

APPROVED



## Boston Preparatory Charter Public School

### Minutes

#### Governance Committee Meeting #3

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**Date and Time**

Monday January 27, 2025 at 10:30 AM

**Location**

Zoom

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**Committee Members Present**

C. Newton (remote), J. Johnson (remote), K. Borchert (remote), M. Gametchu (remote), S. James (remote)

**Committee Members Absent**

*None*

**Guests Present**

L. Bardsley, L. Jewell, M. Sanon (remote)

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**I. Opening Items****A. Record Attendance****B. Call the Meeting to Order**

Sarah called the meeting to order and took attendance. Sarah Present, Claire Present, Kim Present, Mayeti Present, Josh Present. No Members from the community were present.

S. James called a meeting of the Governance Committee of Boston Preparatory Charter Public School to order on Monday Jan 27, 2025 at 10:35 AM.

**C.**

## Approve Minutes

S. James made a motion to approve the minutes from.

C. Newton seconded the motion.

Question was asked about including specific names in the minutes

The committee **VOTED** unanimously to approve the motion.

## II. Governance

### A. Human Capital

Sarah turned it over to Lauren to high level overview of the Human Capital staffing structure. Discussed history of human capital. at Boston Prep. Human capital became a formal department in 2022, Prior to the addition human resources was spread against teams. Since 2022, we have been working to have formal policies and procedures have been developed, socialized and implemented. Specifically, about Exit interview data, culture and employee satisfaction tracking, codes of conduct, etc.

Discussed staff and enrollment trends from SY19- SY25, the average tenure by school year which has been under 4 years. Broke down the department counts.

We looked at how fast students are diversifying vs. how fast teachers are diversifying. Students currently are 45.7% diverse, and 10.6% of teachers are diverse in 2023. Studies show that students perform better in school when they are taught by teachers who are like them. Took a look at the MA diverse data. And analyzed where BP currently is with teacher diversity.

Looked at MA teacher retention rates by year. The major reasons are: low pay, burnout, alternative jobs. We looked at retention rates at BP, we have not had over 70% since SY19. We are looking to have mission committed staff who will grow with the school.

We are looking at the salaries in the compensation working group. This year is a year that we are assessing compensation. Lauren and Tyler are leading this group to discuss what is the correct model for assigning payment and retaining quality teachers. Looked at the average salaries by departments. The working group has 14 individuals, who have roles across the school. The main push is retaining teachers.

Presented different proposals for Compensation over the years.

Discussion Questions:

General questions/what data is missing?

- How are we comparing to other charters? We are on par with other charters, and we are discussing how to benefits also compare. Discussed how we are compensated for certain qualifications and higher Ed degrees. We are trying to find out how to get more money to our teachers where it counts.

- Kim mentioned that this information was historically mentioned in outcomes but we are moving it to be discussed in governance.
- Kim brought up how are we leveraging managers and how can we make sure that we have excellent educators in the key roles? How do we thinking about coaching and PD. With younger and less experienced teachers how are we coaching and mentoring?
- Sarah mentioned some team members that we have in the building to support with extra duties in the role, and explaining to teachers about how these roles support the stuff other schools may not have
- Claire mentioned emphasizing that staff are aware of the benefits BP has-- other team members to support with things like field trip, coverage, etc. How do we advertise the benefits?

How do we leverage human capital to support our overarching goal to provide really good schooling?

## **B. Immigration Policy**

Discussed how federal immigration policies could impact BP. In the memo to homeland security, the Trump Administration outlined an aggressive immigration policy.

We want to vote with the board on Immigration policy in the case that an ICE agent or similar official requests access to our campus or student information. Overview:

- Notify school leadership immediately, involve legal consent, request identification, request documentation, inform parents, maintain policies.

Meekerley attended webinars about how this may impact schools. We had lawyers draft the policy. We want would like to bring this to the board if governance approves.

Question asked: do we need this for employees? School is going to talk to lawyers. We currently make sure that already you have the proper identification and documents to work here. We will make sure that we have things in place to support all staff.

Discussed what this looks like in action. Mayeti suggested to ask lawyers if it is appropriate to record the event if it happens and if it is appropriate to contact local law enforcement.

The school has prepped communication for families, staff, etc. We are also using our family engagement team to gather resources for our families so they feel our support.

Our students and staff are going to Spain, and our staff has been prepped for the processes that they will face crossing the boarder, and making sure all passports are up to date.

Sarah mentioned the questions that a lot of college age students are having, and how we should prep our persistence team and staff to have the answers and resources that students will need.

S. James made a motion to Recommend the immigration policy with further revisions from the school.

J. Johnson seconded the motion.

Roll call: Sarah yes, Claire yes, Kim Yes, Mayeti Yes

The committee **VOTED** unanimously to approve the motion.

### **C. Board Meeting Norms**

## **III. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:36 AM.

Respectfully Submitted,  
S. James

### **B. Executive Session**

Sarah voted to move to an executive session. Motion approved.

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## **Documents used during the meeting**

- Review\_Governance Committee Meeting Minutes\_December 2024.docx.pdf