



LA ACADEMIA BOARD OF DIRECTORS

SEPTEMBER 25TH, 2019

OUR MISSION

A dynamic learning community sustained by partnerships, La Academia transforms today's learners into tomorrow's leaders through innovative instruction, comprehensive student supports, cultural competency, and work-based learning.

OUR VISION

Our students will be critical thinkers and global citizens, recognized by their commitment to lifelong learning and meaningful contributions to the world.

30 North Ann Street
Lancaster, PA 17602

i. Call to Order / Roll Call

| Board of Directors | P / A / T |
|-------------------------------------|-----------|
| Dr. Aida Ceara, President | |
| Mr. Carlos Graupera, Vice President | |
| Mr. C. Ted Darcus, Treasurer | |
| Ms. Collen Wagner, Secretary | |
| Mr. Kenneth Hammel | |
| Mr. Victor Ramos | |
| Ms. Ellen Svrcek | |
| Mr. Radames Melendez | |
| Mr. Ommie Rivera | |
| Ms. Susana Cortina | |
| Mr. Joseph Morales | |
| Mr. Christopher Boyd | |

ii. Consent Agenda

- a. Items on the Consent Agenda will be enacted without a separate discussion of each entry but may be removed from the Consent Agenda and placed as a separate action item per a Governing Board Member request for discussion/action.

iii. Approval of the Minutes

iv. Reports, information and Discussion Items

- a. Tommy Henley, Principal / Chief Academic Officer Report
- b. Finance Committee
- c. Personnel Committee
- d. PR / Development Committee

v. Action Agenda Items:

- a. Discussion, consideration and possible approval of the 2019-2020 Anti-Bullying Policy
- b. Discussion, consideration and possible approval of the ADP Payroll Provider System
- c. Discussion, consideration and possible approval of 2019-2020 Staff Benefits Package

vi. New Business:

vii. Public Comment:

viii. Adjournment



La Academia Board of Directors
MINUTES
September 25, 2019 at 4:00 pm
La Academia Charter Partnership Charter School
30 N Ann Street

30 North Ann Street
Lancaster, PA 17602

Present:

1. Welcome – Dr. Aida Ceara called the meeting to order at 4:06 p.m. The following guests were introduced: Mary Rivera, Parent Representative. Staff included: Brandon Nye and Xavier Garcia.
Consent Agenda – Dr. Ceara called for a vote to approved the amended agenda. A motion was made by Ken Hammel and seconded by Susana Cortina. The motion passed unanimously.
2. Board Minutes – Dr. Ceara called for a vote to approve the June 26, 2019 Board of Directors minutes as submitted. A motion was made by C. Wagner and seconded by O. Rivera. The motion passed unanimously.
3. Principal/Chief Academic Officer’s Report - Tommy Henley reviewed the September President’s report with the Board.
 - a. PSSA and Keystone data were presented.
 - b. Highlights of the report included: personnel vacancies, student attendance, financial overview, enrollment, and discipline data.
 - c. Proficiency 3% in math and 21% in ELA
 - d. Personnel - Fully staffed, but adding a position for Director of School Finance. We had 17 applicants, phoned interviewed 9 with 2 finalist
 - e. Attendance - Last year ended at 65% attendance. This year we are at 95%. Best data that the school has had in 10 years. K. Hammel “That data, how was it at the beginning of the year last year?”
 - f. Enrollment - We have 240 students enrolled with a waiting list for 6th and 9th grade. 37% of students have low academic English proficiency and 39% have identified special education needs.
 - g. Discipline - Not hitting the target goal. We are at about 60 referrals and we have a goal of 35. (Three areas: Defiance, Violence, and Disrespect)

1. Salina: “Are these the only 3 categories that teachers are able to report outside of these three?”

Comments and Questions:

- .“Do you have a goal for a college tour and dual enrollment?”
 - 1. This is a goal that I’d like to set for next year.
- K. Hammel: “Who is helping them apply?”
 - 1. School counselor gives them the application and proofreads and then follows up with Tommy for Coaching
 - 2. 10 currently enrolled out of 25 seniors and 8 more to be enrolled in the spring
- Props given to Tommy by Mr. Graupera: “we needed a leader and it’s nice to have one lead. We can see the results”

5. Committee Reports –

A. Finance Committee – Rosa Graupera reviewed highlights of the financial reports. Paper copies were not available, following the Board’s decision to go paperless. A review of the August financials was made. La Academia’s audit is near completion by auditors Baker Tilly. A presentation is expected to the Board during the October board meeting. Work on the 2020 budget is underway. The budget will be presented to the Board at the October Board meeting.

Highlights of the Committee’s report included: The need to paint the school and the quotes received. Exploration of the school obtaining its own 501c3 status. A suggestion was made for the school to look into the educational foundation for a grant to support the painting expenses.

B. PR/Development Committee – Ommie Rivera reviewed the PR/Committee report. Highlights included: The school’s presence at the Lancaster Heritage Quadrant over the lunch hour on November 22nd as part of the Extraordinary Give. Students will be drumming from 11-2 pm. Board members were encouraged to sign up to attend and support the school. Dr. Ceara asked all Board members to contribute personally on the day of giving. Colleen Wagner brought awareness to the Board of the Community Foundations online donation lowered from a minimum of \$25 to \$10.

T. Henley reviewed an anti-bullying policy with the Board and requested adoption. Dr. Ceara called for a vote. A recommendation to remove gender identity in the policy was requested. Colleen Wagner accepted the

recommendation and made a motion. The motion to accept the policy with the revision was seconded by O. Rivera. The motion passed unanimously.

6. Action Agenda Items:

A. ADP Workforce – T. Henley reviewed the ADP workforce software program the school would like to implement as a human resource tool. The system was reviewed and recommended for implementation. The software will allow for easy onboarding and electronic filing of employee information. O. Rivera abstained from the dialogue as a conflict of interest. Motion by K. Hammel was made to approve the software installment. S. Cortina seconded the motion. The motion passed unanimously.

B. Benefits Package – Tommy recommended the School stay with the same provider, Highmark. Dr. Ceara called a motion to approve the benefits package as presented. A motion was made by C. Wagner and seconded by C. Boyd. The motion passed unanimously. O. Rivera abstained from the vote.

7. Public Comments:

A. Stem Alliance – Sandy Strunk distributed a document outlining the Stem Alliance’s contribution to the school over the past three years. The document was discussed. Sandy encouraged the Board to take a survey following the Board Training with NewTec. An open dialogue was held. Salina Gomez asked if the school had an official contract with the Stem Alliance and if so it was publically available.

8. Adjournment: There being no further business, Dr. Ceara adjourned the meeting at 5:02 p.m.

NEXT MEETING:

October 24, 2019

4:00 pm

La Academia Charter Partnership Charter School
30 N Ann Street, Lancaster PA