

# 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

FEBRUARY 16, 2022

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 6:21 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 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**

<b>Board Members Present:</b>	<b>By Invitation: Non-Board Members:</b>
Barbara L. Saunders Jennifer Ragen Anita Vega-Kaiser Sandra Farmer Dr. Ronald Whitaker Lionel S. Archer, Jr.  <b>Board Members Absent:</b>	Thomas Scheid Ryan Strasko Stephanie Felder  Ashley Redfearn Kristine Magargee Scott Kramer Kyle Black Susan Senek  Michael Thomson Peter Costa  Dean Krebs, Esq.

**B. DISCLOSURE: EXECUTIVE SESSION BY BARBARA L. SAUNDERS**

*I would like to state, for purposes of the Minutes of this meeting that on February 16, 2022, the Board of Trustees met in Executive Session for the following purposes under 65 Pa.C.S. § 708:*

*(x) Certain Employee Issues. To discuss any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the agency, or former public officer or employee, provided, however, that the individual employees or appointees whose rights could be adversely affected may request, in writing, that the matter or matters be discussed at an open meeting. The agency's decision to discuss such matters in executive session shall not serve to adversely affect the due process rights granted by law, including those granted by Title 2 (relating to administrative law and procedure).*

*(x) Discuss Confidential Matters. To review and discuss agency business which, if conducted in public, would violate a lawful privilege or lead to the disclosure of information or confidentiality protected by law, including matters related to the initiation and conduct of investigations of possible or certain violations of the law and quasi-judicial deliberations.*

**C. APPROVAL OF AGENDA**

MOTION:	<b>R220216.01 Approval of February 16, 2022 Agenda</b>
ANITA VEGA-KAISER	RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby approves February 16, 2022 Agenda.
SECOND:	
LIONEL ARCHER	<b>Notes of Discussion / Advance Regulatory and Financial Comment:</b>

VOTE:

PASS

FAIL

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

#### D. APPROVAL OF MINUTES

MOTION:

ANITA VEGA-  
KAISER

SECOND:

LIONEL ARCHER

VOTE:

PASS

FAIL

#### **R220216.02 Minutes of the January 19, 2022 Meeting**

RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby approves the Minutes of the January 19, 2022 meeting of the Board of Trustees of Tacony Academy Charter School.

#### *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**

##### *Community Comment Colloquy (General Counsel)*

Good evening. My name is Dean Krebs, and I am with Sand & Saidel, P.C., General Counsel to the Tacony Academy Charter School Board of Trustees. Will you please state your name for our records?

You will have three minutes to address the Board of Trustees. Any documents or communications with which you might supplement your comment should be submitted to me. I will keep the time and notify the Board when three minutes have elapsed.

This Board may choose not to comment, question, or respond in any way to your public comment. I will begin the time now.

#### *Notes of Discussion / Advance Regulatory and Financial Comment:*

<i>Who</i>	<i>What</i>
<i>Daria Robinson</i>	<i>Informed that the Board that she is a TACS employee and that she recently received a disciplinary write-up for attending a funeral of a student's grandmother during the school day, which she felt was part of her job duties. Expressed that she was not given the opportunity to address the matter with HR and that she should have been given a verbal warning instead. Expressed that HR is not giving her the same liberties as other staff members receive.</i>

<i>S. Farmer</i>	<p><i>Asked whether Ms. Robinson provided a written statement about this matter. Ms. Robinson stated she did not, choosing instead to provide her oral statement to the Board directly.</i></p> <p><i>Asked whether Ms. Robinson knew what the school protocol was to leave the facility during school hours. Ms. Robinson indicated she has never asked for permission to leave before and that she did not know what the protocol was but that there should be a sign-in book at the office which was not there. Ms. Robinson further expressed that on prior occasions where staff have left to conduct wellness checks the prior principal said to bring someone with them. Ms. Robinson went with Kevin Gold, who told the principal they were leaving. He did not know it was not okay to leave when they did.</i></p>
<i>Kevin Gold</i>	<p><i>Informed that the Board that he is a TACS employee. Expressed that he has not been given the opportunities to perform at his best capacity and that what he was told his responsibilities would be have not panned out.</i></p> <p><i>Informed the Board that he has been to HR three (3) times in the past six (6) weeks wherein he expressed lack of support, aired grievances, and submitted letter to assistant principal feeling inadequate and unsupported. He speculated it was because he was ill-represented as a black man in the building. He has been asked to filter work through administration rather than speak with staff. This hampers him doing his position to the best of his ability.</i></p> <p><i>Expressed that his frustrations came to a head with him being written up for attending a recent funeral to support a student. The school has been working with student closely and he feels he was not given an opportunity to explain himself. Indicated he felt HR was insinuation he was lying.</i></p> <p><i>He believes he was given inappropriate reprimands.</i></p>
<i>Ms. Farmer</i>	<p><i>Asked whether Mr. Gold knew what the school protocol was to leave the facility during school hours. He indicated that he was never instructed on a protocol, only for what to do if he needed the day off. He indicated that he has left the building for lunch and for home-visits, or to go to HR meetings without informing anyone.</i></p> <p><i>He noted that he was advised by principal to take someone with him to home visits. He indicated that while he did not inform the principal on the day that he was leaving, he did advise the principal of his intention to leave that day the week before.</i></p>
<i>Ms. Saunders</i>	<p><i>Asked Mr. Gold about the time of the funeral, which Mr. Gold noted was in the afternoon and he stayed for the duration. Once it was over the workday was over. He left the building around 12:30-12:40pm. Upon further questioning, he noted that he did not tell anyone he would not be returning to school and also confirmed he received a written disciplinary action for it.</i></p>

**B. TACONY ACADEMY CHARTER SCHOOL CEO**

220216

TACS BOARD MEETING AGENDA

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- a. Ms. Stephanie Felder—DEI Coordinator of Tacony Academy Charter School
  - i. Reviewed and discussed the school's diversity statement;
  - ii. Recommended that the Board consider creating a full-time Director of DEIB. The reason why is that as just a coordinator, she is relegated to the high school since she has other responsibilities during the day.
  - iii. She further expressed the importance it is to creating DEI institutions that will last and discussed the road-map towards building such infrastructure;
  - iv. Shared with the Board the impact DEI has had on students and staff;
  - v. Discussed recent meeting of students about the use of slurs and how if a DEI foundation was already established, it might not have ever reached a need for an intervention.
- b. Board
  - i. Suggested that Ms. Felder create a job description for the Director of DEIB.

DR. RONALD WHITAKER, TRUSTEE, LEFT THE MEETING

- c. Mr. Thomas Scheid—Chief Executive Officer of Tacony Academy Charter School
  - i. Reviewed and discussed with the Board the February 2022 CEO report;
  - ii. Discussed enrollment and attendance data with the Board;
  - iii. Discussed events TACS did for Black History Month; noted how the school highlighted those Black individuals connected to science/math; and shared with the Board the Key Arts productions performance;
  - iv. Informed the Board that the CSO would be visiting next week; and
  - v. Provided a playground update with the Board.

### C. AMERICAN PARADIGM SCHOOLS

- a. Ms. Ashley Redfearn—Chief Executive Officer of American Paradigm Schools
  - i. Indicated that APS is striving to provide consistent support to the schools
- b. Mr. Kyle Black, Director of ELA Curriculum, & Ms. Susan Senek, Director of ELA Curriculum
  - i. Discussed with the Board the impact of Learning walks on ELA;
  - ii. Discussed with the Board how APS helps create curriculum documents;
  - iii. Expressed with the Board ongoing efforts with DEI to help find texts that allow students to see themselves in the books;
  - iv. Discussed with the Board professional development being implemented for ELA to ensure staff are grading on equity;
  - v. Informed the Board how APS helps provide instruction towards ELA PSSA;
  - vi. Informed the Board that the priority is to develop learning-accelerating interventions;
  - vii. Shared with the Board the Reading Detectives Club;
  - viii. Discussed with the Board Structuring Word Inquiry, which is a type of word analysis centered around work meaning which not only increases interests but also retention;
  - ix. Discussed with the Board the 10-for-2 reading program, noting that intervention can be done online. Informed the Board that students were assessed and given the program for a short period and the results

demonstrated a higher growth outcome than control groups, allowing for intervention needed students to be cut in half.

**D. BUSINESS CONTROLLER**

- a. *Mr. Peter Costa—Santilli & Thomson, LLC*
  - i. *Reviewed and discussed with the Board the January 2022 financial report;*
  - ii. *Informed the Board that the school had \$4.5M in cash, representing 97 days of operation, which was a strong position;*
  - iii. *Informed the Board that disbursements were at \$774k;*
  - iv. *Informed the Board that the school had received \$10.3M in revenue;*
  - v. *Informed the Board that the budget has all positive variances;*
  - vi. *Shared with the Board the funds received for ESSERS thus far;*
  - vii. *Expressed that the budget was overall in good shape;*
  - viii. *Informed the Board that the 2022-23 budget will be shared in April.*

**E. GENERAL COUNSEL**

- a. *Dean Krebs, Esq.*
  - i. *Reminded the Board about completing financial interest forms.*

**SECTION III: NEW BUSINESS**

**A. RESOLUTIONS**

MOTION:  
LIONEL ARCHER  
SECOND:  
ANITA VEGA-  
KAISER  
VOTE:  
[X] PASS  
[ ] FAIL

**R220216.03 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:*

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

MOTION:  
SANDRA FARMER  
SECOND:  
LIONEL ARCHER  
VOTE:  
[X] PASS  
[ ] FAIL

**R220216.04 Human Resources Resolution**

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

<b>HIRES/RATE/POSITION CHANGE</b>		
<b>NAME</b>	<b>TITLE</b>	<b>EFFECTIVE DATE</b>
Nimar Nurse-Cumberbatch (new hire)	SPED Instructional Assistant	2/8/22

Cristian Vazquez (new hire)	NTA	2/15/22
Ramay Hayes (position & rate change)	Building Substitute	1/20/22

TERMINATIONS / RESIGNATIONS/LOA		
NAME	TITLE	EFFECTIVE DATE
Carron Ankiel-Kohn (resignation)	6th Grade Teacher	2/4/22

**Notes of Discussion / Advance Regulatory and Financial Comment:**

Who	What
Board	General discussion

MOTION:

SANDRA  
FARMER

SECOND:

LIONEL  
ARCHER

VOTE:

PASS

FAIL

**R220216.05 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
Electronic Security Solutions	Annual Fee: \$3,090.00 for 1330 Rhawn  Annual Fee: \$3,708.00 for 6201 Keystone  <u>Additional Labor Rates:</u>  Technician: \$150/\$225/\$300 Service Van: \$40/call Sprinkler Service Calls: \$180/\$270/\$360	Fire alarm inspection and maintenance.  5-year contract.  Additional Labor Rates reflect:  Straight Time / Overtime / Double time
GHR Education	Administrative Support: \$89.90/hr	Addendum to Staffing Agreement, Board approved via Resolution R190619.06 on June 19, 2019.

		This Addendum is to allow the school to utilize Denise Johnson as administrative support.
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***Notes of Discussion / Advance Regulatory and Financial Comment:***

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

MOOT

**R220216.06 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.

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

***Notes of Discussion / Advance Regulatory and Financial Comment:***

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

MOTION:

SANDRA FARMER

SECOND:

LIONEL ARCHER

VOTE:

PASS

FAIL

**R220216.07 Approval of Afterschool Tutoring Compensation**

WHEREAS, Tacony Academy Charter School currently compensates Tacony Academy Charter School teachers in the amount of forty dollars per hour (\$40/hr) for after school tutoring services.

RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby approves a compensation increase to fifty dollars per hour (\$50/hr) for Tacony Academy Charter School teachers who provide after school tutoring services.



MOTION:

ANITA VEGA-  
KAISER

SECOND:

LIONEL  
ARCHER

VOTE:

PASS

FAIL

*Notes of Discussion / Advance Regulatory and Financial Comment:*

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

**R220216.08 Approval of Confidential Release Agreement**

RESOLVED, that the Board of Trustees of Tacony Academy Charter School hereby approves the Confidential Release Agreement, as presented

*Notes of Discussion / Advance Regulatory and Financial Comment:*

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

**UPON MOTION BY SANDRA FARMER AND SECOND BY ANITA VEGA-KAISER, THE BOARD ENTERED INTO EXECUTIVE SESSION FOR PURPOSE OF 65 Pa.C.S. § 708(a)(1).**

**UPON MOTION BY ANITA VEGA-KAISER AND SECOND BY SANDRA FARMER, THE BOARD ENTERED INTO OPEN SESSION.**

**B. DISCUSSION AND ANNOUNCEMENTS**

NEXT BOARD MEETING: MARCH 16, 2022

**ADJOURNMENT AT 8:46 P.M.**

MOTION:

ANITA VEGA-KAISER

SECOND:

SANDRA FARMER

VOTE:

PASS

FAIL

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