



Board of Trustees Meeting

February 25th, 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 (via phone), Carmen Rocha; Treasurer, Carmen Torres; Secretary, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller, Nancy Santiago Negron

Board Absent: Rev. Luis Cortes; Ex-Officio, Danilo Diaz

Staff/Management Present: William Hopkins, David Rossi, Angela Smith, Tania Diaz, David Solivan, Rebecca DiSalvo, Nathaniel Stringfield, Yohana Giraldo, Lori Walinsky, Tania Ramos-Oton, Jelissa Carias, Ellen Espailat

The meeting was called to order at 5:30pm meeting quorum with 6 members present.

I. Greetings

II. Minutes*

Rev. Zepernick called for a motion to approve minutes from the December 3rd meeting. Mrs. Rocha motioned. Mr. Fuller seconded. The vote was as follows:

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller - 7

Nays: 0

Abstentions: 0

III. Statement of Financial Interest

Mr. Rossi explained that it is an annual document that must be filled out by all administrators and Board members to disclose any conflict of interest. It must be filled out by May 1st of every year.

IV. Disciplinary Subcommittee Resolutions

Rev. Zepernick presented the recommendations as follows:

EAHS-7

Proposed Student Expulsion – LM 11th Grade

RESOLVED, that student LM *will be expelled* for a period of thirty days. Student LM was in possession of drugs/drug paraphernalia.



Rev. Zepernick called for a motion the recommendation of the disciplinary subcommittee to expel student LM for a period of 30 days. Rev. Martinez motioned. Mr. Fuller seconded. The vote was as follows:

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller - 7

Nays: 0

Abstentions: 0

EAHS-8

Proposed Student Expulsion – OG-P 11th Grade

RESOLVED, that student OG-P *will be expelled* for a period of thirty days. Student OG-P violated the Code of Conduct by Inciting Disorder and verbally assaulting another student.

Rev. Zepernick called for a motion the recommendation of the disciplinary subcommittee to expel student OG-P for a period of 30 days. Mr. Diaz motioned. Rev. Rice seconded. The vote was as follows:

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller - 7

Nays: 0

Abstentions: 0

V. Finance Committee Meeting

Rev. Zepernick reported on the meeting held by the Finance Committee. He stated the purpose of this meeting was to review the financial reports in detail and then present it to the board. The minutes of the report were attached. Mr. Hopkins stated that the committee along with management/staff will create a charter that will be presented before the board for a vote. The purpose of the charter is to outline the membership of the Finance Committee as well as allow the committee to perform certain functions on behalf of the Board.

VI. Monthly Financial Report

Mr. Hopkins reported the current ratio to be 0.73 as of December 31st. The current assets are \$2.4 million and the current liabilities \$3.4 million with \$1.3 million owed to related parties. Mr. Hopkins also stated that the BCO-10 and 990 were filed and sent out.

Mr. Rossi stated that he discussed the preliminary end of year projections with the Finance Committee. As a point in time through December 31st, there is a \$251,000 deficit in net income. The Academy is behind in revenue by \$20,000. The Academy is ahead from a school income stand point but behind on cafeteria funds. The Academy is negotiating a grant to cover the cost of NESSO and has not yet received the reimbursement for medical access billing. The initial FY 16-17 budget was presented with a deficit of \$220,000. The board and management allowed that



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number to increase to \$260,000. The projection for end of fiscal year shows a range from \$140,000 to \$240,000. The recalculation of the per pupil allotment retroactive to July 1st will impact the year end position. Mr. Hopkins also stated that the year-end financial statement will reflect a PSERS adjustment.

VII. Mid-Year Report

Mr. Rossi explained that the purpose of this report is to update the board on the progress towards goal completion as well as to update the board on any requested follow ups.

Mrs. Walinsky presented the report. Liberal Arts is the major with the highest population as most students want the option of taking various elective courses. The 2nd most populated major is Dance. There is a drop in the number of students who enrolled into one or more Honors Courses. There is also a slight drop in the students taking one or more AP courses however there is an increase in the number of AP tests being taken. There has been a recent trend of students enrolling in Honors/AP courses and then choosing to withdraw once they see the rigor and amount of work. Guidance is working with students and parents to counsel and accommodate students into new courses as available. Administration is working with parents and students to prepare them for the Honors/AP courses.

There is an increase in the failure rate mostly in the high school. Most of it can be attributed to students failing blocked classes versus yearlong classes. Middle School failure rate is consistent with the previous year at 6.9%. The failure rate for the blocked classes is 11.3% which represents the classes attempted. The percentage of students who are failing one or more classes is high in the 9th grade due to the Freshman Seminar English class. In both Special Education and English Language Learners the highest population is found in the 9th grade. There are currently 14 students considered drop-outs, however the school will do follow ups to ensure the student have not been picked up by other schools.

Benchmark Data

The middle school ELA benchmarks were hand created by the staff and have been put into place this year. Overall all grades showed improvement from benchmark 1 to benchmark 2. ELL students are not included in the benchmarks as they take other exams that are more appropriate to their language acquisition. NESSO has created a predictive feature that shows how students should fair based on how well they did in the benchmarks. PVAAS data is also attached which shows the average percentage of growth for each grade. Students must have at least two years of data in the PVAAS system in order to have a projected proficiency. In the middle school Math benchmarks all students have fared better in the second benchmarks than in the first with 8th grade having the smallest increase.

The high school Literature benchmarks were administered to the 10th and 11th grade. All students took the 1st benchmark, however for the 2nd benchmark only non-proficient students took the exam. The Algebra benchmarks were administered to both 9th and 10th grade. Proficient students took the first benchmark but not the second benchmark which skewed some data points in the 10th



grade data. Mrs. Walinsky explained that for the benefit of the students, administration chose to exempt proficient students from taking the second benchmark and stated that in the next years proficient students would not be taking the benchmarks as they have already passed the exam. Rev. Zepernick asked that in future reports a column be added which includes the number/percentage of students who are proficient in each exam.

/III. College and Career Report

Mrs. DiSalvo reported that Esperanza Academy has an average of 60.16% of graduates who enroll in college within two years of graduation. This increased from 56.8% last year. Through follow ups from the College and Career staff more accurate data is collected which account for students who enrolled into college up to two years after graduation. The highest number for college retention can be found in 2011 at 81%. There was a slight decrease in 2012 and a slight improvement in 2013. The retention rate for a 4 year institution was 81% while the retention rate for a 2 year institution was 71% for 2013. In the list for the top college applied to by Esperanza students, Esperanza College is number four on the list.

Mrs. DiSalvo reviewed the report on college applications. The class size of the seniors this year is 182. Of the graduating class, 76% have completed at least on college application. A total of 556 applications have been submitted to post-secondary institutions. There have been 149 acceptances with 38% being 4-year institutions and 62% being 2-year institutions. This number will increase as most colleges and universities disclose their acceptances in the spring. The board asked that in future report there be data stating the percentage of students applying to 4-year versus 2-year institutions. Mr. Fuller asked for data on how Esperanza students are faring in SAT/ACT compared to the national average. Mrs. DiSalvo stated that Esperanza was lower than the national average but is showing progression. She also stated that the SAT/ACT data was presented at the board retreat but will be included in future reports.

IX. Personnel Report

Mr. Rossi presented the personnel report as follows:

New Hires:

1. Adley Pabon: Administrative Assistant to the Director of Instruction, 12/7/15 (MS)
Esperanza Academy High School, High School Diploma
2. Lina Cedeno: Spanish Teacher, 1/4/16 (HS)
Universidad Interamericana (Puerto Rico), M.S. Ed. in Curriculum and Teaching Spanish
Highly Qualified Teacher: Praxis II
3. Amanda Roman: Special Education Social Studies Teacher, 1/4/16 (MS)
East Stroudsburg University, B.A. in History
PA Certification: Level I Social Studies (7-12)
Emergency Certification: Long-term Substitute with Education Obligation Special
Education (Pk-8)



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4. Jennifer Schifano: Part-Time ESL Paraprofessional, 1/4/16 (6-12)
Fairfield University. M.F.A. in Creative Writing
5. Jeffrey Houser, Social Studies Teacher, 2/1/16 (MS)
Kutztown University, B.S. Ed in Secondary Education
PA Certification: Level I Social Studies Certification (7-12)
6. Magaly Velazquez, Part-time Special Education Paraprofessional, 2/1/16(HS)
SUNY Purchase College, B.A. in Anthropology
7. Barbara Berman, Science Teacher, 2/1/16 (MS)
Southern Connecticut State University, M.S. in Environmental Education
PA Certification: Level I: General Science (7-12) and Level I: Biology (7-12)
8. Marc Gottfried, Math Seminar Teacher, 2/1/16 (HS)
Arcadia University, B.A. in Psychology
Emergency Certified: Long-term Substitute with Education Obligation Mathematics (7-12)
9. Edwin Torres, On-Call Maintenance Worker, 2/5/16 (6-12)
Edison High School, General High School Diploma
10. Moises Rodriguez, On-Call Maintenance Worker, 2/5/16 (6-12)
Dr. Alfredo M. Aguayo (Ponce, PR), High School Diploma
11. Genesi Ortega, Part-time 21st Century Site Coordinator, 2/8/16 (MS)
Esperanza Academy Charter High School, High School Diploma
12. Damaris Mojica, Part-time Food Service Worker, 2/17/2016
Salutio Clavell High School, GED Degree
13. Tabitha DeHart, Part-time Special Education Paraprofessional, 2/22/2016
Cedarville University, Bachelor's Degree majoring in English

Staff Departures: 8

Staff on Leave: 1

Rev. Zepernick called for a motion to accept the Personnel Report as presented. Mrs. Rocha motioned. Mrs. Cruz seconded. The vote was as follows:

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller, Nancy Santiago Negron - 8

Nays: 0

Abstentions: 0



X. Contract Approvals*

Mr. Rossi presented the personnel report as follows:

1. **Gabriella Amato:** Independent Contractor as of 12/3/15, Substitute Teacher, \$130 Per Diem as needed. Bachelors of Arts in Spanish from Kutztown University.
2. **Anthony Edmond-Pinckney:** Independent Contractor as of 12/4/15, Substitute Teacher, \$130 Per Diem as needed. Masters of Education in Elementary Education from Lincoln University.
3. **Wendy James:** Independent Contractor as of 12/8/15, Substitute Teacher, \$130 Per Diem as needed. Masters of Arts in School Administration and Masters of Education in Multicultural Education from Eastern University.
4. **Karen Iverson:** Independent Contractor as of 12/17/15, Substitute Teacher, \$130 Per Diem as needed. Masters of Arts in Marriage and Family Therapy from Liberty University.
5. **Me'ira Pitkapaasi:** Independent Contractor as of 1/11/2016, Substitute Teacher, \$130 Per Diem as needed. Masters of Arts in Mathematics from West Chester University.
6. **Kimberly Hummel:** Independent Contractor as of 1/11/2016, Long term Substitute Teacher, \$150 Per Diem as needed. Masters of Arts in Urban Education from Temple University.
7. **Curriculum Associates:** This contract is for the use of I-Ready software. The software provided is diagnostics and instruction for math and reading. The contract is in effect for 1 year beginning August 28th, 2015 and ending June 30th, 2016. Total cost \$9,628 which includes a one-time training fee of \$2,500.
8. **Wordsworth Academy:** This contract is an agreement that will allow Wordsworth to serve as an approved private placement for student Esperanza Academy student AV. This agreement would replace the previous agreement with Wyncote Academy. The term of this contract is from November 9, 2015 through June 30, 2016. The per diem tuition rate is \$370.00 over 138 school days that will cover daily tuition and a 1:1 aide. **Grand Total: \$51,060.00**

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

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller, Nancy Santiago Negron - 8

Nays: 0

Abstentions: 0



XI. CEO Report

Mr. Rossi reported the success of Esperanza Inc. in attaining the approval of the K-5. Mr. Rossi thanked all those who spoke on behalf of the application before the SRC including board members, parents and current Esperanza students. The vote was 4 to 1 with Chair of the SRC voting against. Mr. Rossi presented the options of whether to amend its charter application to include the K-5 or to allow this K-5 to be its own entity. Mr. Rossi asked for a resolution from the board to allow Esperanza Inc. and Esperanza Academy Administration the ability to negotiate on behalf of the board in terms of the resolution provided by the school district with one of the options being that the K-5 merges into the current school to become a K-12. Mr. Rossi explained the benefits and challenges of merging the K-5 into the current school as well as being a separate entity.

Rev. Zepernick asked for a motion of the above presented resolution. Mr. Fuller motioned. Rev. Martinez seconded. The vote was as follows:

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller, Nancy Santiago Negron - 8

Nays: 0

Abstentions: 0

Mr. Rossi spoke about the School Progress Report presented by the School District of Philadelphia. The SPR places schools in demographic cohorts regardless of test proficiency. For both the high school and the middle school Esperanza was placed in the first peer group which represents the most at-risk student population. With both schools there was only one district school out ranking them on the SPR.

XII. Grant Approvals*

Mr. Rossi presented the grant approvals as follows:

- 1. Mentoring Grant:** Nueva Esperanza Inc., National Programs Department, has awarded a Mentoring Grant to Esperanza Academy. The grant is provided through the Department of Justice. The grant will be effective retroactively as of December 22nd. The sum of this grant is not to exceed \$122,101.00.
- 2. 21st Century Grant:** The Pennsylvania Department of Education has approved the proposal Esperanza Academy presented for the 21st Century Afterschool Programming Grant. This grant will be disbursed at \$400,000 over the course of three years for a total of \$1.2 Million.

Rev. Zepernick called for a motion to accept the Grant Approvals as presented. Mrs. Santiago Negron motioned. Mr. Fuller seconded. The vote was as follows:

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller, Nancy Santiago Negron - 8

Nays: 0



Abstentions: 0

Mr. Fuller asked that a link to the new website be sent out to all board members.

III. Adjournment

Rev. Zepernick called for a motion to adjourn the meeting at 7:11pm. Mrs. Santiago Negron motioned. Mr. Fuller seconded. The vote was as follows:

Yeas: Rev. Roger Zepernick, Rev. John Rice, Carmen Rocha, Carmen Torres, Rev. Magaly Martinez, Denise Cruz, Brandon Fuller, Nancy Santiago Negron - 8

Nays: 0

Abstentions: 0

A handwritten signature in blue ink, appearing to read "E. Espaillat", is written over a horizontal line.

Board of Trustees Secretary

04/28/16

Date

Minutes Taken by Ellen Espaillat