

La Academia Board of Directors Agenda
June 26th, 2019 at 4PM
30 N. Ann Street

- I. Approval of May 21st, 2019 Board Minutes
- II. Chief Academic Officer Report - Tommy Henley
 - A. Board Dashboard
 - B. Policy Review
 - C. Fiscal Review
 - D. Curriculum Review
 - E. Marketing
- III. Stem Alliance Report - Sandy Struck
- IV. President's Report - Dr. Aida Ceara
- V. Committee Reports
 - A. Financial
 - B. Personnel
 - C. Public Relations
- VI. Other Business - Board of Directors
- VII. Adjournment - Dr. Aida Ceara

Board
Minutes

June 26, 2019 La Academia Partnership Charter
School, Room 5

Board Members Present: C. Graupera, A. Ceara, E. Svrcek, R. Graupera, K. Hammel, S. Cortina, R. Melendez, J. Morales, C. Wagner, C. Boyd, T. Darcus, R. Melendez, P. McCartney, O. Rivera, S. Cortina

I. Welcome - A. Ceara called the meeting to order at 4:05 pm.

II. May 21, 2019 Board Minutes - A. Ceara called for a vote to approve the May 21 Board of Directors minutes as submitted. A motion was made by S. Cortina and seconded by E. Svrcek as submitted. Motion passed unanimously.

III. CAO Report - T. Henley presented the Board with a CAO report.

A. CAO Dashboard

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-There are 2 current vacancies - HS Math and HS Chem. There are 2 upcoming interviews for HS Math. HS Chem is currently a part-time position but administration is considering it a full-time position for recruitment.

-Attendance was up the last 2 weeks of school instead of down as it usually is.

-Enrollment - Administration decided to go away with 60 students in 6th grade due to research showing that co-taught class is better for students. The school will have 35 6th graders and 40 in all other grades. Enrollment is currently 201 for 19-20 school year with 3 pending applications. Goal is 235 students.

B. Policy Review

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-Student Community Agreements - T. Henley presented a revised student handbook. The new handbook aims to change the language of policies to make them more restorative justice focused. For example, a suspension is now called a break from community. The attendance policy is state aligned. When a student misses 18 days of school, they are no longer eligible for promotion. 4 tardies will equal 1 absence. There is a discipline ladder to follow for each tardy. A. Ceara asked for the board to approve the Student Community Agreement. K. Hammel asked for the document to be made in an easier to read format. Tommy let the board know that the board know we have student

enrollment night coming up in which this information will be shared. Board will review the agreement and vote on the approval of the handbook via email.

-Uniforms - T. Henley asked for the board to vote to do away with the school uniform. The data showed that 90% of kids sent home were for uniform violations. Those students are missing seat time or students are put in a room with discipline issues for uniform violations. All of these go against the idea of restorative justice. Instead of uniforms, the school can market through products students want to have and through club t-shirts. S. Cortina asked what exactly a uniform violation is. T. Henley explained it is not wearing a polo or khakis. A. Ceara suggested giving students 3-4 choices for the uniform instead of free choice. She also mentioned students wanting the coqui instead of the panther. She said to remember that our students are not just from Puerto Rico. Tommy said that we will be giving all students a T-shirts on the first day of school. Other t-shirts will be coming from various clubs. Students have talked about various mascots. The Lion is the students choice of mascot. E. Svrcek suggests that all sayings on the shirts go back to the word "Beyond" since that is the tagline from the branding. K. Hammel made a motion to do away with the uniform and was seconded by O. Rivera. Motion passed unanimously.

Technology - Thanks to STEM Alliance, we will be 1:1 with chromebooks for the 19-20 school year. A. Ferg will be developing a technology policy. C. Wagner asked about insurance policies for the Chromebooks for the students to take them home. T. Henley explained that we will pilot the program next year and have the students keep the computers at school. It will also be an incentive that if the computer is still in good shape then the students will get to keep the chromebook when they graduate.

School Calendar - T. Henley asked for the Board to approve a revised school calendar. The new calendar has a half day every Wednesday for professional development for teachers. The calendar also added in monthly parent meetings, expeditions of learning quarterly, whole school meetings quarterly, weekly community meetings (MS and HS), and 30 minute advisories daily for college and career readiness. The new website will link to an updated calendar. After some clarifying questions from the board, C. Wanger made a motion to approve the new calendar, seconded by J. Morales. Motion approved unanimously.

Staff Payout and Absence Policy Update - The policy for sick day accrual has been revised from 0.833 days per month to 1 day each month accrual. Current payout would be \$16,850 for unused days. Staff will carry over up to 5 unused sick and 5 unused vacation days per year. Both teachers and administrators qualify for the payout. Personnel and Finance committee have approved it. After some short discussion, K. Hammel made a motion to approve the new policy, seconded by T. Darcus. Motion approved unanimously.

Class coverage - T. Henley reported that teachers are currently asked to cover classes with no compensation. T. Henley is proposing paying teachers \$25/period to cover classes. This is common practice in many districts. After some short discussion, S.

Cotina made a motion to approve the new policy, seconded by C. wagner. Motion approved unanimously.

Supplemental Curriculum Supports - T. Henley would like to replace iReady (\$14,000) with SuccessMaker (\$6,100). The finance committee has approved this. The program will be used with only 6th grade as a pilot year to see if it is worth implementing in 7th and 8th grade as well. E. Svrcek made a motion to approve the purchase, seconded, K. Hammel seconded. Purchase approved unanimously.

School Improvement Plan - CSI Committee has met many times over the year to complete this plan. There are 2 priority statements - Identify and address individual student learning needs and implement an evidence-based system of school wide positive behavior interventions and supports. K. Hammel spoke to the work the committee did and the ideas the committee has. The team is looking at 2 priorities and doing them really well. Board members will be updated monthly on the progress of the plan through the dashboard. The board will read the document and vote via email by Friday at noon.

Partnerships - T. Henley reported that many new partnerships have been developed over the last month and old partnerships strengthened. They include - Emerald Foundation, Career Link, HACC, Millersville University, The REC, Brightside, Mix at Arbor Place, Thaddeus Stevens, and ABC27.

The board asked for T. Henley to email the board a week before the meeting to remind them to look at the documents in the Google folder. All policies are uploaded to the google drive at least 1 week prior to board meeting for review.

The board will approve the Community Agreement, Employee Handbook, and School Improvement Plan via email.

IV. STEM Alliance Report

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A. S. Strunk spoke on behalf of the STEM Alliance and the Steinman Foundation. The STEM Alliance board has unanimously decided that they will not continue their financial support for school improvement efforts if the governance structure and financial conflicts of interest are not addressed. She referred to two benchmarks in a letter that was provided to the board.

B. S. Strunk spoke on her own behalf. She shared her background information. S. Strunk spoke to some of the issues of the school and the board. She spoke about the literacy rates of our students. She spoke about some of the issues of the by-laws of the board. She spoke of the fiscal practices of La Academia.

V. Adjournment - There being no further business, the meeting adjourned at 5:30 pm. Non-voting members and La Academia Staff were excused and the Board entered Executive session. B. Nye asked for the Board to report to the staff, either before or after the Executive session, the reason for the Executive session, in accordance with the Sunshine Act.