, Carmen Rocha; Treasurer, Rev. Magaly Martinez, Denise Cruz, Jeremy Ibrahim

**Board Absent:** Rev. Luis Cortés; Ex-Officio, Brandon Fuller, Danilo Diaz, Nancy Negron, Rev. John Rice; Vice Chairperson,

**Staff/Management Present:** Rev. Danny Cortes, William Hopkins, David Rossi, Angela Smith, Tania Diaz, David Solivan, Nathaniel Stringfield, Lori Walinsky, Rebecca DiSalvo, Alicia Mojica, Yesenia Garcia

The meeting was called to order at 5:30pm.

### I. Greetings

Rev. Zepernick greeted board members and administration.

### II. Minutes\*

Rev. Zepernick called for a motion to approve minutes from the October 20th, 2016 meeting. Denise Cruz motioned. Ms. Carmen Torres seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Carmen Torres, Carmen Rocha, Rev. Magaly Martinez, Jeremy Ibrahim, Denise Cruz - 6

**Nays:** 0

**Abstentions:** 0

### III. Disciplinary Subcommittee Recommendations

Rev. Zepernick presented the recommendations as follows:

#### EAHS-2

#### Proposed Student Expulsion – MAG 12<sup>th</sup> Grade

**RESOLVED**, that student MAG *will not be expelled* for a period of thirty (30) days.

Rev. Zepernick called for a motion to approve the Disciplinary subcommittee recommendations. Rev. Magaly Martinez moved to accept the motion. Ms. Torres seconded the motion. The vote was as follows:

**Yeas:** Carmen Torres, Rev. Magaly Martinez, Rev. Roger Zepernick, Jeremy Ibrahim-4

Nays: Denise Cruz, Carmen Rocha-2  
Abstentions: 0

Administration will determine repercussions for senior students.

#### **IV. Monthly Financial Report**

Mr. Hopkins stated that a meeting with the auditors and the finance committee will be scheduled in the Spring. The current ratio was 0.64. Mr. Rossi read from the finance report variance narrative. The net income as of October 31, 2016 is \$109,891. We are expecting a year end deficit due in part to higher than anticipated Special Education expenses.

#### **V. Middle School Instruction Report**

Ms. Diaz reported on new programs for students who have not met course completion criteria. She also spoke about professional development opportunities for instructional staff on the use of data. Ms. Diaz informed the board of upcoming events.

Mr. Jeremy Ibrahim joined the meeting at 5:53 pm.

#### **VI. High School Instruction Report**

Mrs. Smith discussed the school's progress towards meeting the goals established last school year. She informed the board of upcoming events. Board and administration discussed cross institutional learnings between the Middle School and High School. Jeremy Ibrahim inquired concerning SAT prep products that the HS uses. HS uses Khan Academy due to its integration with the College Board. Jeremy mentioned a positive experience with Huntington Learning Center.

#### **VII. Annual Charter School Evaluation**

Rev. Zepernick spoke to the letter sent to the Board from the School District of Philadelphia. Mr. Rossi discussed the results from the Annual Charter School Evaluation.

Board and Administration discussed having legal counsel draft a letter concerning misrepresentation of data in the evaluation process. It was agreed we would first meet with the charter office during the February Board meeting and make a determination after that.

#### **VIII. Personnel Report\***

Mr. Rossi presented the Personnel Report as follows:

##### **New Hires:**

1. *Leon, Vanessa*: On- Call Bus Driver, 10/07/2016 (Shared Services)
2. *Hernandez, Jesus*: On-Call Maintenance, 10/14/2016 (HS)
3. *Torres, Pablo*: PT On-Call Maintenance, 10/15/2016, (HS)
4. *Torres, Alex*: PT On-Call Maintenance, 10/28/2016 (MS)
5. *Garcia, Yesenia*: FT AA to the CEO, 10/31/2016 (Shared Services)
6. *Fortin, Merary*: PT On-Call Food Service Worker, 11/21/2016 (MS)

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7. *Seng, Marin*: FT Social Studies Teacher, 11/21/2016 (HS)  
Bachelor of Science in Social Studies, Eastern Michigan University  
**PA Certification:** Instructional I Social Studies (7-12)
8. *Sowell, Tanika*: FT Social Studies Teacher, 11/28/2016 (MS)  
Bachelor of Science in Secondary Education, Social Studies, Temple University

**Substitutes:**

1. *Frome, Alyssa*: On-Call Substitute Teacher/Tutor, 11/28/2016 (MS)  
Bachelor of Arts in Middle School Education concentration in Science

**Staff Departures for 2016-2017 Academic Year:**

1. *Lee, Takesha*: PT Paraprofessional, 10/12/2016 (MS)
2. *Torres, Pablo*: FT Maintenance, 10/14/2016 (HS)
3. *Chesen, Eric*: PT Social Studies Teacher, 10/21/2016 (HS)
4. *Martinez, Mario*: FT Social Studies Teacher, 10/26/2016 (MS)
5. *Melendez, Magaly*: PT Paraprofessional, 11/25/2016 (HS)
6. *Pittman, Michael*: PT School Climate Officer, 12/09/2016 (MS)
7. *Abramson, Ray*: FT Mathematics Teacher, 12/23/2016 (MS)

**On Leave:**

-*Sokol-Stein, Emily*

**Vacancies:**

***HS***

- *PT School Climate Officer*
- *PT Special Education Paraprofessional*

***MS***

- *FT Math Teacher*

***6-12<sup>th</sup>***

- *Maintenance*
- *Speech/Language Therapist*

***Shared Services***

- *Chief Operating Officer*

**Staff Transitions:**

1. *Españillat, Ellen*: Previous Position: FT AA to CEO, New Position: FT Science Teacher, 10/24/2016 (MS)
2. *Allende-Averette, Isa*: Previous Position: Interim Receptionist, New Position: PT Special Education Paraprofessional, 11/1/2016 (MS)

3. *McGriff, Cassity*: Previous Position: On-Call Substitute Teacher, New Position: FT Special Education Teacher, 11/14/2016 (HS)
4. *Rice, Glenn*: Previous Position: On-Call Substitute Teacher, New Position: FT Mathematics Teacher, 11/14/2016 (HS)
5. *Montanez, Neisha*: Previous Position: On-Call Food Service Worker, New Position: PT Food Service Worker, 11/16/2016 (HS)
6. *Montanez, Itzalia*: Previous Position: On-Call Food Service Worker, New Position: PT Food Service Worker, 11/16/2016 (MS)
7. *Tejada, Yolanda*: Previous Position: On-Call Food Service Worker, New Position: PT Food Service Worker, 11/16/2016 (MS)
8. *Hernandez, Jesus*: Previous Position: On-Call Maintenance, New Position: FT Maintenance (HS)

Rev. Zepernick called for a motion to approve Personnel Report. Ms. Rocha motioned. Ms. Torres seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Carmen Torres, Carmen Rocha, Jeremy Ibrahim, Rev. Magaly Martinez, Denise Cruz - 6

**Nays:** 0

**Abstentions:** 0

## IX. Contract Approvals\*

Mr. Rossi presented the contract approvals as follows:

1. **Community Solutions Educational Services:** The administration is recommending the approval of the contract between Community Solutions Educational Services and Esperanza Academy Charter School for development and implementation of an afterschool/ out of school time academic enrichment & tutoring program including test preparation and review. **Grand Total \$15,500.00 for the 2016-2017 school year.**
2. **Abington Speech Pathology Services, Inc.:** The administration is recommending the approval of the contract between Abington Speech Pathology Services, Inc. and Esperanza Academy Charter School to provide remote speech therapy at a cost of **\$74.00** per hour, speech pathology, occupational and physical therapy at a cost of **\$78.00** per hour; Teacher of the Deaf and Hard of Hearing, Augmentative and Alternative Communication Consultant/SLP services, vision support at a cost of **\$90.00** per hour, Educational Psychology services at a cost of **\$125.00** per hour and Educational Psychology Evaluation which includes evaluation, consultation for the evaluation and report time at a cost of **\$1,250** for the 2016-2017 school year.
3. **Keystone Digital Imaging (KDI):** The administration is recommending the approval of the contract between KDI and Esperanza Academy Charter School for the leasing of a copier for 63 months, 60 payments of \$959.00. **Grand Total \$57,540.00**
4. **Harold O. Davis Christian School:** The administration is recommending the approval of the contract between Harold O. Davis Christian School and Esperanza Academy Charter School for providing

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breakfast to approximately 87 people for 125 days at a cost of \$1.70 each estimated total \$18,487.50, lunch to approximately 87 people for 125 days at a cost of \$2.75 each estimated total \$29,906.25 and snacks for approximately 87 people for 125 days at a cost of \$0.66 estimated total \$7,177.50. **Grand Total \$55,571.25**

5. **Aleamar Consulting, Inc.:** The administration is recommending the approval of the contract between Aleamar Consulting, Inc. and Esperanza Academy Charter School for serving as an E-Rate consultant for program year 20 (2017-18) in the sum of \$6,750.00.
6. **LinkIt!:** The administration is recommending the approval of the contract between LinkIt and Esperanza Academy Charter School on data warehousing, analytics and assessment solutions. No financial obligation for the 2016-2017 school year.
7. **Ginsburg Educational Consulting and Coaching, LLC (“GECC”):** The administration is recommending the approval of the contract between Ginsburg Educational Consulting and Coaching, LLC and Esperanza Academy Charter School for providing the following services to math and science teachers (See Table 1 below) and services for instructional leaders (See Table 2 below). Not to exceed 20 days at \$1,400.00 per day. **Grand total not to exceed \$28,000 for the 2016-2017 school year.**

Rev. Zepernick called for a motion to approve Contract Approvals. Rev. Martinez motioned. Ms. Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Carmen Torres, Carmen Rocha, Denise Cruz, Jeremy Ibrahim, Rev. Magaly Martinez - 6

**Nays:** 0

**Abstentions:** 0

## X. Grant Approvals\*

Mr. Rossi presented the grant approval as follows:

1. **Constellation E2 Energy to Educate Grant:** The administration is recommending that approval of the grant from Constellation E2 Energy to Education for the 7th and 8th grade engineering classes in order to build model alternative-energy vehicles and to test the efficiency of their designs. The grant award is in the amount of **\$10,000.00.**

Rev. Zepernick called for a motion to approve the Grant Approvals. Mr. Ibrahim motioned. Ms. Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Carmen Torres, Carmen Rocha, Denise Cruz, Jeremy Ibrahim, Rev. Magaly Martinez - 6

**Nays:** 0

**Abstentions:** 0

## **XI. CEO Report**

Mr. Rossi gave the board an update on the search for a COO. He spoke about the K-5 Expansion to take place in September 2017. Mr. Rossi along with other administrators met with school district personnel. Presently awaiting a response from the Charter School Office.

## **XII. Adjournment**

Rev. Zepernick called for a motion to approve changes to adjourn the meeting. Mr. Ibrahim motioned. Mrs. Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Carmen Rocha, Denise Cruz, Rev. Magaly Martinez, Jeremy Ibrahim - 5

**Nays:** 0

**Abstentions:** 0

The meeting was adjourned at 7:45pm

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Board of Trustees Secretary

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Date

Minutes taken by Yesenia Garcia



## Board of Trustees Meeting

February 23, 2017  
301 West Hunting Park Avenue - Library  
Philadelphia PA 19140  
5:30pm – 7:30pm

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Torres; Secretary, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez

**Board Absent:** Rev. Luis Cortés; Ex-Officio, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez

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

### Welcome

Rev. Roger Zepernick welcomed all and called the meeting to order at 5:38 pm.

### Minutes\*

Rev. Roger Zepernick called for a motion to approve the minutes from the December 8, 2016 meeting. Ms. Nancy Santiago Negron motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

### Statement of Financial Interests

The Statement of Financial Interests were distributed to all board members for completion.

### Discussion with Julian Thompson

Rev. Roger Zepernick welcomed Mr. Julian Thompson and Mr. Nick Spiva of the Charter School Office who spoke about the Annual Charter Evaluation (ACE).

Mr. Thompson stated that the new ACE will become public on March 20th, 2017.

Mr. Jeremy Ibrahim Gonzalez asked if the data that was provided for the Academy is available for neighborhood school. Mr. Thompson informed that information would be available upon request.

A discussion was had regarding the discrepancies of the ACE report and the challenges to have a measurement that is equitable. Mr. Julian Thompson discussed the rating on academic, organizational compliance and the financial piece.





### **Elementary Expansion Update**

Mr. David Rossi presented the resolution to amend the charter allowing grades K-5 pursuant to an approved School Reform Commission expansion resolution dated February 16, 2016 to begin in September 2017 at 3150 North Mascher Street, Philadelphia, PA. The resolution allows for enrollment at the Academy to increase by 138 students for K-5 beginning 2017-2018 school year and to increase by an additional 294 students for K-5 in the 2018-2019 school year.

Rev. Zepernick called for a motion to approve the resolution to amend the charter allowing grades K-5 beginning September 2017. Mr. Jeremy H. Gonzalez Ibrahim motioned. Ms. Nancy Santiago-Negron seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

### **Management Fee Letter**

Mr. David Rossi spoke to the report provided by WithimSmith+Brown, PC who researched local area schools' management fees. The fees for the Academy measures toward the lower end of the spectrum when compared to other schools both locally and regionally. The report is not able to compare the scope of services provided in the various management agreements.

### **Finance Committee Report**

Mr. David Rossi presented the minutes provided to the Board from the Finance Committee Meeting on February 14, 2017.

Rev. Roger Zepernick called for a motion to approve the Finance Committee Report. Rev. John Rice motioned. Mr. Jeremy H. Gonzalez Ibrahim seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

### **Monthly Financial Report**

Mr. William Hopkins stated the current ratio was 0.63. The total assets are \$1.9M. The total liabilities are \$23M which includes the net pension liability of \$19.9M. As of December 31, 2016 there is a deficit of \$19,070. The recalculation of the per pupil allotment has been revealed and the impact will be detrimental.

### **Mid-Year Report**

Ms. Lori Walinsky presented the Mid-Year Report which updates the board on progress made toward goal completion. The most popular major is Health Sciences. We have an increase in the number of students taking one or more Advance Placement courses, as well as an increase in the number of tests being given. A total of 10 advance placement courses are available to students. There is a slight decrease in the number of middle school students who are on honor roll. The high school shows an increase in the number of students in honor roll with females leading the males. The failure rate analysis reflects that more males

than females are failing at both the middle and high school with the largest percentages being in 9th and 7th grade. Mid-Year Report reflects that students are passing at a higher rate than the rates of the past three years.

### **College and Career Report**

Ms. Rebeca DiSalvo reported that 97.2% of graduates who applied to at least one college or university. To date 74.1% of students have been accepted to a college or university. A discussion was had regarding the amount of students applying to a 2-year vs. 4-year college/university.

The Board asked if alumni's can be tracked using student information system when they request for transcripts or if they return to a 2-year or 4-year institution. Administration will look into what functions the student information system can hold when it comes to alumni students.

### **School Progress Report**

Topic has been tabled until a subsequent meeting.

### **Conflict of Interest Policy**

Policy was distributed for review. This will be voted on at the April meeting.

### **Personnel Report**

Mr. Rossi presented the Personnel Report as follows:

#### **New Hires:**

1. *Averette, Sahron*, PT Paraprofessional, 12/19/2016 (HS)  
Community College of Philadelphia, Associate in Applied Science concentration Criminal Justice (Pending)
2. *Gomez-Rosario, Sonia*, PT School Climate Officer, 1/23/2017 (HS)  
John Dewey College, AA in Secretarial Studies
3. *Herrera, Jenloy*, FT Teacher, 2/16/2017 (MS)  
Bachelor of Arts Spanish Language/ Crime, Law and Justice, The Pennsylvania State University
4. *Gilbert, Angelina*, PT ESL Paraprofessional, 2/21/2017 (HS)

#### **Substitutes:**

1. *Maphosa, Mandy*, On-Call Substitute Teacher, 1/9/2017 (HS)  
Master of Education, Concentration in Elementary Education, Cabrini College  
Pennsylvania Instructional I Certification in Prek-4<sup>th</sup>
2. *Montes, Daniel*, On-Call School Climate Officer, 1/17/2017 (HS)  
Argosy University, Bachelor of Science in Criminal Justice (Pending)
3. *Arango, Haydee*, On-Call Cafeteria Worker, 2/7/2017
4. *Colon, Kennyth*, On-Call Maintenance, 2/10/2017
5. *Hanssens, Martha*, On-Call Administrative Assistant, 2/21/2017 (MS)

#### **Staff Departures: 1**



**On-Leave: 2**

**Vacancies: 3**

**Staff Transitions: 3**

Rev. Zepernick called for a motion to approve the Personnel Report as presented. Rev. John Rice motioned. Ms. Carmen Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

### **Contract Approvals**

Mr. David Rossi presented the contracts as follows:

- 1. Student Number 291-16:** EA has entered into a settlement agreement for AB-S Student Number 291-16. The settlement includes attorney's fees at a cost of \$3,500 and \$18,000 for education expenses and services.

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

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

### **Disciplinary Subcommittee Recommendations**

#### **EAMS-1**

#### **Proposed Student Expulsion – G.N.V. (Student ID#6879675) 7<sup>th</sup> Grade**

**RESOLVED**, that student G.N.V. *will be expelled* for a period of thirty (30) days. Student G.N.V. violated the Code of Conduct by being in possession of a prohibited item, lighter, and violating the law by willingly starting a fire.

Rev. Zepernick called for a motion to approve the recommendation for G.N.V. Mr. Jeremy Ibrahim Gonzalez motioned. Carmen Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

**EAMS-2**

**Proposed Student Expulsion – S.J.A. (Student ID#7741350) 7<sup>th</sup> Grade**

**RESOLVED**, that student S.J.A *will not be expelled* for a period of thirty (30) days.

Resolution is tabled.

**EAHS- 3**

**Proposed Student Expulsion – T.M.R. (Student ID#6297978) 12<sup>th</sup> Grade**

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

**EAHS- 4**

**Proposed Student Expulsion – C.A.R.F. (Student ID#8937992) 10<sup>th</sup> Grade**

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

Rev. Zepernick called for a motion to approve the recommendation for T.M.R and C.A.R.F. Ms. Carmen Rocha motioned. Ms. John Rice seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

**EAHS- 6**

**Proposed Student Expulsion – K.N.V.T. (Student ID#8566450) 10<sup>th</sup> Grade**

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

Rev. Zepernick called for a motion to approve the recommendation for K.N.V.T. Ms. Carmen Torres motioned. Rev. John Rice seconded. The vote was as follows:

**Yeas:** Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron-6

**Nays:** Rev. Roger Zepernick-1

**Abstentions:** 0

**EAHS- 7**

**Proposed Student Expulsion – D.C.P. (Student ID#7251769) 9<sup>th</sup> Grade**

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

**EAHS- 8**

**Proposed Student Expulsion – M.A.O. (Student ID#6588820) 10<sup>th</sup> Grade**



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

**EAHS- 9**

**Proposed Student Expulsion – A.L.L. (Student ID#6912821) 10<sup>th</sup> Grade**

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

Rev. Zepernick called for a motion to approve the recommendation for D.C.P., M.A.O. and A.L.L. Ms. Carmen Rocha motioned. Ms. John Rice seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

**CEO Report**

Discussion on how to respond to the Charter School Office regarding faulty data used in the Annual Charter Evaluation (ACE).

**Enrollment Report**

Total enrollment as of February 1, 2017 is 1444. A total of 29 new students started as of the last Board meeting in December 2016.

**Operations Report**

As of December 12, 2016, the Academy has been supplying about 87 student meals to students at Harold O’Davis School.

**Adjournment**

Rev. Roger Zepernick called for a motion to adjourn the meeting at 8:10pm. Mrs. Nancy Santiago Negron motioned. Mr. John Rice seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Torres, Ms. Carmen Rocha, Rev. John Rice, Mr. Jeremy Ibrahim Gonzalez, Ms. Denise Cruz, Ms. Nancy Santiago-Negron - 7

**Nays:** 0

**Abstentions:** 0

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Board of Trustees Secretary

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Date

Minutes Taken by Yesenia Garcia

## Board of Trustees Meeting

April 27, 2017

301 West Hunting Park Avenue - Library

Philadelphia PA 19140

5:30pm – 7:30pm

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez

**Board Absent:** Rev. Luis Cortés; Ex-Officio, Mr. Brandon Fuller, Mr. Danilo Díaz, Ms. Carmen Torres, Secretary, Rev. John Rice, Vice Chairperson

**Staff/Management Present:** Rev. Danny Cortes, Mr. William Hopkins, Mr. David Rossi, Mrs. Angela Smith, Ms. Tania Diaz, Mr. Nathaniel Stringfield, Ms. Lori Walinsky, Ms. Rebecca DiSalvo, Ms. Alicia Mojica, Ms. Yohana Giraldo, Mr. Andrew Rosado, Ms. Tania Ramos, Ms. Yesenia Garcia

### Welcome

Rev. Roger Zepernick welcomed all and called the meeting to order at 5:38 pm.

Mr. Rossi announced that Ms. Smith will be transitioning from the Academy at the end of the school year. Ms. Smith shared with the Board that she has enjoyed the past 11 years and is looking forward to this new journey.

### Minutes

Rev. Roger Zepernick called for a motion to approve the minutes from the February 27, 2017 meeting. Ms. Denise Cruz motioned. Ms. Carmen Rocha seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Rocha, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez-6

**Nays:** 0

**Abstentions:** 0

### Statement of Financial Interest

The Statement of Financial Interests were distributed to all board members for completion by May 1, 2017.

### Disciplinary Subcommittee Recommendations\*

Mr. Rossi informed that the Administration would be recommending not to expel C.F.S. student#6161858. Certain senior privileges may be taken away as a consequence of C.F.S. violation.

Rev. Roger Zepernick called for a motion to not expel C.F.S. Student#6161858. Mr. Jeremy Gonzalez Ibrahim motioned. Ms. Carmen Rocha seconded. The vote was as follows:

**Yeas:** Ms. Denise Cruz, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez, Ms. Carmen Rocha, Ms. Nancy Santiago-Negron, Rev. Roger Zepernick-6

**Nays:** 0

**Abstentions: 0**

### **Board Composition Considerations**

A request has been made from the Charter School Office on behalf of the School Reform Commission requesting the Academy not to have any overlapping board members with Esperanza, Inc. Several attempts have been made to negotiate these terms but efforts have been unsuccessful. The only exception is to allow Rev. Luis Cortes Jr., to remain on the Board with his ex-officio status.

### **Director of Instruction Report-HS**

Ms. Smith reported the results for the second benchmarks. Students in 9th and 10th grade showed improvement from the first Algebra benchmark exams. In the Literature exam students' scores in 10th grade increased but scores for students in 11th grade decreased. Mr. Ibrahim asked about the outcome of SAT results. Ms. Smith informed that there is a plan in place to support students who need additional tutoring.

### **Director of Instruction Report- MS**

Ms. Diaz reported that students just completed the Math PSSA and are now prepping for the Science PSSA. Mid-Year self-evaluation conferences were held with all teachers to discuss strengths and areas of improvement or development. The chess team has participated in several tournaments and will be heading to Tennessee for nationals. A discussion was had regarding the Academic Probation Program and the effectiveness of the program.

### **Elementary Expansion Update**

Mr. Rossi informed that students were called in for first grade. We will have 144 first graders at the Salvation Army located at Mascher and Allegheny. A teacher has been hired and offers will be made to 6 other teachers. A copy of the letter sent to the Charter School Office responding to the required metrics was provided to the Board and discussed. The letter speaks to two metrics that needs to be reached in order to be granted the amount of students requested. Of the two metrics requested to achieve, only a small number of schools has actually reached the goals. Administration will negotiate with the School Reform Commission and hope to have a resolution passed sometime in June.

A copy of the charter agreement was distributed to the Board for review.

### **Finance Committee/ Monthly Financial Report**

Mr. Hopkins informed that the ratio is .60 as of March 31, 2017. Revenue will be looked at carefully as the District has retracted funding.

Mr. Rossi informed that there is a point-in-time deficit of \$168,926. The year-end projection may be a deficit as high as \$725,000. The recalculation of the per pupil allotment will result in lost revenue in excess of \$660,000.

A finalized FY 18 budget will be presented to the Board for approval at the June board meeting.

Rev. Roger Zepernick called for a motion to approve the Finance Committee/Monthly Financial Report. Rev. Magaly Martinez motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Rocha, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez-6

**Nays:** 0

**Abstentions:** 0

### **FY 2017-18 Draft Budget**

Mr. Rossi reported that total projected revenue will be approximately \$21,378,801 with a total student enrollment of 1573. The draft budget reflects a deficit of \$1.3 million. Funds for contingency reserve has been placed at 3% in order to respond to any adjustments.

### **Annual Charter Evaluation**

Mr. Rossi provided the 2016 Annual Charter Evaluation that has been made public. This is the second year of the evaluation. We believe the evaluations artificially cast charter schools in a negative light. Data that is identified incorrectly or is skewed includes: poverty rate, graduation rate, proficiency rate, and academic rate. Financial targets are impractical and unreachable due to the downward revision of the per pupil allotment over the past 2 years.

Ms. Santiago Negron has requested for an official statement as a rebuttal to the report issued. Mr. Gonzalez Ibrahim agreed that a statement should be issued and published.

A revised report will be created having the students in peer 1. Report will be presented at a future meeting.

### **Middle School Impact**

Ms. Smith reported that additional Spanish courses (including AP) are being offered to students as they are taking Spanish in the Middle School level. Results from a survey conducted by teachers who taught students over 4 years was discussed. Survey reflects that attendance and academics has improved but school pride and treatment of each other has had mixed results.

### **Conflict of Interest Policy**

A revised Conflict of Interest Policy was presented to the Board for review. Policy contains extensive language on the handling of potential conflicts. The policy also includes required language for federal program compliance.

Rev. Roger Zepernick called for a motion to approve the Conflict of Interest Policy. Mr. Jeremy Gonzalez Ibrahim motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Rocha, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez-6

**Nays:** 0



**Abstentions: 0**

**Graduation Speaker**

Ms. Walinsky reported that Gabriel Del Valle of the Class of 2011 has been selected as the alumnus speaker. Gabriel completed his bachelor's degree in three years at Indiana University of Pennsylvania and is presently completing his master's degree.

Rev. Roger Zepernick called for a motion to approve Gabriel Del Valle as the alumnus speaker. Ms. Carmen Rocha motioned. Rev. Magaly Martinez seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Rocha, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez-6

**Nays: 0**

**Abstentions: 0**

**Proposed 2017-18 Board Meeting Schedule**

Tabled until the June board meeting.

**Proposed 2017-18 School Calendar**

Mr. Rossi presented the proposed 2017-18 school calendar:

August 17 & 18	Board Retreat?
August 23 & 25	New Staff Orientation
August 28-31	All Faculty and Staff Professional Development (1)
September 4	<b>Labor Day – School Closed</b>
<b>September 5</b>	First Day of School for 6 <sup>th</sup> and 9 <sup>th</sup> Graders
<b>September 6</b>	First Semester Begins for all Students
September 22	Professional Development Day-No Classes (2)
September 26	Middle School Back to School Night 6:00 PM-8:00 PM
September 27	High School Back to School Night 6:00 PM-8:00 PM
September 28	K-5 Back to School Night 6:00 PM-8:00 PM
October 26	Board of Trustees Meeting (5:30 PM)?
November 7	Professional Development Day- No Classes (3)
November 10	<b>Veterans Day – School Closed</b>
November 21	Parent-Teacher Conferences (Early Dismissal)
November 23 & 24	<b>Thanksgiving Holiday</b>
December 36	Board of Trustees Meeting (5:30 PM)A
December 25 – January 2	<b>Winter Recess- School Closed</b>
January 3	School Resumes
January 15	<b>Martin Luther King, Jr. Day – School Closed</b>
January 18	Board of Trustees Meeting (5:30 PM) (if needed)A
February 1 & 2	Professional Development Day- No Classes (4&5)
February 19	<b>President's Day – School Closed</b>
February 22	Board of Trustees Meeting (5:30 PM)A
March 22	Board of Trustees Meeting (5:30 PM) (if needed)A

March 28-April 2	<b>Spring Break</b>
April 26	Board of Trustees Meeting (5:30 PM)?
May 28	<b>Memorial Day – School Closed</b>
May 31	Board of Trustees Meeting (5:30 PM) <i>(if needed)?</i>
June 8	Graduation-Early Dismissal
June 15	Early Dismissal- Last Day of School
June 14	Board of Trustees Meeting (5:30 PM)?

<b>Total Number of Days Scheduled Attendance: 183</b>			
<b>2017</b>	<b>Days of Attendance</b>	<b>2018</b>	<b>Days of Attendance</b>
July	0	January	20
August	0	February	17
September	18	March	19
October	22	April	20
November	18	May	22
December	16	June	11
Sub Total Day	74	Sub Total Days	109

The holidays proposed coincides with those of the School District of Philadelphia with the exception of some in September. The professional development days are slightly different than those of the School District of Philadelphia.

Rev. Roger Zepernick called for a motion to accept the proposed 2017-18 school calendar with the exception of the Board Meeting dates which will be confirmed at a consequent meeting. Ms. Carmen Rocha motioned. Ms. Denise Cruz seconded. The vote was as follows:

**Yeas:** Ms. Denise Cruz, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez, Ms. Carmen Rocha, Ms. Nancy Santiago-Negron, Rev. Roger Zepernick-6

**Nays:** 0

**Abstentions:** 0

### **Personnel Report**

Mr. Rossi presented the Personnel Report as follows:

#### **New Hires:**

1. Mitchell, Genevieve, Elementary Teacher 8/23/17  
Bachelor of Science in Education, Messiah College  
PA Certification in Elementary Education May 2017

#### **Substitutes:**

1. Diaz, Yahaira, On-Call Cafeteria Worker, 2/21/2017
2. Lopez-Serrano, Marielis, On-Call Cafeteria Worker, 3/20/2017
3. Podolsky, Michael, On-Call Substitute, 4/17/2017 (MS)  
Master of Education, Temple University  
PA Certification in Elementary Education, Science and Math (Grades 4-8)

#### **Staff Departures: 2016-2017 Academic Year:**

1. Galan, Rolanyi, PT-Afterschool Program Administrative Assistant, 3/21/2017

**On-Leave:** 2

**Current School Year Vacancies:**

**HS:** 1

**MS:** 0

**6-12:** 2

**Shared Services:** 1

**Staff Transitions:**

1. *Gilbert, Felicia:* Previously PT ESL Paraprofessional, New Position: PT Spanish Teacher (HS), 3/1/2017

Rev. Roger Zepernick called for a motion to approve the Personnel Report. Mr. Jeremy H. Gonzalez Ibrahim motioned. Rev. Magaly Martinez seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Rocha, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez

**Nays:** 0

**Abstentions:** 0

**Contract Approvals**

Mr. Rossi presented the following contracts for approval:

1. **Line Systems Inc. (Category 1):** Local & Long Distance Telephone Services (HS/MS) - \$314.62/mo. (\$3,775.44/yr.) 3-year contract 20 lines over PRI.
2. **Xtel (Category 1):** Local & Long Distance Telephone Services (ES) - \$244.40/mo. (\$2,932.80/yr) 2-year contract 14 Hosted VoIP delivered over Comcast circuit.
3. **Line Systems Inc. (Category 1):** Internet Circuit and Service (HS/MS) - \$1910.00/mo. (\$22,920.00/yr.) 3-year contract of 500 mbps Ethernet Internet service over fiber with DDoS protection.
4. **Comcast (Category 1):** Internet Circuit and Service (ES) - \$980/mo. (\$11,760/yr.) 2-year contract for 100 mbps Internet service.
5. **T-Mobile (Category 1):** Cellular Voice Service - \$1,695.96/mo. (\$26,900.00/yr.) 1-year contract for up to 36 unlimited talk text and data lines, 30 talk/text/ 2GB data lines, and 15 mobile hotspots with unlimited data.
6. **Micro Technology Group, Inc. (Category 2):** Network Electronics (ES) - \$10,596.68 for purchase and install of two 48-port Cisco Switches, one APC UPS, two 48-port patch panels

7. **Micro Technology Group, Inc. (Category 2):** Network Electronics (MS) - \$4,761.11 for purchase and install of one 48-port Cisco Switches and one 48-port patch panels
8. **Micro Technology Group, Inc. (Category 2):** Cabling (MS/ES) - \$8,525.00 for wiring of 35+ CAT 6e line from IDF closet to various locations for Internet and voice.
9. **Micro Technology Group, Inc. (Category 2):** AeroHive AP Licensing (HS/MS/ES) - \$6,186.17 1-year renewal of AeroHive AP licensing agreement and management portal.
10. **Micro Technology Group, Inc. (Category 2):** Cisco Base (HS/MS/ES) - \$3,121.40 1-year renewal of Cisco Base support contact.
11. **Buxmont Academy:** This contract is an agreement that will allow Buxmont to serve as an approved private placement for an Esperanza Academy student G.V. The term of this contract is from May 1, 2017 to June 14, 2017. The per diem tuition rate is \$140.10. **Grant Total: \$6,490.60**

Contracts 1-5 are considered “Category 1” and will be budgeted at 10% for Internet and 70% for voice for 2017-18. Contracts 6-10 are considered “Category 2” and will be budgeted at 15% in the 2017-18 budget.

Rev. Roger Zepernick called for a motion to approve the contracts. Rev. Magaly Martinez motioned. Mr. Jeremy H. Gonzalez Ibrahim seconded. The vote was as follows:

**Yeas:** Ms. Denise Cruz, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez, Ms. Carmen Rocha, Ms. Nancy Santiago-Negron, Rev. Roger Zepernick

**Nays:** 0

**Abstentions:** 0

### **Meeting Adjournment**

Rev. Roger Zepernick called for a motion to adjourn the meeting. Rev. Magaly Martinez motioned. Mr. Jeremy H. Gonzalez Ibrahim seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick, Ms. Carmen Rocha, Ms. Denise Cruz, Mr. Jeremy H. Gonzalez Ibrahim, Rev. Magaly Martinez

**Nays:** 0

**Abstentions:** 0

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Board of Trustees Secretary

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Date

Minutes Taken by Yesenia Garcia



## Board of Trustees Meeting

June 15, 2017

301 West Hunting Park Avenue - Library

Philadelphia PA 19140

5:30pm – 7:30pm

**Board Members Present:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez

**Board Absent:** Rev. Luis Cortés; Ex-Officio, Ms. Carmen Torres; Secretary

**Staff/Management Present:** Mr. David Rossi, Mr. William Hopkins, Mrs. Angela Smith, Ms. Tania Diaz, Mr. David Solivan, Mr. Nathaniel Stringfield, Ms. Lori Walinsky, Ms. Rebecca DiSalvo, Ms. Alicia Mojica, Ms. Yohana Giraldo, Mr. Andrew Rosado, Ms. Tania Ramos, Ms. Yesenia Garcia

### Greeting

Roger Zepernick welcomed all and called the meeting to order at 5:40 pm.

### Approval of Minutes

Rev. Roger Zepernick called for a motion to approve the minutes from the April 27, 2017 Board meeting. Rev. John Rice motioned. Ms. Carmen Rocha econded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez- 9

**Nays:** 0

**Abstentions:** 0

### Board Elections

Rev. Roger Zepernick called for a motion to approve the current slate of officers to continue in their respective roles. Mr. Jeremy H. Ibrahim Gonzalez motioned. Rev. John Rice seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez- 9

**Nays:** 0

**Abstentions:** 0



### **HS Director of Instruction Report**

Ms. Angela Smith reported that Keystone testing is complete. The science curriculum was adjusted in order to have freshmen take Intro to Biology and be better prepared for the exams. Final exams are completed and teachers are grading the exams. A new credit recovery program was started this year and presently the data is being analyzed. Teacher interviews are taking place for present vacancies. Strategizing on looking for ways to increase SAT participation and reducing chronic absences. Guidance counselors are researching for best practices. Both baseball and softball teams went to nationals.

### **MS Director of Instruction Report**

Ms. Tania Diaz informed final exams are complete and teachers are grading. The final grades are due tomorrow Friday, June 16, 2017. Student grouping is taking place for those who failed Math or Science in 7th grade. These students will be placed on academic probation. Students with a D average will also be placed on academic probation. 8th grade move-up. Today 8th and 9th grade teachers met to prepare for the transition of students moving from middle to high school. This is the first full class of 220 students who will transition into the high school. This group of students have attended the Academy since the 6th grade. Overall out of school suspension rate has decreased when compared to last year.

### **Elementary Expansion Update**

A resolution was given approving the 138 first graders but we are presently waiting for an updated charter agreement. Corrections that need to be made on the agreement is the academic achievement targets that are unreasonable. Ms. Kim Chung will be the Director of Instruction as of July 1st. A week of training will be provided to new elementary school teachers. Conversations have taken place with PSP regarding potential expansion funding for the elementary school.

Mr. William Hopkins informed that Esperanza, Inc. will provide a cash flow for up to 6-months until the charter agreement is signed.

Transportation is pending until a charter agreement is signed as the School District of Philadelphia will not provide service without one or would reimbursement us if we opt to provide the service.

### **Finance Committee Report/Monthly Financial Report**

Mr. William Hopkins reported that the ratio as of April 30, 2017 is 0.68.

Mr. David Rossi informed that revenue is 1.7% below budget. The cafeteria income as of April 30th is 24% over budget due to selling more meals, providing meals to Harold O'Davis school, and having more students eating breakfast.

School income from the School District of Philadelphia is about 3% below budget. Funding will be taken back for the upcoming months. Mr. William Hopkins informed that he participated in meeting with the district and other charter leaders to discuss the problem with the budget and the adjustments. Representative from the district informed that they are committed to sharing preliminary numbers prior to submitting final budget report to state.

Mr. John Rice asked what is the status of the 2015-16 redirection funds. Mr. William Hopkins informed that last year's redirection funds are going through an appeal process.



The expense variance is 2.5% above budget. The elementary school ramp-up was not budgeted. Special Education is overspent by 17.54%. This is due to related services cost to execute mandated IEP's, legal costs and private school placement costs that are higher than anticipated due to new and changing student needs. As of April 30, 2017 there is a deficit of \$335,786.

**FY 2017-18 Budget**

Mr. David Rossi reported that a draft budget reflecting a deficit of 1.3 million was presented at the previous meeting. The revised budget takes into account the elementary, high, and middle school. The enrollment takes into account a total of 1573 student. Some staffing changes are as listed: Special Education Coordinator (Grades 1, 6-8), ESL Coordinator (Grades 1, 6-8), Special Education Administrative Assistant, Coordinator of Specialized Services, ESL Administrative Assistant and a MS Administrative Assistant.

Some additional positions considered but not currently in the budget are: MS ESL teacher, MS Electives Teacher, 2.5 Core Teachers, PT HS Technology Teacher, PT Math Teacher, and PT HS Spanish Teacher.

Rev. Roger Zepernick called for a motion to approve the FY 2017-18 budget. Mr. Danilo Diaz motioned. Rev. Magaly Martinez seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez- 8

**Nays:** 0

**Abstentions:** Mr. Jeremy H. Ibrahim Gonzalez- 1

**Board Retreat Planning**

Mr. David Rossi presented the Board Retreat agenda from the previous year and asked for any topics they would like to discuss at the coming board Meeting. The board would like to discuss the following topics: 5-year financial plan, curriculum, positioning Esperanza as a community school, revitalizing the Mission of Esperanza.

**Proposed 2017-18 Board Meeting Schedule**

Mr. David Rossi presented the proposed Board Meeting schedule. Mr. Rossi explained that additional meetings were added should they need to vote on any resolutions for potential Disciplinary Hearings. The Board Retreat is tentatively scheduled for August 17th and 18th pending Board availability. An email will be sent to verify Board Members availability.

August 17 & 18, 2017	Board of Trustees Retreat (TBD)
October 12, 2017	Disciplinary Review Hearing
October 17, 2017	Finance Committee Meeting
October 26, 2017	Board of Trustees Meeting
November 16, 2017	Disciplinary Review Hearing
December 5, 2017	Finance Committee Meeting
December 36, 2019	Board of Trustees Meeting

December 12, 2017	Disciplinary Review Hearing
January 11, 2018	Disciplinary Review Hearing
January 18, 2018	<i>Board of Trustees Meeting (If needed)</i>
February 8, 2018	Finance Committee Meeting
February 13, 2018	Disciplinary Review Hearing
February 22, 2018	Board of Trustees Meeting
March 15, 2018	Disciplinary Review Hearing
March 22, 2018	<i>Board of Trustees Meeting (If needed)</i>
April 17, 2018	Finance Committee Meeting
April 19, 2018	Disciplinary Review Hearing
April 26, 2018	Board of Trustees Meeting
May 17, 2018	Disciplinary Review Hearing
May 31, 2018	<i>Board of Trustees Meeting (If needed)</i>
June 5, 2018	Disciplinary Review Hearing
June 12, 2018	Finance Committee Meeting
June 14, 2018	Board of Trustees Meeting

Rev. Roger Zepernick called for a motion to accept the meeting schedule. Ms. Carmen Rocha moved. Rev. Magaly Martinez seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez- 9

**Nays:** 0

**Abstentions:** 0

### **Grant Approvals**

Mr. David Rossi presented the grant approvals as follows:

**Healthy Kids Grant:** The Action for Healthy Kids (AFHK) has accepted the proposal submitted by Esperanza Academy Charter School. These grant dollars specifically support work done during the 2017-2018 school year that support enhanced school nutrition and physical activity programs, policies, and practices. **Total Amount \$3,000.**

Rev. Roger Zepernick called for a motion to accept the grant approval as presented. Rev. John Rice motioned. Ms. Nancy Santiago-Negron seconded. The vote was as follows:





**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez- 9

**Nays:** 0

**Abstentions:** 0

### **Personnel Report**

Mr. David Rossi presented the Personnel Report as follows:

#### **New Hires:**

1. Burton, Deborah; Elementary Teacher 8/23/2017  
Bachelor of Science in Education, Temple University  
PA Instructional I Early Childhood N-3 and Elementary K-6 Certification
2. DeMonte, Marissa; Elementary Teacher 8/23/2017  
Bachelor of Science in Education with Dual Teaching Certification, Messiah College  
PA Instructional I Grades PK-4 and Special Education PK-8 Certification
3. Lopez, Melissa; Elementary Teacher 8/23/2017  
Bachelor of Science in Early Childhood and Elementary Education, Chestnut Hill College  
PA Instructional I Early Childhood N-3 Certification
4. Rodenfels, Abigail; Elementary Teacher 8/23/2017  
Bachelor of Arts in Religious Studies; Minor with licensure in Early Childhood Education, The College of Wooster, Ohio  
PA Instructional I Certification in Elementary Education (Pending)
5. Wenger, Dana; Elementary Teacher 8/23/2017  
Bachelor of Science in Early Childhood Education PK-6 and Biblical Studies, Cairn University  
PA Instructional I Grades PK-4 and Special Education PK-8 Certification

#### **Substitutes:**

Santiago, Maria, On-Call Cafeteria Worker, 5/8/2017

#### **Staff Departures: 2016-2017 Academic Year:**

Dlugacz, Carrie- Emotional Support Teacher, 6/1/2017

**On-Leave:** *None*



**Vacancies:**

**HS: 2**

**MS: 0**

**6-12: 1**

**Shared Services: 1**

**Staff Transitions: 0**

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

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez- 9

**Nays: 0**

**Abstentions: 0**

**Discipline Report**

As of May 30, 2017 there has been a total of 70 out of school suspensions. The combined suspension rate is 18.62%. Suspension rate has decreased from this time last year which was 20.02%.

**Enrollment Report**

The total enrollment as of June 8, 2017 is 1433. A total of 6 students were added as of April 3rd for the following grades: 3 students for 7th grade, 1 student for 10th grade, and 2 students for 11th grade.

**Operations Report**

As of April 30, 2017, the cafeteria has served a total of 9,020 breakfast and 16,940 lunches.

**Adjournment**

Rev. Roger Zepernick called for a motion to adjourn the meeting at 8:11pm. Ms. Carmen Rocha motioned. Rev. John Rice seconded. The vote was as follows:

**Yeas:** Rev. Roger Zepernick; Chairperson, Ms. Carmen Rocha; Treasurer, Rev. John Rice; Vice Chairperson, Ms. Denise Cruz, Ms. Nancy Santiago-Negron, Mr. Jeremy H. Ibrahim Gonzalez, Mr. Brandon Fuller, Mr. Danilo Díaz, Rev. Magaly Martinez- 9

**Nays: 0**

**Abstentions: 0**

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Board of Trustees Secretary

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Date

Minutes Taken by Yesenia Garcia