

TACONY ACADEMY CHARTER SCHOOL

6201 KEYSTONE STREET
PHILADELPHIA, PA 19135

BOARD OF TRUSTEES MEETING

LOCATION

ZOOM CONFERENCE CALL DUE TO ONGOING COVID-19 PANDEMIC

DATE & TIME

AUGUST 18, 2021

6:00 P.M.

Minutes

SECTION I: CALL TO ORDER

Opening Colloquy

This meeting of the Tacony Academy Charter School Board of Trustees is hereby called to order. The time is 6:20 p.m. My name is Barbara L. Saunders. I am the President of this Board of Trustees, and I will facilitate this meeting.

In order to protect the health, welfare, and safety of the school community, this meeting is being held via teleconference. This is a public meeting that was properly advertised in the Philadelphia Daily News and pursuant to the Pennsylvania Sunshine Act. The public notice included instructions for how the public could participate in tonight's meeting.

All members of the public are welcome to sit and listen to the Board of Trustees conduct its business tonight. Members of the public who have registered with the Administrative Office to participate in public comment by 5:00 p.m. on the day before this scheduled meeting may participate in public comment. At this time, I would ask that the Executive Administration submit the list of commenters to our General Counsel. Comments will be limited to three minutes unless the Board decides to grant additional time.

At this time, I will ask that Roll Call be taken.

A. ROLL CALL

Board Members Present:	By Invitation: Non-Board Members:
Barbara L. Saunders Jen Ragen Anita Vega-Kaiser Sandra Farmer Board Members Absent: Dr. Ronald Whitaker Lionel S. Archer, Jr.	Thomas Scheid Ryan Strasko Jessica Harron Ashley Redfearn Scott Kramer Peter Costa Dean Krebs, Esq. Jessica Bassett

B. DISCLOSURE: EXECUTIVE SESSION BY BARBARA L. SAUNDERS

I would like to state, for purposes of the Minutes of this meeting, that on August 18, 2021, the Board of Trustees met in Executive Session for the following purposes under 65 Pa.C.S.A. § 708:

(X) Consultation with Professional Advisor or Attorney. To consult with its attorney or other professional advisor regarding information or strategy in connection with litigation or with issues on which identifiable complaints are expected to be filed. Specifically, to discuss Resolution R210818.13 below.

C. APPROVAL OF AGENDA

MOTION:
 SANDRA FARMER
 SECOND:
 ANITA VEGA-KAISER
 VOTE:
 PASS
 FAIL

R210818.01 Approval of the August 18, 2021 Agenda

RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby approves the August 18, 2021 Agenda.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Board</i>	<i>General discussion</i>

D. APPROVAL OF MINUTES

MOTION:
 SANDRA FARMER
 SECOND:
 JEN RAGEN
 VOTE:

R210818.02 Minutes of the June 16, 2021 Meeting

RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby approves the Minutes of the June 16, 2021 meeting of the Board of Trustees of Tacony Academy Charter School.

[X] PASS

[] FAIL

Notes of Discussion / Advance Regulatory and Financial Comment:

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>General discussion</i>

SECTION II: REPORTS

A. COMMUNITY COMMENT

NONE

B. TACONY ACADEMY CHARTER SCHOOL CEO

- a. *Thomas Scheid, CEO, Tacony Academy Charter School*
 - i. *Mr. Scheid began his presentation by discussing enrollment for the 2021-2022 school year. He said that enrollment and the waitlist are strong and that the school had over 1,075 students already enrolled.*
 - ii. *In regard to changes in enrollment, Mr. Scheid noted that there had been no mass exodus of families from the school; rather, some students were not returning because the family had moved out-of-state or the like.*
 - iii. *Mr. Scheid then reviewed summer programming at Tacony Academy Charter School (“TACS” or the “School”) with the Board. Among other things, he noted that Springboard Reading was used throughout the summer program. He also discussed the Middle School Summer Program, which he said the School wanted to continue the following year.*
 - iv. *Next, Ms. Redfearn discussed TAC’s partnership with the Tesla Science Foundation. Among other things, Ms. Redfearn noted that the support of the staff has been greatly appreciated.*
 - v. *Mr. Kramer then summarized Human Resources changes. He discussed offers that had been recently extended to prospective staff. He also discussed positions that were open, such as a High School STEM position. Mr. Kramer noted that when there is an open position, many of TAC’s teachers are pushing the positions on social media. This, he said, shows that the staff cares about the School and enjoys working there.*
 1. *Mr. Scheid added that the School was in a good place as to Human Resources, but he had some concerns about finding a High School STEM teacher.*
 - vi. *Discussion ensued regarding the Charter Renewal. Mr. Scheid outlined the timeline for various submissions. He stated that the School was trying to be as proactive as possible with regard to the renewal.*
 - vii. *Mr. Scheid closed his presentation with remarks on the progress of the playground construction. He discussed one delay and stated that October 15, 2021 was the target finish date.*

C. AMERICAN PARADIGM SCHOOLS

- a. *Ashley Redfearn, CEO, American Paradigm Schools*
 - i. *Ms. Redfern began by stating that American Paradigm Schools (“APS”) welcomes the Delegate Trustee from the TACS Board of Trustees to the APS Board of Trustees. Among other things, she discussed the role of the Delegate Trustee.*

- ii. Ms. Redfearn then discussed APS’s Diversity, Equity, and Inclusion statement, which, she said, is the mission statement of APS.
 - iii. Ms. Redfearn reported that school CEOs have been working diligently to ensure schools can open in-person, five days a week. Ms. Redfearn encouraged attendees to assure others that the buildings are safe. She described some upgrades that had been made to the buildings, including upgrades to the ventilation system.
 - iv. Ms. Redfearn then stated that Fany Marc would be taking over the role of Director of Coaching. Ms. Redfearn described some of Ms. Marc’s credentials. She also thanked the outgoing Director of Coaching, Matthew Glass, for his contributions.
 - v. Ms. Redfearn then discussed the promotion of Dr. Nicole Allison to the position of Director of Caring School Community. She explained Dr. Allison’s credentials and history with APS schools.
 - vi. Ms. Redfearn concluded her remarks by discussing the PA Science Leadership Network, which was launched by the Pennsylvania Department of Education to “[improve] science teaching and learning for all students.”
- b. Scott Kramer, Human Resources, American Paradigm Schools
- i. Mr. Kramer then provided an overview of Human Resources across APS.
 - ii. Mr. Kramer began by stating that there had been well over 40 hires across the APS schools. The biggest need, he said, is in Special Education.
 - iii. Mr. Kramer then stated that all would be asked to sign diversity posters, which will then be framed and displayed as a visual reminder of APS’s commitment to diversity.
 - iv. Mr. Kramer described APS’s employee referral program and that program’s success. 70% of referrals, he noted, had been hired by an APS school.
 - v. Next, Mr. Kramer reviewed TAC’s and First Philadelphia Preparatory Charter School’s partnership with Arcadia University. Among other things, the program:
 1. Pays teachers \$3,800 each to attend courses regarding how to bring science and social justice together.
 2. If a student is from TACS or First Philadelphia Preparatory Charter School, majors in Education, and teaches at TACS, First Philadelphia Preparatory Charter School, or another school in the APS network, that student may attend Arcadia University for free. Discussion ensued about the program.
- c. In response to a comment on COVID-19 testing from Ms. Farmer, Ms. Redfearn stated that schools are required to follow a “symptomatic testing protocol.” A person need have only one symptom to be tested for COVID-19, she said. Ms. Redfearn added that if there are six cases of COVID-19 in a school, the school is expected to close. Ms. Redfearn stated that the schools have been proactive in taking measures to protect students and staff against COVID-19. Mr. Scheid agreed.
- d. Ms. Redfearn then informed the Board that a lunch would be held for new teachers on the following day.

D. GENERAL COUNSEL

- a. NONE

E. BUSINESS CONTROLLER

- a. *Peter Costa, Business Controller, Santilli & Thomson, LLC*
 - i. *Mr. Costa noted that profit and loss statements would not be available until the audit is complete.*
 - ii. *Mr. Costa then discussed enrollment. He explained that TACS had budgeted for 183 Special Education students for the 2020-2021 school year but had enrolled 192 Special Education students.*
 - iii. *Mr. Costa informed the Board that TACS has 117 days of cash on hand.*
 - iv. *Mr. Costa then led a discussion about disbursements, particularly those totaling more than \$10,000.*
 - v. *Discussion ensued regarding the preliminary balance sheet, which, Mr. Costa said, would look much different after the close of the audit.*
 - vi. *Mr. Costa closed his remarks by stating that TACS would end up with a surplus for the 2020-2021 school year.*

SECTION III: NEW BUSINESS

A. RESOLUTIONS

MOTION:
SANDRA FARMER
SECOND:
JEN RAGEN
VOTE:
 PASS
 FAIL

R210818.03 Report of the Business Controller

RESOLVED, the Board of Trustees of Tacony Academy Charter School accepts the Financial Report of the Business Controller and all documents submitted thereby, which shall be incorporated into the record of this meeting.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Board</i>	<i>General discussion</i>

MOTION:
SANDRA FARMER
SECOND:
ANITA VEGA-
KAISER
VOTE:
 PASS
 FAIL

R210818.04 Human Resources Resolution

RESOLVED, that the Board of Trustees of Tacony Academy Charter School ratifies the Human Resources changes, modifications, and additions, as presented.

HIRES/RATE/POSITION CHANGE		
NAME	TITLE	EFFECTIVE DATE
Dalena Burry (new hire)	Building Substitute ES	8/23/21
Jenna Sullivan (new hire)	4th Grade Teacher	8/23/21
Ryan Brody (new hire)	HS Social Studies	8/23/21
Theodore Lutkus (new hire)	HS Biology Teacher	8/23/21

Angeina Schroeder-Ricadonna (position change)	Librarian	8/23/21
Anderson, Olive (position change)	SPED Teacher	8/31/21
Adams, Michelle (rate change)	Instructional Assistant	8/23/21
Beideman, Regina (rate change)	Instructional Assistant	8/23/21
Calderon, Solivette (rate change)	Instructional Assistant	8/23/21
Cox, Kishana (rate change)	Instructional Assistant	8/23/21
Ellsworth, Jodi (rate change)	Instructional Assistant	8/23/21
Franklin, Jaqueline (rate change)	Instructional Assistant	8/23/21
Freeland Perez, Emily (rate change)	Instructional Assistant	8/23/21
Lance, Anna (rate change)	Instructional Assistant	8/23/21
McCurdy, Michael (rate change)	Instructional Assistant	8/23/21
Neith, Michelle (rate change)	Instructional Assistant	8/23/21
Smith, Lisa (rate change)	Instructional Assistant	8/23/21
Taylor, Lisa (rate change)	Instructional Assistant	8/23/21
Szwedowsky, Marcella (rate change)	LIMA	8/23/21
Maldonado, Migdalia (rate change)	Cafeteria Aide	8/23/21

TERMINATIONS / RESIGNATIONS		
NAME	TITLE	EFFECTIVE DATE
McCulla, Eric (resignation)	HS - Social Studies	7/31/21
Senek, Susan (resignation)	Librarian	7/31/21
Kealey, Michelle (resignation)	SPED	8/17/21

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
Barbara L. Saunders; Scott Kramer; Thomas Scheid	<ul style="list-style-type: none"> Ms. Saunders noted that there had been a rate change; that is, all employees making under \$15/hour would have their wage raised to \$15/hour. Mr. Kramer stated that the School was competing with the benefits and wages offered by chains like CVS and Target.

	<ul style="list-style-type: none"> • <i>Mr. Scheid discussed benefits and thanked the Board for its approval of the wage increase.</i> • <i>Ms. Saunders stated that the School needed to show appreciation to those who stuck with the School throughout the pandemic. She also mentioned that, at the Finance Committee, it was proposed that the School only do business with other organizations that offer a living wage.</i>
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MOTION:

ANITA VEGA-
KAISER

SECOND:

SANDRA
FARMER

VOTE:

PASS

FAIL

R210818.05 Professional Services Contract/s Resolution

RESOLVED, that the Professional Services Contract/s and associated reports listed below are hereby accepted and ratified;

FURTHER RESOLVED, the CEO, Business Controller, and General Counsel are hereby authorized and directed to negotiate contract/s for the professional services described below;

FURTHER RESOLVED, the President is authorized to execute any document or delegate any task necessary to effectuate this resolution.

Contractor	Amount	Comment: Terms and Conditions
Overbrook School for the Blind	\$95.00/hr	Vision services for IEP/504 Plan
Springboard	\$15,000 plus \$500/student Expected total payment: \$45,000	Literacy after school program Fall 2021 service
Springboard	\$15,000 plus \$500/student Expected total payment: \$45,000	Literacy after school program Spring/Winter Service
Springboard	\$15,000 plus \$500/student Expected total payment: \$45,000	Literacy after school program Summer 2022 Service
Withum	\$25,500	Annual Auditor
GHR Healthcare Resources, LLC	CSN: \$75.00 RN: \$58.00 LPN: \$48.00 Paraprofessional: \$24.00 PT: \$76.00 OT: \$76.00 SLP: \$78.00	Health and Therapy Services

MOOT

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Barbara L. Saunders; Board</i>	<i>Ms. Saunders summarized the contracts under Resolution R210818.05. Discussion ensued.</i>

R210818.06 Purchase Contract/s Resolution

RESOLVED, the Purchase Contract/s and associated report/s listed below are hereby accepted and ratified;

FURTHER RESOLVED, the CEO, Business Controller, and General Counsel are hereby authorized and directed to negotiate the terms and conditions for the Purchase Contract/s described below;

FURTHER RESOLVED, that the President is authorized to execute any document or delegate any task necessary to effectuate this resolution.

Contractor	Amount	Comment: Terms and Conditions
<i>None</i>	<i>None</i>	<i>None</i>

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>None</i>	<i>None</i>

MOTION:

SANDRA FARMER

SECOND:

JEN RAGEN

VOTE:

PASS

FAIL

R210818.07 Approval of Application for Lease Reimbursement

RESOLVED, the Board of Trustees of Tacony Academy Charter School approves the application for reimbursement of a charter school lease for 2020 – 2021.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Board</i>	<i>General discussion</i>

MOTION:

SANDRA FARMER

SECOND:

ANITA VEGA-KAISER

VOTE:

PASS

R210818.08 Approval of ARP ESSER Health and Safety Plan

RESOLVED, the Board of Trustees of Tacony Academy Charter School hereby ratifies and approves of the ARP ESSER Health and Safety Plan, as presented.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Ashley Redfearn</i>	<i>Ms. Redfearn summarized the ARP ESSER Health and Safety Plan and reviewed slight modifications made to the previous year's plan.</i>

FAIL

MOTION:

R210818.09 Approval of Amended English as Second Language Policy

ANITA VEGA-KAISER

RESOLVED, the Board of Trustees of Tacony Academy Charter School hereby ratifies and approves of the Amended English as Second Language Policy, as presented.

SECOND:

SANDRA FARMER

VOTE:

PASS

FAIL

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Dean Krebs, Esq.</i>	<i>Mr. Krebs explained that, this year, the Charter Schools Office ("CSO") provided schools the opportunity to submit policies for CSO review. Referring to materials provided to the Board in advance of the meeting, Mr. Krebs reviewed the suggested policy language additions with the Board, which, he explained, were minor. The suggested additions, he said, did not reflect anything the School was not already doing; the School's practice simply needed to be reduced to writing.</i>

MOTION:

R210818.10 Approval of Amended Enrollment Policy

SANDRA FARMER

RESOLVED, the Board of Trustees of Tacony Academy Charter School hereby ratifies and approves of the Amended Enrollment Policy, as presented.

SECOND:

JEN RAGEN

VOTE:

PASS

FAIL

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Barbara L. Saunders</i>	<i>Referring to materials provided to the Board in advance of the meeting, Ms. Saunders reminded the Board that the Amended Enrollment Policy could be found in the Board packet.</i>

MOTION:

R210818.11 Approval of 2021-2022 Student Handbook and Code of Conduct

ANITA VEGA-KAISER

RESOLVED, the Board of Trustees of Tacony Academy Charter School hereby ratifies and approves of the 2021-2022 Student Handbook and Code of Conduct, as presented.

SECOND:

SANDRA FARMER

VOTE:

PASS

FAIL

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Barbara L. Saunders</i>	<i>Ms. Saunders outlined the changes made in the 2021-2022 Student Handbook and Code of Conduct (the "Handbook"), Among other things, she discussed changes to language in the Handbook made in order to make policies gender neutral.]</i>
<i>Dean Krebs, Esq.</i>	<i>Mr. Krebs further discussed changes made to the Handbook. Among other things, he addressed:</i> <ul style="list-style-type: none"> • <i>Amendments made to the dress code policy;</i> • <i>The inclusion of language regarding Section 504/ADA Grievance Procedure;</i> • <i>Additional language added to the homeless policy; and</i>

	<ul style="list-style-type: none"> Changes in accordance with Act 110, which, he said, directs a school to take certain actions when a student convicted of sexual assault is in contact with the victim at the school (expulsion, for example).
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MOTION:
ANITA VEGA-
KAISER
SECOND:
SANDRA
FARMER
VOTE:
 PASS
 FAIL

R210818.12 Approval of Academic and Support Agreement

RESOLVED, the Board of Trustees of Tacony Academy Charter School hereby ratifies the Academic and Support Agreement between it and American Paradigm Schools, as presented.

FURTHER RESOLVED, the President is authorized to execute any document or delegate any task necessary to effectuate this resolution.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
Barbara L. Saunders	Ms. Saunders noted that the updated Academic and Support Agreement had been distributed to the Board in advance of the meeting.

MOTION:
JEN RAGEN
SECOND:
SANDRA
FARMER
VOTE:
 PASS
 FAIL

R210818.13 Amended Confidential Settlement and Trust Agreement of J.G.

RESOLVED, the Board of Trustees of Tacony Academy Charter School approves of the Amended Confidential Settlement and Trust Agreement for J.G., as presented.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
Barbara L. Saunders	Ms. Saunders noted that the Settlement and Trust Agreement for J.G. had been discussed in Executive Session.

MOTION:
SANDRA
FARMER
SECOND:
ANITA VEGA-
KAISER
VOTE:
 PASS
 FAIL

R210818.14 Approval of Lionel S. Archer, Jr. as Trustee

WHEREAS, Mr. Lionel S. Archer, Jr. currently serves as a Parent Trustee of Tacony Academy Charter School, pursuant to Section 4.2 of the Amended and Restated By-Laws of Tacony Academy Charter School;

RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby accepts Mr. Archer’s resignation as a Parent Trustee of Tacony Academy Charter School, effective August 18, 2021;

FURTHER RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby elects Lionel S. Archer, Jr. to the position of Trustee of the Board of Trustees of Tacony Academy Charter School, effective August 18, 2021; and

FURTHER RESOLVED, that Lionel S. Archer, Jr. shall be administered the oath of office by General Counsel offline.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Board</i>	<i>General discussion</i>

MOTION:

SANDRA FARMER

SECOND:

ANITA VEGA-KAISER

VOTE:

PASS

FAIL

R210818.15 Reaffirm Terms of Board of Trustees

RESOLVED, in accordance with Section 6.3.2(a) of the Tacony Academy Charter School By-Laws, the Board of Trustees of Tacony Academy Charter School hereby reaffirms the following Trustees for the terms of office listed below:

Sandra Farmer: 7/1/20 – 6/30/23
 Jen Ragen: 7/1/21 – 6/30/24
 Dr. Ronald Whitaker: 7/1/21 – 6/30/24
 Anita Vega-Kaiser: 7/1/21 – 6/30/24
 Barbara L. Saunders 7/1/19 – 6/30/22

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Board</i>	<i>General discussion</i>

MOTION:

SANDRA FARMER

SECOND:

JEN RAGEN

VOTE:

PASS

FAIL

R210818.16 Board Officers

RESOLVED, in accordance with Section 6.3.2(b) of the Tacony Academy Charter School By-Laws, the Board of Trustees of Tacony Academy Charter School hereby elects the following Trustees for their respective officer positions, beginning August 19, 2021 and ending June 30, 2022.

Trustee	Position
Barbara L. Saunders	President
Jen Ragen	Vice-President
Anita Vega-Kaiser	Secretary
Lionel S. Archer, Jr.	Treasurer

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
<i>Sandra Farmer</i>	<i>Ms. Farmer nominated Ms. Saunders to retain her position as President based on her level of service for the last two years as well as the need for Ms. Saunders to serve as Delegate Trustee to the APS Board of Trustees. Ms. Ragen seconded the nomination. Ms. Saunders accepted the nomination.</i>

MOTION:
 SANDRA FARMER
 SECOND:
 JEN RAGEN
 VOTE:
 PASS
 FAIL

Barbara L. Saunders	Ms. Saunders nominated Ms. Ragen to retain her position as Vice President. Ms. Farmer seconded the nomination. Ms. Ragen accepted the nomination.
Barbara L. Saunders	Ms. Saunders nominated Ms. Vega-Kaiser to retain her position as Secretary. Ms. Farmer seconded the nomination. Ms. Vega-Kaiser accepted the nomination.
Barbara L. Saunders	Ms. Saunders nominated Mr. Archer to retain his position as Treasurer. Discussion ensued. Ms. Vega-Kaiser noted that Mr. Archer has been very open in his communications and seconded the nomination.

R210818.17 Appointment of Delegate Trustee to American Paradigm Schools

RESOLVED, the Board of Trustees of Tacony Academy Charter School hereby appoints Barbara L. Saunders as Delegate Trustee to the Board of Trustees of American Paradigm Schools.

Notes of Discussion / Advance Regulatory and Financial Comment:

Who	What
Barbara L. Saunders	Ms. Saunders discussed, among other things, TAC's new contract with APS. She further explained that APS has made it part of their By-Laws to have a member of each APS school Board of Trustees as a member of APS's Board of Trustees. Ms. Saunders noted that this official relationship between APS and the APS schools would allow for more transparency and a better partnership between organizations.

B. DISCUSSION AND ANNOUNCEMENTS

MS. SAUNDERS NOTED THAT MS. REDFEARN HAD BEEN PROMOTED FROM INTERIM CEO OF APS TO CEO OF APS. THE BOARD CONGRATULATED MS. REDFEARN ON HER PROMOTION AND SHARED THEIR APPRECIATION FOR MS. REDFEARN'S WORK. MS. REDFEARN THANKED THE BOARD AND STATED THAT APS AND APS SCHOOLS ARE "STRONGER TOGETHER."

NEXT BOARD MEETING: SEPTEMBER 15, 2021

ADJOURNMENT AT 7:28 P.M.

MOTION:

SANDRA FARMER

SECOND:

ANITA VEGA-KAISER

VOTE:

PASS

FAIL

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