



Foxborough Regional Charter School

Board Meeting

Published on April 7, 2022 at 4:36 PM EDT

Date and Time

Tuesday April 12, 2022 at 6:15 PM EDT

Location

Foxborough Regional Charter School
Dr Ralph Edwards Conference Room
131 Central Street
Foxborough, MA 02035

Meeting Format

Whether in person or online, the public is welcome to attend Board Meetings and have access to meeting minutes. Meetings are held once a month and additionally, as determined by the Board Chair. All meeting Agendas are posted to the school website at least 48 hours in advance of each public meeting.

During the meeting, the Board follows the published agenda and works through business. Audience members are not part of the formal discussion or deliberations, but may raise their hand to add brief comment or ask clarifying questions. Meetings start promptly on time as noted on the agenda.

In person details:

- Please Review [COVID Guidelines](#) if you are attending in person
- Please Enter through the District Main Office
- Please remember to sign in upon arrival

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:15 PM
A. Attendance		Susanna Girard	

	Purpose	Presenter	Time
B. Call the Meeting to Order		Kathleen Crawford	
C. Welcome New Board Members	Vote	Kathleen Crawford	

II. Special Reports

A. Student Advocacy Group: Dress Code	Discuss	Dana Benton-Johnson	
Advisor: Amanda Haynes			
B. Board Committee Restructuring	Vote	Susanna Girard	
<ul style="list-style-type: none"> • Board Committee Restructuring (Girard) <ul style="list-style-type: none"> ◦ Vote: Task Force creation ◦ Vote: Creation of two new Committees ◦ Vote: Change name of Enrollment Committee • See Governance Committee Section of Agenda for Board & District Administration committee assignment 			

III. Leadership Report

A. Leadership Report	Discuss	Kathleen Foley	
<ul style="list-style-type: none"> • MAP Testing Review of Data 			
B. Equity & Inclusion	Discuss	Dana Benton-Johnson	
C. Personnel Update	Discuss	Julia Garcia	

IV. Community Group Updates

A. English Language Parent Advisory Committee (ELPAC)	FYI	Lori Obenchain	
B. Parent Advisory Group (PAG)	FYI		
C. Partners in Education (PIE)	FYI		
D. Special Education Parent Advisory Committee (SEPAC)	FYI	Lori Obenchain	

V. Policy Review

A. First Reading of New/Changing Policies	Discuss	Sergio Martin	
<ul style="list-style-type: none"> • Debt Management Policy 			

	Purpose	Presenter	Time
B. Second Reading of New/Changing Policies	Vote	Heidi Berkowitz	
Nothing this month			

VI. Committees

A. Enrollment	Discuss	Susanna Girard	
<ul style="list-style-type: none"> • General Committee Update (Girard) • Current Enrollment (Berkowitz) 			

B. Facilities	Discuss	Badawi Dweik	
<ul style="list-style-type: none"> • General Committee Update (Dweik) • Project Updates (Harrington) <ul style="list-style-type: none"> ◦ ES Flooring ◦ MS Roof ◦ ES Gym Roof ◦ ES Lobby/Rot Corrosion ◦ ES 10gb & Firewall 			

C. Finance	Discuss	Matthew Yezukevich	
<ul style="list-style-type: none"> • General Committee Update (Yezukevich) • Current Budget Trends (Calvert) • FY2023 Budget Update 			

D. FRCS Foundation Inc	Discuss	Susanna Girard	
<ul style="list-style-type: none"> • General Committee Update (Girard) • Financial Update (Crawford) 			

E. Governance	Vote	Kathleen Crawford	
<ul style="list-style-type: none"> • General Committee Update (Crawford) • Annual Board of Trustees Self Assessment (Girard) • New Board Members participation on Committees (Crawford) <ul style="list-style-type: none"> ◦ Vote: Nominate new trustees to committees ◦ Vote: Change committee assignments if appropriate for existing Trustees • District Administration/ SLT participation on Board Committees (Crawford) <ul style="list-style-type: none"> ◦ Vote: Appoint District Administration/SLT to Board Committees 			

VII. Privilege of the Floor

	Purpose	Presenter	Time
VIII. Closing Items			
A. Approval of Minutes: 28FEB2022	Vote	Susanna Girard	
B. Approval of Minutes: 01MAR2022	Vote	Susanna Girard	
C. Approval of Minutes: 07MAR2022	Vote	Susanna Girard	
D. Approval of Minutes: 08MAR2022	Vote	Susanna Girard	
E. Approval of Minutes: 14MAR2022	Vote	Susanna Girard	
F. Approval of Minutes: 23MAR2022	Vote	Susanna Girard	
G. Approval of Minutes: 31MAR2022	Vote	Susanna Girard	
H. Approval of Minutes: 08APR2022	Vote	Susanna Girard	
I. Vote to Adjourn	Vote	Kathleen Crawford	
J. Adjourn Meeting	Discuss	Kathleen Crawford	

The listed matters are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may be brought up for discussion to the extent permitted by law.

Cover Sheet

Board Committee Restructuring

Section:	II. Special Reports
Item:	B. Board Committee Restructuring
Purpose:	Vote
Submitted by:	
Related Material:	Restructure Board Committees.pdf



Restructure Board Committees

School Mission

The Foxborough Regional Charter School will provide students a challenging academic program to prepare them for college by stressing achievement, discipline, hard work and accountability. We will continually challenge all of our students, regardless of ability, so that we will lead the Commonwealth of Massachusetts in all statewide standards and assessments.

The Foxborough Regional Charter School will promote positive ethical, moral, and civic values and prepare students to serve their respective communities as leaders and good citizens. We will present students with projects and issues requiring critical thinking, problem-solving, decision-making, and real-life applications of their academic studies through our Student Life and Community Service Learning programs which are integral components of the overall educational experience at Foxborough Regional Charter School.

The Foxborough Regional Charter School will commit itself to providing a supportive, professional, and challenging environment for its Teachers and Staff which recognizes the value of professional development, creativity, and initiative. We will constantly seek new ways to allow our Teachers and Staff to perform to the best of their potential in a collegial atmosphere which recognizes unique talents and the commitment to excel.



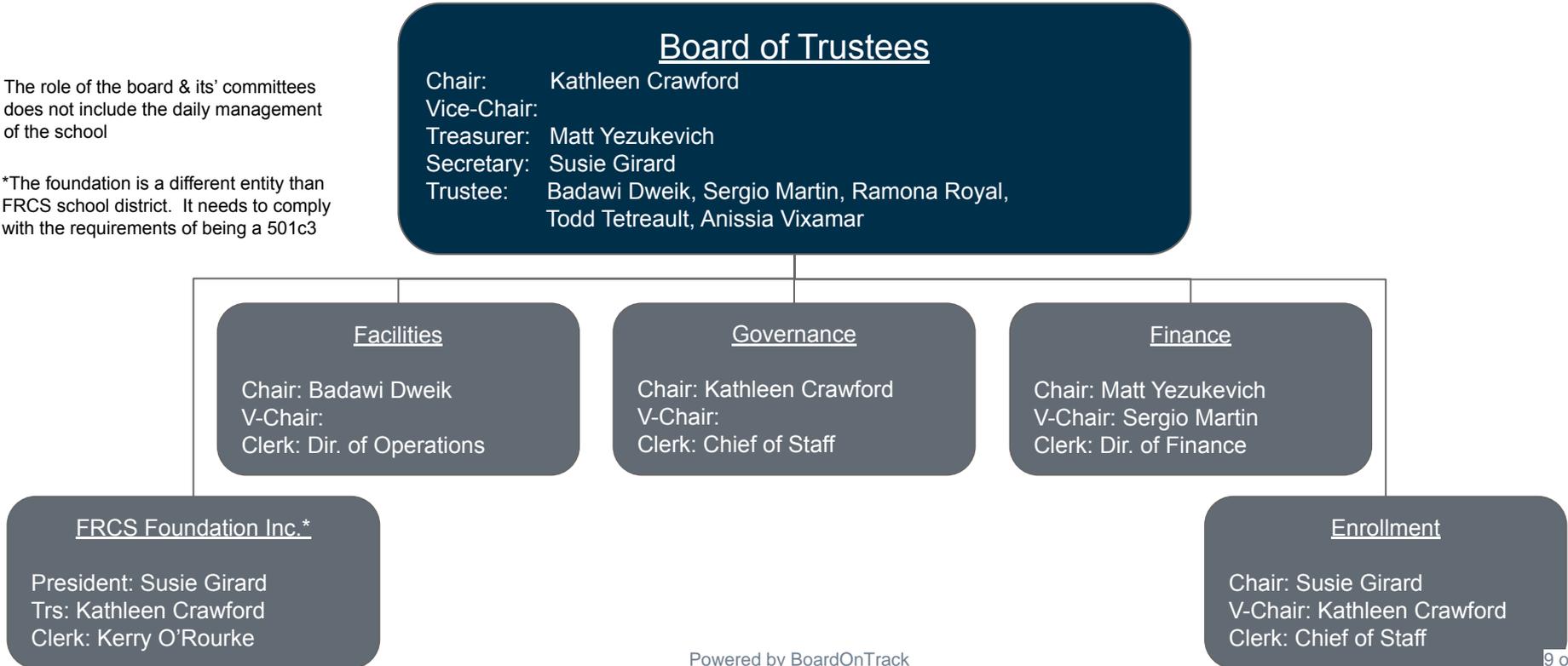
Current Organizational Structures

FRCS Board of Trustee Committees

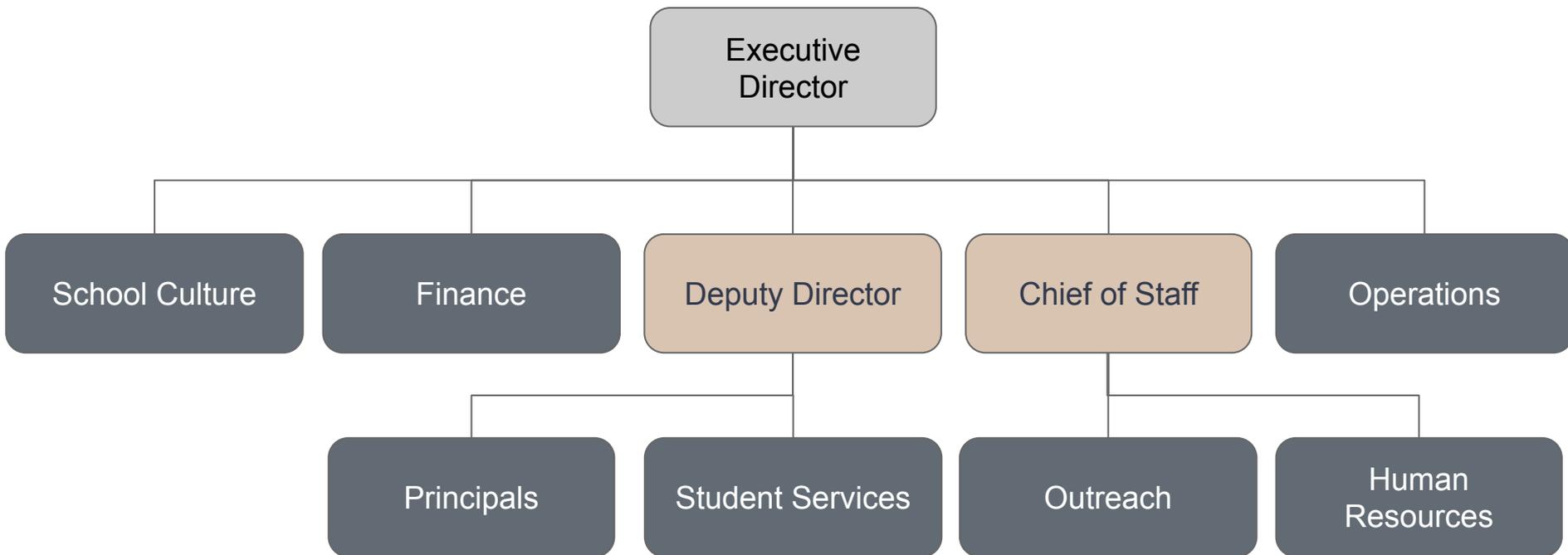
Role and Responsibilities: Policy & Oversight

The role of the board & its' committees does not include the daily management of the school

*The foundation is a different entity than FRCS school district. It needs to comply with the requirements of being a 501c3



District Wide Leadership



Current Leadership & Community Opportunities

Staff

- Teacher Advisory Group (TAG)
- District Advisory Group (DAG)

Parent / Guardian

- Parent Advisory Group (PAG)
- Partners In Education (PIE)
- SEPAC
- ELPAC
- Parent Ambassadors
- Cultural Ambassadors

Student

- Student Council
- Advocacy Group
- High School Grade Level Town Hall



Incorporating Community Voices

Adding members to Board Committees

Recommended Committee Makeup

- 1-2 Board of Trustees
 - Board Member is Chair
 - Appointed at least annually according to the FRCS Bylaws
- 1-4 District Administrator(s)
 - 1 acts as the clerk to ensure compliance with Open Meeting Law
 - Appointed by the Board of Trustees
- 1-2 FRCS Staff member(s)
- 1-2 FRCS Parent/Guardian(s)
- 1-2 FRCS Student(s)
 - Non-voting member*

*In alignment with the State of Massachusetts

Adding voices to the conversation

Board of Trustees*: 1 non-voting FRCS Student Representative

- Reports to board each month at the regular board meeting. These meetings are held on the second Tuesday of each month excluding August.
- Invited to attend all special public meetings*
- Acts as the voice of the student body for Board questions
- Non Voting Representative

Committees*: 1-4 District Administrators; 1-2 FRCS Staff, 1-2 FRCS Parent/Guardian & 1-2 non-voting FRCS Student Representatives

- Student Recruitment & Retention
- Staff Recruitment & Retention
- Governance
- Facilities
- FRCS Foundation Inc
- Finance
- Appeals**

*only DESE approved Trustees attend Executive Sessions. This excludes District Administration, Students, Staff and Parent/Guardians from attending; without a specific invitation from the Board of Trustees.

**Due to compliance and confidentiality appeals will continue to heard by a committee of Trustees with a non-voting clerk from the District Administration.

Expectations

Committees

- Adhere to Massachusetts Open Meeting Law
 - Posting agenda & meeting notices
 - Privilege of the floor applies
- Follow Robert's Rule of Order
- Proposed changes to policies within their scope
- Participate in activities within their scope
- Meet at least once every other month; some committees monthly
- Hold additional meetings as needed
- Committee members may be removed from the committee by following the current process of removing Trustees from the Board of Trustees as defined in the Foxborough Regional Charter School Bylaws.



Current Committees

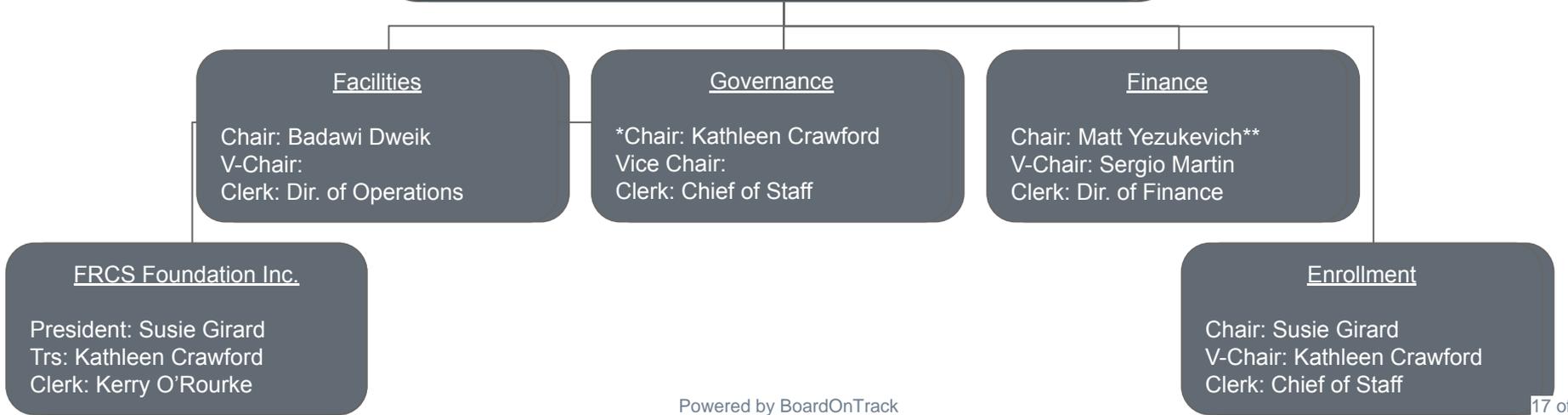
FRCS Board of Trustee Committees: Role and Responsibilities: Policy & Oversight

* The Chair of the BOT is the chair for Governance Committee
** BOT treasurer is the chair of Finance Committee

Board of Trustees

Chair: Kathleen Crawford
Vice-Chair:
Treasurer: Matt Yezukevich**
Secretary: Susie Girard
Trustee: Badawi Dweik, Sergio Martin, Ramona Royal, Todd Tetreault, Anissia Vixamar

The role of the board and its committees does not include the daily management of the school





Recommendation New Committees

FRCS Board of Trustee Committees: Recommendation

* The Chair of the BOT is the chair for Governance Committee
** BOT treasurer is the chair of Finance Committee
***Non-voting member

Board of Trustees

Chair: Kathleen Crawford
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Trustee: Badawi Dweik, Sergio Martin, Ramona Royal, Todd Tetreault, Anissia Vixamar



Facilities

Chair: Badawi Dweik
V-Chair:
Clerk: Dir. of Operations

Governance

*Chair: Kathleen Crawford
Vice Chair:
Clerk: Chief of Staff

Finance

**Chair: Matt Yezukevich
V-Chair: Sergio Martin
Clerk: Dir. of Finance

FRCS Foundation Inc.

President: Susie Girard
Trs: Kathleen Crawford
Clerk: Kerry O'Rourke

Staff
Recruitment & Retention

Chair:
V-Chair:
Clerk: Dir. of HR

Student
Recruitment & Retention

Chair:
V-Chair:
Clerk: Head of Outreach

Appeals

Chair: Susie Girard
V-Chair: Kathleen Crawford
***Clerk: Chief of Staff

FRCS Board of Trustee Committees: Recommendation

* The Chair of the BOT is the chair for Governance Committee
** BOT treasurer is the chair of Finance Committee
***Non-Voting Member

Board of Trustees

Chair: Kathleen Crawford
Vice-Chair:
Treasurer: Matt Yezukevich
Secretary: Susie Girard
Trustee: Badawi Dweik, Sergio Martin, Ramona Royal, Todd Tetreault, Anissia Vixamar

 1 Student Rep Here

 1-2 Staff
1-2 Parent/Guardian
1-2 Student Reps

43 New Representatives



FRCS Foundation Inc.

President: Susie Girard
Trs: Kathleen Crawford
Clerk: Kerry O'Rourke

Staff Recruitment & Retention

Chair:
V-Chair:
Clerk: Dir. of HR

Student Recruitment & Retention

Chair:
V-Chair:
Clerk: Head of Outreach

Appeals

Chair: Susie Girard
V-Chair: Kathleen Crawford
***Clerk: Chief of Staff



Next Steps

Next Steps & Goals

A Task Force will be created to

- Determine the selection process for FRCS staff, parent/guardians and students.
 - Board members are voted on by the BOT
 - District Administration participation will be appointed by the Board of Trustees
- Write an agreement of eligibility and participation for all committee members including students

Request all Committees Chairs add to their agenda

- Review & update the scope of committees and present to BOT for approval

Goal

- Target completion date = September

FRCS Student Task Force Participation

Requirements for Participation

- Aligned with other School Activities
 - Grade Expectations
 - Code of Conduct Expectations
 - Willingness to participate over the summer

Next Steps

Requested Vote tonight

- Creation of new Board Committees
 - Student Recruitment & Retention
 - Staff Recruitment & Retention
- Change the name of the Enrollment Committee to Appeals Committee
- Review & update Trustees Committee Assignments
- Creation of a Task Force
- Appointments
 - Board Chair of the Task Force
 - Vice Chair of the Task Force
 - District Administration/SLT

Next week

- A notice will go out to find Staff, Parent/Guardians & Students interested in participating on the Task Force

Cover Sheet

Leadership Report

Section: III. Leadership Report
Item: A. Leadership Report
Purpose: Discuss
Submitted by:
Related Material:
Final Board Presentation FRCS - Winter 2022 MAP Results v2.pdf



Winter 2022 MAP Results

Prepared by EdLight, PBC
March, 2022



Contents

1. Understanding MAP
 - a. What is MAP?
 - b. How does MAP measure Achievement?
 - c. How does MAP measure Growth?
2. FRCS Performance on Winter 2022 MAP
 - a. Overall
 - b. By School
 - c. By Student Groups

What is MAP?

NWEA MAP is a **Diagnostic Assessment**

MAP is taken by about **12 million students** annually.

MAP is an **adaptive assessment**. If students answer questions correctly, it gives harder questions. If students answer incorrectly, it gives easier questions.

The MAP test has 2 primary goals:

1. Calculate a **scaled score**, called the “RIT”, that estimates student ability whether they are above or below grade level
2. Calculate a **growth score** that measures improvement over time

Types of Assessment

Formative Assessment
micro-assessment embedded or aligned to curriculum (e.g., exit tickets, quizzes)

Summative Assessment
Infrequent, larger assessments of performance against grade level standards (e.g., MCAS, benchmark assessments)

Diagnostic assessment
Adaptive assessments that estimate student ability above or below grade level

How does MAP measure achievement?

MAP achievement results are expressed as a scaled score, the “RIT”.

RIT ranges from 140 to 300.

Because so many students take MAP, we can calculate **very strong norms** from RIT scores based on typical performance for 6th graders, 7th graders, etc.

RIT scores can be expressed as a **percentile** compared to all students in that grade, which is useful for comparisons across grade levels.

How are Scaled Scores Calculated?

Scaled scores assume that all students have a certain true ability.

A student with a true ability, X , will get a certain question right 80% of the time.

If our student gets the question correct, their true ability is probably above X .

By comparing the performance of our student on questions of varying difficulty, it generates an estimate of their true ability, expressed as a scaled score.

A scaled score is an *estimate* of student ability, not their true ability.

MAP is accurate but not precise

MAP is one of the most accurate assessments on the market.

However, it is not very precise.

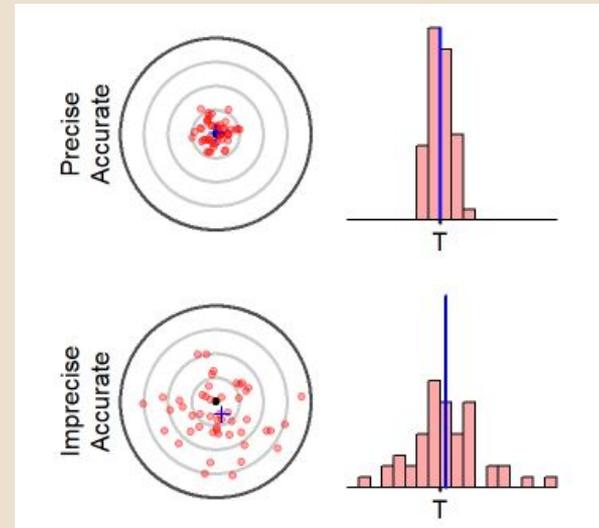
There is a tendency to overestimate the precision of diagnostic assessments. It's just a ~40 minute test. It is not possible to assess how well a student is doing on all content in 40 minutes.

The reality is that **no single assessment is a precise measure of individual student ability.**

The more that we can summarise results to get larger samples, the more reliable the results become.

We can be more confident in the results as we aggregate up from Individual Student → Class → Grade Level → School.

MAP is Accurate but not Precise



MAP's Growth Percentiles Are Helpful (But Noisy)

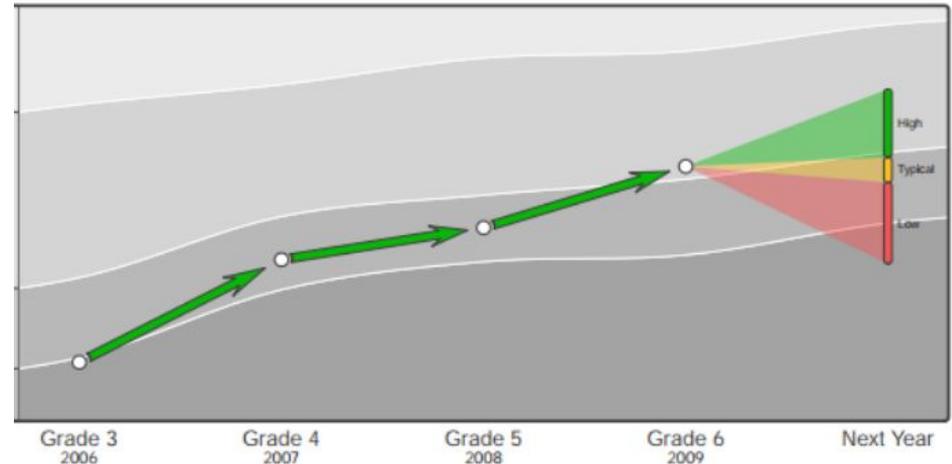
MAP's large sample size helps to calculate growth scores.

Growth scores show how common / unusual score changes are across tests.

Growth scores are calculated compared to students with a similar score history.

There is a lot of volatility in growth scores, especially Fall to Winter growth.

Good growth scores can be thought of as necessary but not sufficient – there may be cases where no students in MAP's sample made enough progress.



Summary of the MAP Test

- MAP measures student ability above or below grade level
- MAP uses its large sample size to estimate achievement through a scaled score (the RIT score), and growth by comparing progress across students (Growth percentiles)
- MAP is accurate but not precise
- Aggregating to larger sample sizes increases reliability
- Good growth on MAP is necessary but not sufficient
- MAP's growth scores are both helpful and noisy

MAP Results

What are we looking at?

Achievement: The Average percentile on RIT.

If we looked at just the RIT score, the Elementary School would always look lower than the middle school. Instead we look at students' RIT Percentile, which compares the RIT relative to other students in their grade.

Growth: The Average Conditional Growth Percentile from Fall to Winter.

Number of Tested Students
Beware small samples!

Prediction of MCAS Performance

Predicted % Meeting / Exceeding Expectations NWEA compared MAP performance to MCAS performance. They generated cut scores to predict MCAS performance from RIT scores. This shows the Predicted Percentage of students who will be Meeting or Exceeding Expectations on MCAS.

subject	RIT Percentile	Growth Perce...	Projected % ME	Students
Language	51.8	52	-	1,118
Mathematics	42.6	48	22%	1,152
Reading	51.8	48	42%	1,156
Science	51.1	47	-	210

What are we looking at? Distribution Charts

The primary table is focused on average performance.

No student is average.

These charts show the distribution of achievement / growth.

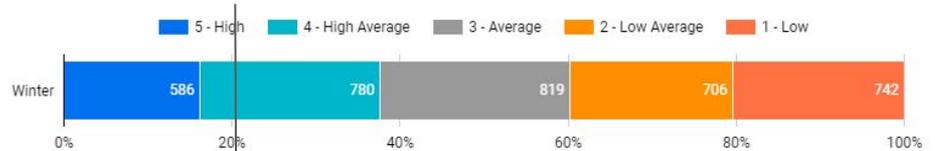
We look at how many students had a RIT / Growth percentile between:

- 0-20
- 20-40
- 40-60
- 60-80
- 80-100

We would expect exactly 20% of students to be in each bucket. A bucket with more (fewer) than 20% of students is over (under) represented relative to all schools who took MAP.

What was the distribution of Performance?

Achievement Quintiles



Growth Quintiles



Achievement: The “High” group has less than 20% of students in achievement – there are fewer high performing students at FRCS than expected.

Growth: The “High” group has more than 20% of students – there are more high growth students at FRCS than expected.

Overall, Results were within the “Normal” Range

subject	RIT Percentile	Growth Perce...	Projected % ME	Students
Language	51.8	52	-	1,118
Mathematics	42.6	48	22%	1,152
Reading	51.8	48	42%	1,156
Science	51.1	47	-	210

Overall FRCS performed about average in both achievement and growth.

Math achievement was lower than Reading / Language achievement (43rd percentile vs to 52nd percentile)

FRCS had both more high growth students and more low growth students than expected. 25% of students were in the top growth quintile and 27% of students were in the lowest growth quintile.

What was the distribution of Performance?

Achievement Quintiles



Growth Quintiles



The Testing Environment is not Driving the Results

- Overall, the testing environment was comparable between Fall and Winter
- In many grades / subjects, the testing environment improved from Fall to Winter, with more students taking longer on the test and guessing less.
- This has been a hard year for everyone. FRCS had individual students who struggled with motivation on MAP. Like every school.
- Excluding these students from the analysis does not impact the overall conclusions of the analysis

Did the Testing Environment Change?

school_name

Min Test Duration

subject	school_year	term	Students Tested	Avg Test Duration (min...	% < Min Test Duration	Avg Guess Percentage
Language	2020-2021	Spring	557	49	1.8%	3
		Fall	1,173	40	9.7%	3
	2021-2022	Winter	1,118	44	6.5%	2.6
Mathematics	2020-2021	Spring	569	53	1.1%	2.9
		Fall	1,210	50	3.9%	2.1
	2021-2022	Winter	1,152	49	3.1%	2.1
Reading	2020-2021	Spring	556	57	1.6%	5
		Fall	1,207	54	4.2%	4.5
	2021-2022	Winter	1,156	56	5.4%	4.2
Science	2021-2022	Fall	204	31	14.7%	3.4
		Winter	210	33	9.0%	4.2

Results by School

Elementary School Results

subject	RIT Percentile	Growth Perce...	Projected % ME	Students
Language	52.3	57	-	415
Mathematics	41.3	50	24%	425
Reading	53.7	53	43%	425

- In Language, growth was above average (57) and achievement was slightly above average (52).
- In Math, average growth (50) and below average achievement (41st percentile) means that students did not gain ground.
- In Reading, slightly above average growth (53) helped improve the projected % Meeting / Exceeding from 39% in Fall to 43% in Winter.

What was the distribution of Performance?

Achievement Quintiles



Growth Quintiles



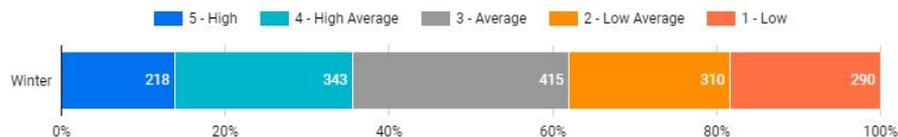
Middle School Results

subject	RIT Percentile	Growth Perce...	Projected % ME	Students
Language	51.5	53	-	513
Mathematics	43.2	51	21%	531
Reading	51.9	50	41%	532

- In Language, growth was slightly above average (53) and achievement was slightly above average (52).
- In Math, average growth (51) and below average achievement (43rd percentile) means that students did not gain ground.
- In Reading, average growth (50) maintained about average achievement (52).

What was the distribution of Performance?

Achievement Quintiles



Growth Quintiles



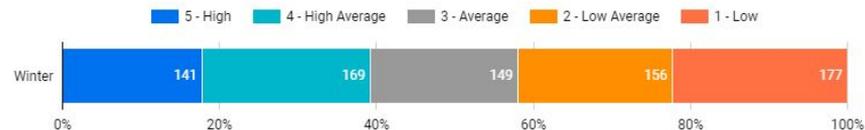
High School Results

subject	RIT Percentile	Growth Perce...	Projected % ME	Students
Language	51.5	39	-	190
Mathematics	43.6	34	-	196
Reading	47.7	32	-	199
Science	51.1	47	-	210

- In Language, growth was low, at the 39th percentile on average. This low growth reduced achievement from the 56th percentile to the 51st on average.. 40% of students had a growth percentile below 20.
- In Math, growth was also low (34), reducing achievement from close to average (48) in Fall to below average (44). 43% of students had a growth percentile below 20.
- In Reading, growth was similarly low (32) again reducing achievement noticeably (57th percentile in Fall to 48th percentile in Winter). 48% of students had a growth percentile below 20
- Growth (47) and achievement (51) were close to average in Science.

What was the distribution of Performance?

Achievement Quintiles



Growth Quintiles



High School Results (continued)

- The test environment did get somewhat worse for the high school in Math and Reading in the Winter
- However, the high school results are **not fully explained by a worse testing environment.**
- Excluding students who spent less than 20 minutes on the test, growth was still low in Language (41), Math (35), and Reading (34).

How Did FRCS Perform on Average?

school_name: FRCS High (1) ▾

subject ▾

Test Duration (minutes) > ▾ 20

subject	school_year	term	RIT	RIT Percentile	Growth Percentile	Projected % ME
Language	2021-2022	Fall	222.5	59	-	-
		Winter	220.6	53	41	-
Mathematics	2021-2022	Fall	227.1	48	-	-
		Winter	226	45	35	-
Reading	2021-2022	Fall	223.7	57	-	-
		Winter	220.6	50	34	-
Science	2021-2022	Fall	215	55	-	-
		Winter	215	52	48	-

Results by Student Group

Race / Ethnicity in Grades 2-8

We combine student group performance across grades 2-8 in order to have sufficient sample size for all race / ethnicity groups

- “Other” includes Multi-racial, Native American, Pacific Islander / Native Hawaiian, and Other / Do Not Identify

In Language, Black students have somewhat below average achievement (46) and somewhat above average growth (53), resulting in insufficient progress toward closing the achievement gap.

In Math, Black and Hispanic students had below average achievement and below average growth, resulting in a widening achievement gap.

In Reading, Black students had somewhat below average achievement (47) and average growth (51) resulting in insufficient progress toward closing the achievement gap.

test_subject	K8 / HS	Race / Ethn...	RIT Percentile	Growth Percenti...	Students
Language	2-8	Asian	73	58	83
		Other	60.3	55	57
		White	56.8	57	209
		Hispanic	53.3	57	56
		Black	45.5	53	523
Mathematics	2-8	Asian	70.5	52	86
		White	50.7	52	214
		Other	45.5	57	59
		Hispanic	42.2	45	57
		Black	34.3	49	540
Reading	2-8	Asian	72.2	54	85
		White	58.1	54	216
		Other	57.9	52	58
		Hispanic	55.2	51	54
		Black	46.7	51	544

Race / Ethnicity in High School

High school had lower overall performance than Grades 2-8 and different patterns in racial performance than 2-8, so we consider performance by race / ethnicity separately for the high school.

- There are fewer tested students in high school and the Asian and Hispanic groups are too small to examine independently. We added Asian and Hispanic to the “Other” group.

In Language, White students had the highest achievement and growth. Black students had low growth, creating an expansion of the achievement gap.

In Math, all students had below average growth. Black and “Other” students had low growth. Black achievement was low.

The pattern in Reading is similar to Math.

In Science, all students were closer to average growth, though Black students again had the lowest growth and achievement.

test_subject	K8 / HS	Race Condensed	RIT Percentile	Growth Percent...	Students
Language	HS	White	66.3	52	45
		Other	61.2	39	28
		Black	43.5	34	117
Mathematics	HS	White	58.5	43	46
		Other	53.2	26	24
		Black	36.4	33	126
Reading	HS	White	59.2	41	47
		Other	55.3	27	28
		Black	41.5	30	124
Science	HS	White	63.5	48	51
		Other	62.1	55	31
		Black	43.6	45	128

Gender

The most striking pattern in results by Gender identification is lower growth and achievement at the High School by Male students in Reading.

- Male achievement and growth were also lower in Language at the High School.

How Did Each Grade Perform?

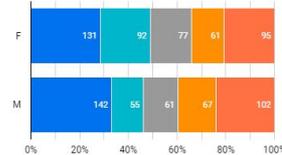
Term: Winter 2021-2022 (1) ▾

Grade ▾

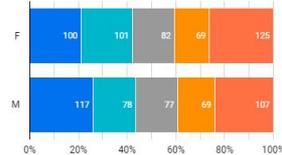
Min Test Duration
Equals ▾ Enter ...

test_subject	K8 / HS	gender	RIT	RIT Percentile	Growth Percentile	Projected % ME	Students
Language	2-8	M	203.1	49	54	-	447
		F	207	55	55	-	481
	HS	M	214.3	42	34	-	87
		F	223.7	59	42	-	103
Mathematics	2-8	M	205.9	44	52	25%	462
		F	205.7	41	49	20%	494
	HS	M	224.9	43	35	-	91
		F	225.7	44	34	-	105
Reading	2-8	M	204.8	51	54	39%	467
		F	207.1	54	50	44%	490
	HS	M	212.4	39	26	-	92
		F	223.5	55	37	-	107
Science	HS	M	213.9	49	47	-	96
		F	215.3	53	47	-	114

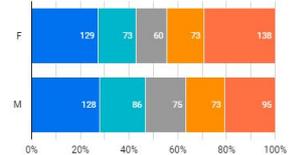
Growth Quintiles - Language



Growth Quintiles - Math



Growth Quintiles - Reading



Specialized Services

Growth was at least as strong by students receiving special education or english language learner services, compared to students receiving no specialized services.

test_sub...	Student Group	RIT Percentile	Growth Percentile	Students
Science	No Special Services	54.3	49	193
	English Language Learner (ELL)	16.8	36	4
	Special Education (SPED)	14.8	30	13
Reading	No Special Services	56.7	49	975
	English Language Learner (ELL)	25	46	84
	Special Education (SPED)	23.9	47	117
Mathemat...	No Special Services	47.1	47	974
	English Language Learner (ELL)	17.7	51	83
	Special Education (SPED)	16.6	47	116
Language	No Special Services	56.5	51	948
	English Language Learner (ELL)	26.3	52	81
	Special Education (SPED)	23.1	56	109

Growth By Incoming MCAS Level

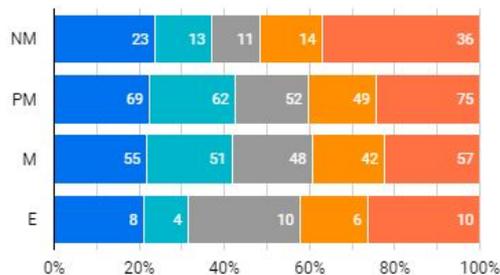
Growth percentiles were lower for students who scored “Not Meeting” on the Spring 2021 MCAS, resulting in widening gaps.

Growth was the same for students in “Partially Meeting” and “Meeting”.

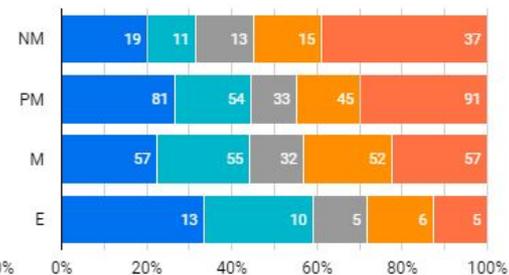
Students with “Exceeding” scores grew more in Reading than in Math.

<input type="checkbox"/> Subject	<input checked="" type="checkbox"/> MCAS Level	RIT Percentile	Growth Percentile	Students
Mathematics	NM	17	43	97
	PM	36	50	312
	M	59.1	50	257
	E	78.4	47	38
Reading	NM	19.9	41	95
	PM	44.3	50	309
	M	69.4	50	256
	E	87.3	60	39

Growth Quintiles - Math



Growth Quintiles - Reading



Cover Sheet

English Language Parent Advisory Committee (ELPAC)

Section: IV. Community Group Updates
Item: A. English Language Parent Advisory Committee (ELPAC)
Purpose: FYI
Submitted by:
Related Material: _ELPAC_March_2022_Meeting.pdf

ELPAC March meeting

1. Introductions
2. FREE Adult ESL Classes
3. Discussion
4. Multicultural Night

March 15, 2022

What is ELPAC?

Foxborough Regional Charter School - Board Meeting - Agenda - Tuesday April 12, 2022 at 6:15 PM

An all-volunteer group of parents and guardians of English Learners enrolled at FRCS. This group is committed to supporting our English Language Education Program.

Ki ELPAC?

Yon gwoup paran ak gadyen legal elev ki ap Aprann Angle ki enskri nan FRCS. Gwoup sa a angaje pou sipote Pwogram Edikasyon Lang Angle nou an.

क्या है

माता पिता और अंग्रेजी शिक्षार्थियों के अभिभावकों के एक सभी स्वयंसेवक समूह FRCS में नामांकित । यह समूह हमारे अंग्रेजी भाषा शिक्षा कार्यक्रम का समर्थन करने के लिए प्रतिबद्ध है।

O que é ELPAC?

Um grupo de pais voluntários e responsáveis por estudantes de inglês matriculados na FRCS. Este grupo está comprometido em apoiar nosso Programa de Educação em Língua Inglesa.

ما هو ELPAC؟

مجموعة من المتطوعين من أولياء الأمور وأولياء أمور متعلمي اللغة الإنجليزية المسجلين في زمالة الكلية الملكية للجراحين. تلتزم هذه المجموعة بدعم برنامج تعليم اللغة الإنجليزية لدينا

Introductions

1. Your name
2. Your child's names and grades
3. How long your child has attended FRCS

Entwodiksyon

1. Non ou
2. Non pitit ou ak klas
3. Konbyen tan pitit ou a te ale FRCS

परिचय

1. तुम्हारा नाम
2. आपके बच्चे के नाम और ग्रेड
3. आपके बच्चे ने कब तक FRCS में भाग लिया है

Introduções

1. Seu nome
2. Os nomes e notas do seu filho
3. Há quanto tempo seu filho frequenta a FRCS

مقدمات

اسمك

أسماء طفلك ودرجاته

كم من الوقت حضر طفلك زمالة الكلية

الملكية للجراحين

FREE Rosetta Stone ESL Lessons for Adults

Please contact Amanda Goddard if you are interested in participating in free online ESL lessons for FRCS families.

508-698-7303 agoddard@foxboroughrcs.org

Tanpri kontakte Amanda Goddard si ou enterese patisipe nan yon klas ESL gratis pou fanmi FRCS yo.

508-698-7303 agoddard@foxboroughrcs.org

यदि आप एफआरसी परिवारों के लिए मुफ्त ईएसएल कक्षा में भाग लेने में रुचि रखते हैं तो कृपया अमांडा गोडार्ड से संपर्क करें।

508-698-7303 agoddard@foxboroughrcs.org

Entre em contato com Amanda Goddard se estiver interessado em participar de uma aula gratuita de ESL para famílias FRCS.

508-698-7303 agoddard@foxboroughrcs.org

FRCS المجانية عبر الإنترنت لعائلات ESL إذا كنت مهتمًا بالمشاركة في دروس Amanda Goddard يرجى الاتصال بـ

508-698-7303 agoddard@foxboroughrcs.org

Discussion

What is most important to you about your child's education?

Ki sa ki pi enpòtan pou ou nan edikasyon pitit ou a?

आपके बच्चे की शिक्षा के बारे में आपके लिए सबसे महत्वपूर्ण क्या है?

O que é mais importante para você na educação do seu filho?

ما هو الأكثر أهمية بالنسبة لك في تعليم طفلك؟

What are ways you support your child's language development at home?

Ki fason ou sipòte devlopman langaj pitit ou lakay ou?

आप घर पर अपने बच्चे के भाषा विकास में किन तरीकों से मदद करते हैं?

Quais são as maneiras pelas quais você apoia o desenvolvimento da linguagem do seu filho em casa?

ما هي الطرق التي تدعم بها تطور لغة طفلك في المنزل؟

Unmute and speak OR write in the chat

Becoming a Leader or Member of ELPAC

Contact a member of the ELE team if you are interested in being a regular member of ELPAC.

Kontakte yon manm ekip ELE a si ou enterese pou ou se yon manm regilye ELPAC.

यदि आप ELPAC के नियमित सदस्य होने में रुचि रखते हैं तो ELE टीम के एक सदस्य से संपर्क करें।

Entre em contato com um membro da equipe ELE se você estiver interessado em ser um membro regular do ELPAC.

إذا كنت مهتمًا بأن تكون عضوًا منتظمًا في ELE اتصل بأحد أعضاء فريق ELPAC.

Lori Obenchain	Director of Student Services	lobenchain@foxboroughrcs.org	508-698-7330
Amanda Goddard	Assistant Director of ELE	agoddard@foxboroughrcs.org	508-698-7303
Jill Abrams	Grade K	jabrams@foxboroughrcs.org	508-698-7188
Jen Johnson	Grade 1	Jjohnson@foxboroughrcs.org	508-698-7381
Molly Clark	Grade 2	mclark@foxboroughrcs.org	508-698-7245
Stephanie Fincher	Grades 3 & 4	sfincher@foxboroughrcs.org	508-698-7347
Chris Allen	Grades 5-8	callen@foxboroughrcs.org	508-698-7117

Upcoming Event

ELPAC MULTICULTURAL NIGHT

May 17th

5:00pm-6:00pm on Zoom



Cover Sheet

Special Education Parent Advisory Committee (SEPAC)

Section: IV. Community Group Updates
Item: D. Special Education Parent Advisory Committee (SEPAC)
Purpose: FYI
Submitted by:
Related Material: SEPAC.pdf

Heidi Berkowitz

From: Foxborough Regional Charter School <info@foxboroughrcs.org>
Sent: Friday, March 4, 2022 9:13 AM
To: Heidi Berkowitz
Subject: Join us for the March SEPAC Meeting!

Caution: This e-mail originated from outside of FRCS. Do not click links or open attachments unless you recognize the sender and know the content is safe.



March SEPAC Meeting

Please join us on March 8 at 5:30 for our Monthly SEPAC Meeting. This will be a great opportunity for you to meet our staff, including our Speech Language Pathologists and Occupational Therapist. Come learn with us!

Agenda:

Related Services Presentation – A Day with the Speech and Language Pathologist and the Occupational Therapist

Meet the Staff

Speech & Language Pathologists

- Language
- Articulation
- Social Communication
- Other
- Assisting Your Child at Home

Occupational Therapy

- Fine/Visual Motor, Visual/Motor Memory, and Planning
- Body Coordination
- Self-Regulation
- Assisting Your Child at Home

Zoom Meeting Link:

<https://us04web.zoom.us/j/71265724292?pwd=1VwIZnWJJTqfS5H2bjVU5Kg7VLnMtr.1>

Meeting ID: 712 6572 4292

Passcode: 50rXgP

Next month's meeting will be held on April 5, 2022. Presentation - Social Emotional and Behavior. Once I receive the agenda, I will send it your way.

You are receiving this email because you have provided your email address to Foxborough Regional Charter School. 131 Central Street,

Foxborough, MA 02035

[Manage your email preferences or unsubscribe](#)

Cover Sheet

First Reading of New/Changing Policies

Section: V. Policy Review
Item: A. First Reading of New/Changing Policies
Purpose: Discuss
Submitted by:
Related Material: FRCS Debt Management Policy - DRAFT (01.11.2022).pdf

Foxborough Regional Charter School

Debt Management Policy

GENERAL POLICY

Foxborough Regional Charter School (the “School”) is committed to advancing and employing management practices consistent with a debt management program capable of providing for all of the School’s short-term and long-term capital needs.

The School desires to make this Debt Management Policy available to the public in order to inform professionals in the capital markets, institutional and individual investors, and interested citizens of the principles upon which some of the School’s most critical fiscal decisions are based.

PURPOSE

The purpose of the Debt Management Policy is to foster and, where possible, enhance management practices that will reduce transaction costs related to the School’s debt transactions, and that will ensure that the School maintains a manageable level of total outstanding debt. These management practices will reduce to the greatest extent possible the amount the School pays to obtain money it requires to finance its capital needs, and the rate of interest it must pay for the capital it borrows. The practical result of these management practices will be the ability of the School to access the capital markets at the lowest possible cost.

These management practices are ultimately designed to enable the School to borrow the amounts it needs to protect and enhance the School’s infrastructure, maintain and construct the School’s buildings and classrooms, and to deliver services that continue to promote the School’s mission in educating its students.

AUTHORIZATION FOR AND RESTRICTIONS ON DEBT ISSUANCE

All indebtedness of the School must be authorized by the Board. The School will explore both the public and private markets to access capital. The School issues debt through a conduit issuer, a governmental entity authorized to issue tax-exempt, taxable, and tax credit conduit bonds for public and private entities.

RATIOS

DEBT SERVICE COVERAGE RATIO

The School will maintain a historical debt service coverage ratio of at least 1.20x for each fiscal year. The ratio is obtained by dividing the School’s net income available for debt service for such fiscal year by the maximum annual debt service.

LOAN-TO-VALUE RATIO

The School shall maintain a loan-to-value ratio less than or equal to 83%. The loan-to-value ratio is obtained by dividing the outstanding principal balance (as of the testing date) of the School’s Bonds (reduced by the portion of such outstanding principal of the Bonds, if any, that is then guaranteed by the Issuer under the Massachusetts Development Finance Agency Guaranty) and the School’s Series 2017B Bonds, by the fair market value of the Property as set forth in the most recently obtained approved appraisal.

UNRESTRICTED CASH

The School shall maintain an unrestricted cash balance as of the end of each fiscal year of at least 5% of its operating expenses for the prior fiscal year.

REFINANCING DEBT

The School shall consider refunding outstanding debt when net present value savings are at least 3% of refunded par. The School may also undertake a refunding to defease bonds secured by indentures containing restrictive covenants or restructure outstanding debt in order to advance the School's debt management goals.

COMPLIANCE WITH DISCLOSURE GUIDELINES

The School recognizes the increased role of the Securities and Exchange Commission in the tax- exempt market and increasing requirements for full disclosure by issuers. The School shall provide complete and continuing disclosure of its financial condition, operating results and debt issuance in order to satisfy these requirements and maintain good relations with the investment community. The School shall prepare an official statement for all public debt issues.

COMPLIANCE WITH ARBITRAGE REBATE REGULATIONS

The School shall maintain records that are sufficient to comply with the requirements of the Tax Reform Act of 1986 and its amendments. The School shall monitor earnings from bond proceeds and provide, if necessary, a mechanism to rebate in a timely manner any excess earnings above the maximum allowable yield in order to preserve the tax-exempt status of such debt and avoid any other penalty that might be imposed.

INVESTMENTS

The School's investments of funds are generally restricted by Massachusetts General Laws Chapter 44, section 55, which statute permits investments of available revenue funds and bond and note proceeds in term deposits and certificates of deposits of banks and trust companies, in obligations issued or unconditionally guaranteed by the federal governments of an agency thereof with a maturity of not more than one year, in repurchase agreements with a maturity of not more than 90 days secured by federal or federal agency securities, in participation units in the Massachusetts Municipal Depository Trust or in shares in SEC-registered money market funds with the highest possible rating from at least one nationally recognized rating organization. The Board Treasurer and the Director of Finance will review the investment portfolio, recommending changes to the Board. All investments will be approved by the Board.

ALTERNATIVE FUNDING SOURCES

The School shall pursue all programs and funding sources which provide an alternative source of funds for capital maintenance and improvement projects.

Cover Sheet

Enrollment

Section:	VI. Committees
Item:	A. Enrollment
Purpose:	Discuss
Submitted by:	
Related Material:	April Enrollment Update.pdf



April Enrollment Update

April 5, 2022

Grade	Current Enrollment	Offers 3/3/22	Newly Enrolled 2022-2023	Current Waitlist 2022-2023	Sibling Waitlist 2022-2023	Declinations 2022-2023
K	143	165	121	48	1	42
1	145	0	0	88	0	0
2	143	0	0	80	3	0
3	149	0	0	81	3	0
4	146	0	0	74	2	0
5	139	0	0	66	2	0
6	141	0	0	85	4	0
7	129	0	0	60	1	0
8	140	0	0	45	0	0
9	113	0	0	63	0	0
10	98	0	X	X	X	X
11	88	0	X	X	X	X
12	81	0	X	X	X	X
Total	1655	165	121	690	16	42

Cover Sheet

Facilities

Section:	VI. Committees
Item:	B. Facilities
Purpose:	Discuss
Submitted by:	
Related Material:	Facilities Update Apr 13 2022.pdf

Facilities Update: Tuesday April 13, 2022

MS Roof Design

Category	Vision 3	Studio Umbra	Rowse Architects
Architect	\$ 62,370.00	\$ 56,600.00	
Code Consultant Allowance	\$ 2,200.00	\$ -	
MEP Engineers	\$ 30,250.00	\$ 28,600.00	
Cost Estimation	\$ -	\$ 6,500.00	
Structural	\$ 2,200.00	\$ -	
Total	\$ 97,020.00	\$ 91,700.00	\$ 104,000.00

ES Broken Seals/Window Coverings

- Remaining windows to be installed over spring break

ES Gym Roof

- "Cap" drawing complete
- Limited seams will have "cap" installed to mitigate the active leaks
- Fabricated "caps" scheduled to be installed to determine best-fit week of spring break
- Full "cap" will be installed as warm weather arrives

ES Lobby Rot/Corrosion

- Remeasure and recommended elevating structure to prevent water damage.
- Measurements taken week of 3/28
- Facilities team can fabricate elevated area to accommodate new install and prevent leaking/corrosion in the future

ES 10gb & Firewall

- New 10gb circuit live
- Firewall install complete 4/8

Cover Sheet

Finance

Section: VI. Committees
Item: C. Finance
Purpose: Discuss
Submitted by:
Related Material: Mar. 2022 Balance Sheet Summary.pdf
Mar. 2022 Budget to Actual Comparative Summary.pdf

Financial Report - Balance Sheet (Summary)**Foxborough Regional Charter School**

For 3/31/2022

Run: 4/07/2022 at 9:00 AM

Page: 1

	3/31/2022	6/30/2021	Change
ASSETS			
Current Assets			
Cash - operations	10,747,243.57	12,528,627.38	(1,781,383.81)
Cash - debt service reserve	2,701,593.83	3,191,671.04	(490,077.21)
Accounts Receivable:			
Intergovernmental	0.00	222,910.59	(222,910.59)
Other	19,088.28	(337.01)	19,425.29
Total Current Assets	13,467,925.68	15,942,872.00	(2,474,946.32)
Capital Assets			
Land/Building Improvements	47,057,058.84	47,057,058.84	0.00
Furniture, equipment and software	5,148,049.76	5,148,049.76	0.00
Less: accumulated depreciation	(15,568,177.28)	(13,803,270.21)	(1,764,907.07)
Total investment in capital assets	36,636,931.32	38,401,838.39	(1,764,907.07)
Loss on defeasance (2017 bonds)	3,615,614.47	3,615,614.47	0.00
TOTAL ASSETS	53,720,471.47	57,960,324.86	(4,239,853.39)
LIABILITIES AND NET ASSETS			
Accounts Payable	699,223.13	542,833.90	156,389.23
Accrued expenses	219,712.04	725,155.91	(505,443.87)
Accrued compensation	45,413.63	1,460,225.74	(1,414,812.11)
Bonds payable - US Bank	0.00	0.00	0.00
Deferred income	0.00	105,507.64	(105,507.64)
Total current liabilities	964,348.80	2,833,723.19	(1,869,374.39)
BONDS PAYABLE 2017B	23,600,000.00	24,225,000.00	(625,000.00)
BOND PREMIUM 2017B	2,175,370.80	2,175,370.80	0.00
Total bonds payable	25,775,370.80	26,400,370.80	(625,000.00)
LOAN PAYABLE EASTERN BANK	4,117,439.63	9,379,998.72	(5,262,559.09)
Total loans payable (Eastern)	4,117,439.63	9,379,998.72	(5,262,559.09)
Total liabilities	30,857,159.23	38,614,092.71	(7,756,933.48)
Net Assets			
Investment in capital assets	0.00	0.00	0.00
Restricted - Board Capital	5,165,006.00	5,165,006.00	0.00
Restricted - Self Insured Dental	0.00	120,597.63	(120,597.63)
Unrestricted	14,060,628.52	12,087,916.54	1,972,711.98
Net income	3,637,677.72	1,972,711.98	1,664,965.74
Total net assets	22,863,312.24	19,346,232.15	3,517,080.09
TOTAL LIABILITIES AND NET ASSETS	53,720,471.47	57,960,324.86	(4,239,853.39)

Financial Report - Budget to Actual (Comparative Summary)

Run: 4/07/2022 at 9:02 AM

Page: 1

Foxborough Regional Charter School For 3/31/2022

	Budget FY2022	YTD Actual 3/31/22	Current Year Budget - Actual	Current Year % of Budget	Budget FY2021	YTD Actual 3/31/21	Prior Year Budget - Actual	Prior Year % of Budget
REVENUES								
Per Pupil Tuition	24,790,000.00	19,902,997.00	(4,887,003.00)	(80.29)	24,024,968.00	18,276,739.00	(5,748,229.00)	(76.07)
Federal Grants/Reimbursements	3,480,664.00	1,943,253.27	(1,537,410.73)	(55.83)	1,620,464.00	1,023,128.00	(597,336.00)	(63.14)
State Grants/Reimbursements	0.00	0.00	0.00	0.00	79,250.00	39,625.00	(39,625.00)	(50.00)
Other Grant Revenues	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Food Service Program	286,000.00	538,890.65	252,890.65	(188.42)	406,984.00	51,625.51	(355,358.49)	(12.68)
Extended Day Program	0.00	1,190.00	1,190.00	0.00	193,334.00	17,945.15	(175,388.85)	(9.28)
Transportation Program	861,750.00	616,886.24	(244,863.76)	(71.59)	745,000.00	566,449.52	(178,550.48)	(76.03)
Building Rental Revenue	69,615.00	33,000.00	(36,615.00)	(47.40)	67,000.00	0.00	(67,000.00)	0.00
Other Revenues	62,000.00	27,657.25	(34,342.75)	(44.61)	189,500.00	38,126.33	(151,373.67)	(20.12)
Total Revenues	29,550,029.00	23,063,874.41	(6,486,154.59)	(78.05)	27,326,500.00	20,013,638.51	(7,312,861.49)	(73.24)
EXPENSES								
Personnel								
Administration & Finance	1,024,223.00	710,729.20	313,493.80	69.39	891,297.00	576,290.14	315,006.86	64.66
Teaching & Learning	10,855,668.00	6,608,413.89	4,247,254.11	60.88	10,400,558.00	6,242,402.69	4,158,155.31	60.02
Student Activities	1,782,468.00	1,042,103.20	740,364.80	58.46	1,736,826.00	912,523.68	824,302.32	52.54
Operations	922,575.00	605,032.37	317,542.63	65.58	901,290.00	640,402.97	260,887.03	71.05
Grants	1,718,519.00	900,257.51	818,261.49	52.39	586,076.00	325,686.68	260,389.32	55.57
Subtotal Personnel	16,303,453.00	9,866,536.17	6,436,916.83	60.52	14,516,047.00	8,697,306.16	5,818,740.84	59.92
Operating Costs								
Administration & Finance	563,135.00	315,474.96	247,660.04	56.02	552,446.00	332,896.70	219,549.30	60.26
Teaching & Learning	471,800.00	187,052.92	284,747.08	39.65	502,197.00	161,278.09	340,918.91	32.11
Student Activities	2,393,565.00	1,704,869.63	688,695.37	71.23	1,927,570.00	1,096,090.35	831,479.65	56.86
Operations	2,015,320.00	1,570,649.78	444,670.22	77.94	2,075,775.00	1,343,882.58	731,892.42	64.74
Employee Benefits	2,360,500.00	1,452,361.92	908,138.08	61.53	2,594,169.00	1,473,408.99	1,120,760.01	56.80
Grants	1,732,145.00	1,236,857.20	495,287.80	71.41	1,119,596.00	942,179.96	177,416.04	84.15
Subtotal Operating Costs	9,536,465.00	6,467,266.41	3,069,198.59	67.82	8,771,753.00	5,349,736.67	3,422,016.33	60.99
Total Expenses	25,839,918.00	16,333,802.58	9,506,115.42	63.21	23,287,800.00	14,047,042.83	9,240,757.17	60.32
NET BUDGET FROM OPERATIONS	3,710,111.00	6,730,071.83	3,019,960.83	(181.40)	4,038,700.00	5,966,595.68	1,927,895.68	(147.74)
Capital Outlay	613,795.00	482,804.72	130,990.28	78.66	970,000.00	478,998.79	491,001.21	49.38
Debt Service	2,471,691.00	844,682.32	1,627,008.68	34.17	2,482,272.00	846,483.62	1,635,788.38	34.10
Depreciation	0.00	1,764,907.07	(1,764,907.07)	0.00	0.00	1,674,904.00	(1,674,904.00)	0.00
Board Capital Reserve	0.00	0.00	0.00	0.00	(425,000.00)	0.00	(425,000.00)	0.00
NET BUDGET RESERVED	624,625.00	3,637,677.72	3,013,052.72	(582.38)	1,011,428.00	2,966,209.27	1,954,781.27	(293.27)

Cover Sheet

Governance

Section:	VI. Committees
Item:	E. Governance
Purpose:	Vote
Submitted by:	
Related Material:	FRCS By-Laws - January 2015.pdf Board of Trustees DRAFT Rev01MAY2022.pdf



2021-2022 Board of Trustees

wa	Board Position	Board Committee(s)	Areas of Expertise	Current Term & Terms Served*
Kathleen Crawford	Chair	FRCS Foundation Inc Enrollment Chair Governance	Kathleen Crawford coordinates training for a large non-profit provider of community-based services to people with intellectual and developmental disabilities and mental health conditions. She also worked for 20+ years in internal auditing and fraud investigation and supplies training in those areas as well as a part-time consultant.	Current term: 2019-2022 Terms served: 5
Matthew Yezukevich	Treasurer	Chair Finance	Mr. Yezukevich is a certified public accountant, consulting with non-profit organizations such as independent schools, health and human service organizations, arts and cultural organizations, government organizations and municipalities. He has also served as a senior accountant leading audits of non-profit organizations and private small businesses.	Current term: 2021-2024 Terms served: 3
Susanna Girard	Secretary	Chair FRCS Foundation Inc Chair Enrollment	Mrs. Girard is a Program Director in the healthcare industry with extensive experience in research and development. She is current working on getting her MBA.	Current term: 2019-2022 Terms served: 3
Badawi Dweik, Ph.D.	Trustee	Chair Facilities	Dr. Dweik holds both masters and doctoral degrees in Chemical Engineering and serves as a Director of Technology Development and Program Management. He has two children who have graduated from the school and two who are still enrolled. She has two children who attend the school.	Current term: 2019-2022 Terms served: 3
Sergio Martin	Trustee	Finance	Mr. Martin is an Assistant Treasurer at United Natural Foods, Inc. (UNFI) and specializes in Corporate Treasury and Financial Planning. He is a CFA charter holder and provides individual financial planning services. He is a volunteer soccer coach and a volunteer Financial Counsel during Year Up Greater Boston Financial Literacy Fairs. Mr. Martin has three daughters who attend the school.	Current term: 2021-2024 Terms served: 2

*Terms served includes current term

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2021-2022 Board of Trustees

Ramona Royal	Trustee	Pending Assignment		Current term: 2022-2022** Terms served: 1
Todd Tetreault	Trustee	Pending Assignment	Mr. Tetreault is the Chief Information Officer for a juvenile products company. In addition to a career in technology, he has a passion for education going back to his first professional job as a high school teacher. Mr. Tetreault has four daughters who attend FRCS	Current term: 2022-2022** Terms served: 1
Anissia Vixamar	Trustee	Pending Assignment	Mrs. Vixamar is an Associate Director, R&D Ethics and Compliance for a global pharmaceutical company and has over 15 years of internal/external auditing, compliance, continuous improvement, and regulatory remediation experience. She has one daughter who attends the school.	Current term: 2022-2022** Terms served: 1

*Terms served includes current term

Revision 01MAY2022



**BYLAWS of
THE FOXBOROUGH REGIONAL CHARTER SCHOOL**

ARTICLE I

Name

Section 1.1 Name: The name of this public entity shall be the Foxborough Regional Charter School (the "Charter School").

ARTICLE II

Purposes

Section 2.1 Members: The purpose of the Charter School is that the school is a public school, chartered as set forth in its Charter dated February 25, 1998, issued by the Secretary of Education of the Commonwealth of Massachusetts and in Massachusetts General Laws c. 71, S89, as each may be amended from time to time.

ARTICLE III

Board of Trustees

Section 3.1 Number: The Trustees at their annual meeting, or at a special meeting called for that purpose, shall elect a Board of Trustees of not less than three (3) and not more than 15 members, to take office immediately upon election and to hold office until the annual meeting of the Trustees at which their respective terms expire and until their respective successors are elected and qualified.

Section 3.2 Selection and Term of Office: Trustees shall be elected to three (3) year terms. Trustee shall be elected for staggered terms of up to three (3) years, so that the terms of approximately one- third ($1/3$) of the Trustees will expire each year. Each Trustee shall serve until a successor has been elected and qualified. The number of Trustees to be elected each year shall be fixed at the meeting at which they are elected, but the Trustees may, at any meeting held for the purpose during any such year, increase or decrease (within the limits above specified) the number of Trustees as this fixed, and elect new Trustees to complete number so fixed, or remove Trustees to reduce the number of Trustees to the number so fixed. The Board shall include ex officio, as voting member, the Chair of the Charter School. The Board of Trustees may not discriminate against potential members on the basis of race, color, national origin, creed, ancestry, ethnicity, age, gender identity, religion, marital status, sexual orientation, or non-disqualifying handicap or mental condition. The Board of Trustees shall request the appointment of a trustee to the board only where the board has no reason to know the trustee has a financial interest under M.G. L. Chapter 268A which may preclude a majority of the board from participating in deliberations or voting on certain matters that are expected to come before the board. The Board of Trustees must exercise due diligence prior to determining that a proposed trustee does not have such a financial interest.

Section 3.3 Powers/Duties: The Board of Trustees shall have and may exercise all the powers of the Charter School. The Board of Trustees is a public entity, and each member thereof, is a special state employee. The Board of Trustees, holder of the charter from the State of Massachusetts, shall ensure that the school and its Board members shall comply with all applicable laws and regulations regulating charter schools in Massachusetts, shall ensure that the Charter School is academically successful, organizationally viable, faithful to the terms of its charter and earns charter renewal. The Board of Trustees is a public employer for the purposes of tort liability (M.G.L. Chapter 258) and for collective bargaining purposes (M.G.L. Chapter 150E). The Board of Trustees has the responsibility to select, appoint, evaluate, and/or remove the school director, however it is prohibited from exercising managerial powers over the day-to-day operations of the school.

Section 3.4 Regular Meetings: Regular meetings of the Board of Trustees shall be held at such places, within or without the Commonwealth of Massachusetts, and at such times as the Board of Trustees may from time to time determine; however the Board of Trustees must meet at least quarterly. Written notice of a regular meeting of the Board of Trustees shall be given no less than forty eight (48) hours before the meeting by leaving such notice with the Trustee or by email, or at the Trustee's residence or usual place of business, or by mailing it, postage prepaid, addressed to such Trustee at the trustee's address, as it appears upon the records of the Charter School. No notice to the Trustees shall be required for any regular meeting held at a time and place fixed in advance by the Board of Trustees, if notice of the times and places so fixed for regular meetings shall have been given to such Trustee within the same calendar year, in writing, as specified above.

Section 3.5 Executive Sessions: All meetings of the Board of Trustees are open to attendance by the public. However, the board has the right to convene in a closed executive session when it meets the following procedural conditions imposed by state law:

1. The Board will first convene in an open session for which due notice has been given.
2. The Chair (or, in his/her absence, the presiding member) will state the purpose for the executive session by stating all subjects that may be revealed without compromising the purpose for which the executive session was called.
3. A majority of the members must vote to enter the executive session, with the vote taken by roll call and recorded in the official minutes.
4. The Chair or presiding member will state before entering the executive session whether the Board will reconvene in open session after the executive session.

The law puts specific limitations on the purposes for which executive sessions may be convened. The Board may enter executive sessions only to deliberate:

1. The reputation, character, physical condition or mental health, rather than the professional competence, of a single individual.
2. The discipline or dismissal, including the hearing of charges against a member of the Board, a school employee or student, or other individual. The individual has certain rights enumerated in the law including requiring the Board to hold an open session should the individual so request.
3. The deployment of security personnel or devices.
4. Allegations of criminal misconduct or to discuss the filing of criminal complaints.
5. Transactions of real estate, if an open meeting might be detrimental to the negotiating position of the Board or another party.
6. To comply with the provisions of any general or specific law of federal grant-in-aid requirements.
7. To consider and interview applicants for employment (The only position that the Board of Trustees would be involved in that might qualify would be for the position of Executive Director). This exemption only applies if it can be determined that an open meeting will have a detrimental effect in obtaining qualified applicants.
8. To meet or confer with a mediator and/or attorney with respect to any litigation or public business.

(In the first two cases listed, an open meeting will be held if the individual involved so requests.)

Accurate records of the proceedings conducted in executive session will be kept and may remain secret only so long as their publication would defeat the purpose of the session. The Board will review executive session minutes for possible declassification at least once each year.

The Board Chair and the Executive Director will review executive session minutes for possible declassification on, at least, a quarterly basis and, if necessary, will consult with legal counsel. The Board Chair will bring minutes recommended for declassification to the Board of Trustees for a vote either as part of a consent agenda or for individual action. In either case, there shall be an announcement of the declassification of minutes.

When a specific set of executive session minutes, not yet declassified, is requested by a member of the public, the Board of Trustees shall render a decision on declassification at its next meeting or within 30 days after the request, whichever occurs first.

All votes taken in executive session will be recorded roll call votes, and will become part of the minutes of executive sessions.

Section 3.6 Special Meetings: Special meetings of the Board of Trustees may be held at any time and at any place, within or without the Commonwealth of Massachusetts, when called by the Chair or by two (2) or more Trustees, reasonable notice thereof being given to each Trustee by the Secretary, or, in case of the death, absence, incapacity, or refusal of the Secretary, by the Officer or Trustees calling the meeting, or at any time without call or formal notice, provided all the Trustees are present or waive notice thereof by a writing which is filed with the records of the meeting. In any case, it shall be deemed sufficient notice to a Trustee to send notice by mail or by email at least forty-eight (48) hours, before the meeting, addressed to the Trustee at the Trustee's usual or last known business or residence address.

Section 3.7 Annual Meetings: The Annual Meeting of the Trustees shall be held on the second Tuesday in the month of November, if it be not a legal holiday, and if it be a legal holiday, then on the next succeeding day not a legal holiday, at such hour and place as the Chair or the Secretary may determine. Purposes for which an annual meeting is to be held, in addition to those prescribed by law, and by these Bylaws, may be specified by the Board of Trustees or by a writing signed either by the Chair or by any Vice Chair or by a quorum of the Trustees. If such Annual Meeting is omitted on the day herein provided therefore, a Special Meeting may be held in place thereof, and any business transacted or elections held at such meeting shall have the same effect as *if* transacted or held at the Annual Meeting, and in such case such reference in these Bylaws to the Annual Meeting of the Trustees shall be deemed to refer to such Special Meeting. A written notice of the Annual Meeting or meeting in lieu thereof, stating the place, day and hour thereof and the purposes for which the meeting is called, shall be given by the Chair or Secretary to each Trustee at least forty-eight (48) days before the meeting by leaving such notice with such Trustee or by email, or at such Trustee's residence or usual place of business, or by mailing it, postage prepaid, addressed to such Trustee at such Trustee's address as it appears upon the records of the Charter School. In case of the death, absence, incapacity or refusal of the Secretary, such notice may be given by any other Officer or by a person designated either by the Secretary or by the person or persons calling the meeting or by the Board of Trustees.

Section 3.8 Quorum: At any meeting of the Trustees, a majority of the Trustees then in office shall constitute a quorum for the transaction of business, but a lesser number may adjourn any meeting from time to time and the meeting may be held as adjourned without further notice. When a quorum is present at any meeting, the affirmative vote of a majority of the Trustees in attendance thereat and voting on the question shall, except where a larger vote is required by law or by these Bylaws, decide any question brought before such meeting.

Section 3.9 Complaints: The Board of Trustees shall hear complaints from any parent, guardian or other individual or groups, filed in writing, and limited to complaints that the School has violated or is violating any of the provisions of M.G.L. c 71 s. 89 or 603 CMR 1.00. The Board of Trustees shall conduct a review of such complaints and respond to the complainant(s) in writing within 30 days. Such response shall inform the complainant(s) of the right to submit the complaint in writing to the Commissioner of the Department of Elementary and Secondary Education should they not be satisfied with the response from the Board of Trustees.

Section 3.10 Waiver of Notice: Notice of any meeting may be waived if each Trustee, by a writing filed with the records of the meeting, waives such notice.

Section 3.11 Open Meeting Law: Notwithstanding the provisions of this Article III, meetings of the Board of Trustees and its committees shall comply with the applicable requirements and its committees shall comply with the applicable requirements of the Massachusetts Open Meeting Law, G.L. c. 39, SS23A and 23B and c 30 A, sec 11 A ½.

Section 3.12 Conflict of Interest Law: The Board of Trustees complies with the Massachusetts Conflict of Interest Law, M.G.L. Chapter 268A.

Section 3.13 Disclosure of Financial Interest: Trustees shall disclose any financial interest or business transactions that they (or any of their immediate members) have in any charter school in Massachusetts or elsewhere with the Massachusetts State Ethics Commission, the Massachusetts Department of Elementary and Secondary Education, and the city or town clerk in which the school is located within 30 days of joining the Board of Trustees and by September 1 annually, including the year after service is completed, unless service is less than 30 days in that year.

ARTICLE IV

Committees

Section 4.1 Committees: The Board of Trustees may from time to time create such committees as it deems necessary or desirable for the conduct of the affairs of the Charter School, to which may be appointed such persons as the Board may determine. Except as the Trustees may otherwise determine, any committee may make rules for the conduct of its business, but unless otherwise provided by the Trustees or in such rules, its business shall be conducted in a manner similar to that provided in these Bylaws for the Trustees.

Section 4.2 Quorum of Committees: A majority of the members of a committee shall constitute a quorum for the transaction of business, but a lesser number of members may adjourn any meeting from time to time, and the meeting may be held as adjourned without further notice. When a quorum is present at any meeting, a majority of the members of such committee present thereat shall decide any matter brought before such meeting.

ARTICLE V

Officers

Section 5.1 Election: The Officers of the Charter School shall consist of a Chair, a Vice Chair, a Treasurer and a Secretary. Other Officers, their powers and their terms of office, may be prescribed by a majority of Trustees from time to time as the Board of Trustees may determine. All Officers shall be elected by the Trustees at any meeting thereof.

Section 5.2 Qualification and Powers: Each Officer shall be a Trustee. So far as is permitted by law, any two (2) or more offices may be filled by the same person. Subject to law and to the other provisions of these Bylaws, each Officer shall hold office for a term of one (1) year and until a successor is elected and takes office, or until the Officer sooner dies, resigns, is removed, or becomes disqualified. Each Officer shall, subject to these Bylaws, have in addition to the duties and powers herein set forth, such duties and powers as the Board of Trustees shall from time to time designate.

Section 5.3 Chair: The Chair shall subject to law, to the other provisions of these Bylaws, and to the general supervision of the Board of Trustees, have general charge of the governance of the Charter School. The Chair shall preside at all meetings of the Board of Trustees and the Executive Committee, if there be one. In absence of the Chair, the Vice chair shall preside, and in absence of the Vice Chair, the Chair shall designate a Chair *ad interim*.

Section 5.4 Vice-Chair: In the absence of the Chair, the Vice-Chair shall, subject to law, to the other provisions of these Bylaws, and to the general supervision of the Board of Trustees, have general charge and control over the management of the ordinary affairs of the Charter School and the development of its program. The Vice Chair in the absence of the Chair, shall preside at all meetings of the Board of Trustees and the Executive Committee, if there be one.

Section 5.5 Secretary: The Secretary or a designee shall keep the records of all meetings of the Board of Trustees and committees of the Board.

Section 5.6 Treasurer: The Treasurer shall, subject to the direction and under the supervision of the Board of Trustees, have general charge of the financial concerns of the Charter School and the care and custody of the funds, securities, and valuable papers of the Charter School, except the Treasurer's own bond, if any, and shall have power to endorse for deposit or collection all notes, checks, drafts, and other obligations and orders for the payment of money payable to the Charter School or its order, and to accept drafts on behalf of the Charter School. The Treasurer shall keep, or cause to be kept, accurate books of account, which shall be the property of the Charter School, and if required by the Board of Trustees, shall give bond for the faithful performance of the duties of the office in such form, in such sum, and with such sureties as the Board of Trustees shall require.

ARTICLE VI

Resignations, Removals, and Vacancies

Section 6.1 Resignations and Removals: Any Trustee or Officer may resign at any time by delivering written notice of resignation to the Chair or the Secretary or to a meeting of the Board of Trustees. Any Trustee or Trustees may be removed from office, with or without cause, by vote of at least sixty (60%) percent of the number of Trustees then in office, at any meeting called for that purpose with at least fourteen (14) days advance notice, in writing or by email, to all Trustees. The Board of Trustees may, by vote of a majority of the Trustees present at voting, remove from office, with or without cause, any Officer appointed by the Board or terminate or modify the authority of any such Officer.

Section 6.2 Vacancies: If the position of any Trustee becomes vacant, by reason of death, resignation, removal, disqualification or otherwise, a successor may be appointed by a majority of the Trustees then in office, which appointment may be held at the same meeting at which a former Trustee resigns or is removed, provided that the Trustees shall receive at least fourteen (14) days advance written notice or by email of the intent to elect a successor Trustee. Any vacancy on any committee of the Board may be filled by a majority of the Trustees then in office. If any office becomes vacant, the Board of Trustees may appoint a successor, by vote of a majority of the Trustees present and voting. Each such successor shall hold office for the unexpired term and until a successor shall be appointed and qualified or, if sooner, until death, resignation, removal or disqualification. The Board of Trustees shall have and may exercise all its power notwithstanding the existence of one (1) or more vacancies in its number. The Board of Trustees shall notify the Massachusetts Department of Elementary and Secondary Education of the appointment of any new trustee.

ARTICLE VII

Indemnification

Section 7.1: The Charter School shall, to the extent legally permissible, indemnify its Officers and Trustees, and their respective heirs, executors, administrators or other representatives from any costs, expenses, attorney's fees, amounts reasonably paid in settlement, fines, penalties, liabilities and judgments incurred while in office or thereafter by reason of any such Officer or Trustee's being or having been an Officer or Trustee of the Charter School or by reason of such Officer or Trustee's serving or having served at the request of the Charter School as Executive Director, Trustee, Officer, employee, or other agent of another organization, or in any capacity with respect to any employee benefit plan, unless with respect to the matter as to which indemnification is sought the Officer or Trustee shall have been or is adjudicated in any proceeding not to have acted in good faith in the reasonable belief that his or her action was in the best interests of the Charter School. Such indemnification may include payment by the Charter School of expenses incurred in defending a civil or criminal action or proceeding, upon receipt of an undertaking by the person to be indemnified to repay such payment if he or she shall be not entitled to indemnification under this paragraph.

Section 7.2: The Charter School, the extent legally permissible, may indemnify its employees and other agents, including but not limited to its volunteers, from any costs, expenses, attorney's fees, amounts reasonably paid in settlement, fines, penalties, liabilities and judgments incurred while in office or thereafter by reason of any such person's being or having been an employee or agent of the Charter School or by reason of such person's serving or having served at the request of the Charter School as Executive Director, Trustee, Officer, employee, or other agent of any other organization, or in any capacity with respect to any employee benefit plan, unless with respect to the matter as to which indemnification is sought the employee shall have been or is adjudicated in any proceeding not to have acted in good faith in the reasonable belief that the Trustee's action was in the best interests of the Charter School. Such indemnification may include a payment by the Charter School of expenses incurred in defending a civil or criminal action or proceeding, upon receipt of an undertaking by the person to be indemnified to repay such payment if he or she shall be not entitled to indemnification under this section. In determining whether to provide indemnification under this paragraph, the Charter School may consider, among other factors, whether and to what extent insurance is or was available to the person seeking indemnification and whether and to what extent insurance is available to the Charter School such indemnification.

Section 7.3: The determination whether an Officer or Trustee is entitled to indemnification and the determination whether the Charter School will indemnify an employee or other agent shall be made at a meeting of the Board of Trustees by a disinterested majority of the Trustees present thereat, provided that there is an opinion in writing of counsel retained by the Charter School to the effect that such Officer or Trustee appears to have acted in good faith in the reasonable belief that the Trustee's action was in the best interests of the Charter School.

ARTICLE VIII

Non-Discrimination

Section 8.1: The Charter School shall not discriminate against any person in admission to its school or in obtaining the advantages, privileges and courses of study of its school on account of race, color, gender, religion, national or ethnic origin or sexual orientation.

ARTICLE IX

Fiscal Year

Section 9.1: Except as from time to time otherwise may be prescribed by the Board of Trustees, the fiscal year of the Charter School shall begin on July 1 and end on June 30.

ARTICLE X

Statutory Provisions

Section 10.1: The provisions of Massachusetts G.L. c. 71, S89, as amended from time to time, are incorporated into these Bylaws by reference. In the event of any conflict between these Bylaws and G.L. c. 71, S89, (Massachusetts' Education Reform Act of 1993) the provisions of G.L. c. 71, S89 shall prevail.

Section 10.2: The provisions of Massachusetts G.L. c.30A, S11 A 1/2 and Massachusetts G.L. c.39, S23 A and S 23B,(Open Meeting Laws) as amended from time to time, are incorporated into these Bylaws by reference. In the event of any conflict between these Bylaws and G.L. c.30A, S11 A 1/2 and G.L. c.39, S23 A and S 23B, the provisions of G.L. c.30A, S11 A 1/2 and G.L. c.39, S23 A and S23B, shall prevail.

ARTICLE XI

Amendments

Section 11.1: These Bylaws may be altered, amended or repealed in whole or in part by the affirmative vote of two-thirds of the Trustees then in office, present at any regular or special meeting of the Board of Trustees, duly called at which a quorum is present, and the notice of which specifies that one of the purposes of the meeting is the amendment of these Bylaws, subject to approval by DESE.

Approved and adopted September 10, 2013