

BOARD OF TRUSTEES MEETING

The Eugenio Maria de Hostos Charter School Board of Trustees met virtually on Tuesday, May 31, 2022. Board Chairman, Mr. Julio Vázquez, called the meeting to order at 5:32 pm. A quorum was established.

Board Members Virtually Present:

Julio Vázquez, Connie O. Walker, Dr. Marcia DeJesús-Rueff, Ray Ciccarelli, Dr. Miriam Vázquez, Angélica Pérez-Delgado, Eugenio Marlin, and Robert Frasier Jr.

Board Member Absent:

Nelida Torres and Miguel Meléndez.

School Staff Virtually Present:

Sandra Chevalier-Blackman, Mary Muñoz, John Harris, Damaris Saltares, Maria Petrella, Nikki Kersbergen, Leslie Rivera, Vincent Alexander, Robert Zimmerli, and Wanda Adames.

MISSION MOMENT:

The middle school presented the mission moment. The middle school highlighted the activities that were performed for Better World Day. The students partnered with the Bethany House (shelter for women and children) by cleaning the shelter's inside and surrounding areas, beautifying the middle school campus, creating a batting cage, and having a neighborhood clothing drive.

PUBLIC INPUT

No public input.

CHAIRMAN REPORT:

CEO Final Evaluation

- The CEO Final Evaluation is on Friday, June 17, at 5:30 pm. Mr. Vázquez encourages all the board members to attend the meeting. Ms. Adames will send the invite.

CEO REPORT:

Enrollment:

- Enrollment decreased from 969 to 962.

Lottery:

- 48 lottery registrations have been completed
- There is a projected enrollment for the Fall of 2022-2023 at 1037
- There are currently 283 students on the waitlist

The Data dashboard that was presented during the meeting included the following:

- 3-8: NYS Math Assessment
- K-12: NYSESLAT

College & Career Readiness

- There have been ten college visits since November 2021.
- 102 college applications have been submitted.
- 100% of students have been accepted to a 2-year college, and 14 applications were accepted for a 4-year college program
- Twelve students have been awarded a scholarship

Cohort 2018 Accountability

- Total Accountability Cohort 2018 is 51 students
- Six early graduates and 1 dropped student
- Total active enrollment is 44 students

Extended Learning Time Program:

Zimbrich Campus

- Before-School: 56 students enrolled – 90% daily attendance
- After-School: 67 students enrolled - 92% of attendance

Joseph Campus

- Before school: 18 students enrolled – 80% daily attendance
- After-school: 45 students enrolled – 53% attendance

Community Service

- Joseph After-School Program is working to beautify the Joseph Church with a community service project.
 - Save the Date: June 6th – 10th from 4:00 pm – 5:15 pm

Teacher Survey

- Teachers in grades 1-5 will receive the survey
- The survey aims to assess the student's participation and growth.

Student Surveys

- Students' surveys will be sent out by the school's external evaluator - Brockport Research Institute (BRI).
- The results of the survey will assist with next year's planning.

Operations:

COVID-19

- As of May, there is no contact tracing through MCDOH.
- The school continues to report daily to the NYSDOH.

- Staff and families will need to contact the school and fill out a Google Form in case of a positive case. This is how the school will keep track of the positive cases.
- There have been 237 total positive cases schoolwide since September 8.
- 85-88% of staff have been vaccinated. The non-vaccinated staff has been submitting weekly negative Covid test results.

Zimbrich Roof

- The roof replacement was completed on May 14, 2022

Church at Joseph

- The roof leak at the church will be repaired at no additional cost. The services are being donated. Thank you to Mr. Alexander for getting the school the connection.

Zimbrich Front Stairs and Entry

- Five proposals were received. The school is looking to complete the work before school begins in the Fall.

Several bids mentioned using rebar or a wire mesh as a stabilizer for the concrete; this information was not mentioned in the UA Maintenance bid. Before the school considers this company to perform the work, Mr. Harris will contact the company tomorrow to ensure that the items mentioned above are included in the bid. If there is a price increase, the school will reconsider its choice of company to perform the work.

CEO Updates:

Recruitment for Students and Staff

- The school currently has six buses displaying staff recruitment add for five weeks.
- New partnership with the Thurston Association – student and staff recruitment

SUNY Charter School Visit

- The school is currently in its 2nd year of renewal. The renewal will be Fall of 2024.
- There are 48 targets/goals aligned to the accountability report.
 - Ten belong to elementary school, 10 to the middle school, and 28 in the high school
- The focus is on showing evidence of student growth.

Finger Lakes Works

- May 23 Opening Ceremony at MCC workforce opportunity
 - Providing opportunities for the students to participate

Day of Caring

- Saturday, May 21, was the Day of Caring. In attendance were staff, board members, and staff family. The concentration was the Administrative Offices and the Zimbrich Campus.

StandUp4EDEquity

- The event took place on Saturday, May 7. EMHCS was the school with the most presence.

Villa of Hope

- Ms. Blackman and Ms. Rivera met with the CEO and Director of Programming.
- The focus of the discussion is looking at ways to partner with them for the professional development of the social workers and how they can support the school with the social and emotional needs of the students.

Grants Updates:

Donors Choose Update: Posted: \$45,119 & Funded: \$34,641.92

- EMHCS currently has 12 live projects waiting for funding – (eleven at the elementary school and one at the middle school).

Grant Notice:

- EMHCS did not receive the Polisseni Foundation Grant or the Konar Foundation Grant.

Submitted in April:

- No Kid Hungry Grant Round 2 for \$50,000
- Vouchers for ARP and CRRSA Grants - \$2,456,727 million
 - For expenses from March 2020 to April 2022

ACADEMIC COMMITTEE REPORT:

The Academic Committee meeting met today, May 31. There are two main key topics of discussion.

- Spanish Language Curriculum – Grades 7th – 12th
 - Encuentros curriculum
 - The Encuentros curriculum will replace the current World Language Spanish classes for grades 7th – 12th. The current curriculum used is Avancemos.
 - The curriculum will be paid through the Flow-through funds that the school receives from the RCSD.

Dr. DeJesús-Rueff moved the motion to approve the new Spanish curriculum – Encuentros. Mr. Marlin seconded the motion. The motion was approved unanimously.

- ALEKS Intervention Software Program
 - ALEKS is a program for grades 3-12, and it comes in English and Spanish. The program is individualized for each student.
 - The program is accessible to students on any device and does not need to be uploaded to the Chromebook.

- The goal is to motivate students in math and begin filling the gaps.
- The flow-through funds do not cover the program's cost because it is technology. The school might have technology funds, but not until November.
- Currently, there is money in the Academic budget to cover the cost in full.
 - The individual cost per student is \$33.30 for \$26,000. The total amount due will be based on final student enrollment.
 - The cost includes three professional development sessions for staff and the program site setup.

Dr. DeJesús-Rueff moved the motion to approve the ALEKS Math Intervention Program. Mr. Ciccarelli seconded the motion. The motion was approved unanimously.

Next month plan to speak about next year's scheduling and the EL review and findings.

CHIEF FINANCIAL OFFICER REPORT/FINANCE COMMITTEE REPORT:

The Finance Committee met immediately before the board meeting and reviewed April's financial statements reports with the Finance Manager, Ms. Kersbergen, and consultant, Mr. Caster. Draft Form 990 from July 1, 2020, to June 30, 2021, was presented for information only, and unless anyone has any questions, they need to be directed to Ms. Blackman. Ms. Blackman will then need to sign the form once any questions have been asked and answered.

The committee briefly discussed the bid tab sheet for the Zimbrich Front Entryway. Ms. Walker proposed a question to Mr. Harris earlier in the board meeting. The proposal will be reported by the Building Committee this evening. Ms. Blackman reviewed the grant updates. There are no action items today.

Financial Reports

Ms. Nikki Kersbergen, Finance Manager, reviewed the financial statements as of April 30, 2022. Please see the attached reports.

ACTION ITEMS

April's board meeting minutes were presented for approval. Dr. DeJesús-Rueff moved the motion, and Mr. Marlin seconded. The motion was approved unanimously.

There is no action item at this time for Form 990. Ms. Blackman will sign the document.

COMMITTEE REPORTS:

Building Committee

The Building Committee met on May 17. The following updates were discussed:

- Bid Tab Sheet – Zimbrich Campus Front Entryway
 - The Building Committee is recommending UA Maintenance complete the job.
 - The cost of the project is \$35,900.00.

- This company best meets the need of the school, has great customer review, and the project will be done before the new school year begin.

Mr. Marlin recommends the UA Maintenance bid tab to perform the Zimbrich Entryway. Dr. DeJesús-Rueff moved the motion, and Mr. Ciccarelli seconded. The motion was approved unanimously.

Governance Committee:

Open Meeting Law

- Since COVID, the rules of the Open Meetings changed temporarily.
 - The board has two options to choose from. The first option is for the board to go back to pre-pandemic Open Meeting Law practices, including videoconferencing, where every trustee who will vote or count for quorum must be physically present at a location. The location will be included in the meeting public notice and open and accessible to the public.
 - The 2nd option is too cumbersome, and the board is already familiar with the first option.
- Board members to attend by video conferencing will provide their address to be published and accessible to the public.
- Board members must provide their address by the Thursday before the board meeting so Ms. Adames can post the address(es) on the monthly public notice.

Resolution

The Governance Committee recommends that the Board of Trustees of the Eugenio María de Hostos Charter School return to the pre-pandemic Open Meeting Law practices. Mr. Marlin moved the motion, and Dr. Vázquez seconded the motion. The motion was approved unanimously.

Personnel Committee:

The Personnel Committee met on May 18. There were two topics of discussion.

- **Teacher Retention**
 - From June to May, there were 73 resignations and 80 new hires; from the resignations, 37 were teachers, ten paras, and the others were other instructional staff.
 - Over the next five years, there will be approximately 85,000 teachers eligible for retirement, and the schools of education are reporting very low enrollment numbers.
 - The focus is on retention – once the school gets the staff, how will the school retain them.
 - Reviewing the onboarding process, what supports are in place and how the school provides resources to help them grow and feel successful for them to stay.
 - The committee will report their findings in next month's meeting.
- **Rubric for Teacher Bonus**

- Pre-Covid, the school would provide teachers with performance base raises.
- During the last board meeting, \$25,000 was approved for teacher's bonuses. This is for teachers that go above and beyond.
- There are three criteria for teacher bonuses for this year.
 - Are 75% of my students showing growth?
 - Does my evaluation of the four domains in the Danielson Rubric show that I am highly effective?
 - Have I done anything, or what have I done to improve the school's culture?
- The board received a draft copy of the rubric. Dr. DeJesús-Rueff suggested that the category of school culture included the elements of the school's mission and vision.
- **Staff Appreciation**
 - Reminder, for the board members, the staff appreciation lunch will be on June 9 (Joseph and Kodak Campus) and June 10 (Zimbrich Campus).

The next Personnel Committee meeting is on June 15 at 4:00 pm.

The board is requesting the following information for Staff Retention:

- What is the staff retention rate?
- What are the reasons why the staff is leaving?
- What are the benchmarks from other charter schools? Are they experiencing the same?

The climate survey will be discussed during the board retreat.

Fundraising Committee

Gala

- Ms. Blackman and Ms. Adames met with the venue to discuss certain charges on the contract. The venue will get back to the school with what they can do to lower some charges and provide silent auction/raffles items for the Gala.
- Mr. Ciccarelli's NY and Naples Office will be the main sponsor for \$10,000.
- The school is looking at having the Gala sponsored 100%.
- The next meeting will be scheduled for June.

Old Business

No old business.

New Business

No new business.

Executive Session

No executive session.

Mr. Frasier asked for clarification of the protocol for a person to address the board. Mr. Vazquez clarified as follows:

- During the Public Input section of the board meeting, any individual can address the board.
- If a parent and staff have a concern, they should first contact the CEO to address the concern.
- If the CEO can't address the concern or the individual wishes to take it to a higher level, then the Board Chair will speak with the individual.
- If the Board Chair can't address it or the individual wishes to take it higher, then they can address the board.
- If the board can't address the concern, they can contact the Charter School Institute.

ADJOURNMENT

With no other business to discuss, Mr. Vázquez asked for a motion to adjourn the meeting. Ms. Walker moved the motion, and Mr. Marlin seconded the motion. The motion was approved unanimously.

NEXT MEETING:

The next Board Meeting will meet in person on Tuesday, June 28, 2022, at 1069 Joseph Avenue.

Respectfully submitted,

Angélica Pérez-Delgado
Board Secretary