



Foxborough Regional Charter School

Board Meeting

Amended on March 1, 2022 at 8:00 AM EST

Date and Time

Monday March 7, 2022 at 6:15 PM EST

Location

Foxborough Regional Charter School

Middle School Media Center

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 Middle School Main Office
- Please remember to sign in upon arrival

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:15 PM
A. Attendance		Susanna Girard	5 m

	Purpose	Presenter	Time
B. Call the Meeting to Order		Kathleen Crawford	10 m
II. Committees			6:30 PM
A. Interview: Board of Trustees Candidate Ramona Royal	Discuss	Sergio Martin	30 m
B. Break	FYI	Kathleen Crawford	5 m
C. Interview: Board of Trustees Candidate Ebony Joseph	Discuss	Sergio Martin	30 m
D. Break	FYI	Kathleen Crawford	5 m
E. Discuss Candidates for Board of Trustees Position	Vote	Kathleen Crawford	
III. Privilege of the floor			
IV. Closing Items			
A. Vote to Adjourn	Vote	Kathleen Crawford	
B. Adjourn Meeting		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

Interview: Board of Trustees Candidate Ramona Royal

Section:	II. Committees
Item:	A. Interview: Board of Trustees Candidate Ramona Royal
Purpose:	Discuss
Submitted by:	
Related Material:	Ramona Royal AVP Resume 2022.pdf

RAMONA P. ROYAL

Professional Experience

Federal Reserve Bank of Boston

August 2021-Present

Boston, MA

Assistant Vice President of the Office of Diversity Equity, and Inclusion

- Create and implement bank-wide strategy and projects
- Organize and support the Bank's 13 Employee Resource Groups
- Development and implement diversity, equity and inclusion training for the bank

Amica Mutual Insurance Company

June 1998-August 2021

Lincoln, RI

Assistant Vice President of Talent Management and Diversity, Equity and Inclusion

Feb 2021-August 2021

- Create, implement and track the enterprise-wide talent management strategies
- Create, implement and track the enterprise-wide recruitment and retention strategy
- Coordinates talent management policies and procedures for the organization
- Produce and apply the diversity, equity and inclusion strategy enterprise-wide
- Chair of the Enterprise Engagement Committee
- Chair of the Diversity and Inclusion Committee
- Create, implement and track the Enterprise Diversity and Inclusion programming
- Direct the Talent Acquisition section responsible for all company hires
- Manage and support a team of ten
- Member of the company-wide Ethics Committee

Talent Acquisition and Diversity Officer

August 2019-Feb 2021

- Direct the Talent Acquisition section responsible for developing sources of qualified applicants, posting job openings, screening, administering employment tests, employment verification requests, review and action on background checks, and evaluating applicants' qualifications for 1,000 hires annually
- Responsible for integration of new employees including development and implementation of policies, procedures and systems related to orientation and on-boarding
- Produce and apply the Diversity and Inclusion strategy enterprise-wide
- Chair of the Enterprise Engagement Committee and the Diversity and Inclusion Committee
- Member of the company-wide Ethics Committee

Human Resources Officer

February 2014-July 2019

- Create the policies and direct the implementation of annual documentation and off-boarding
- Develop, direct, and implement Amica's award-winning Diversity and Inclusion programming including creation and implementation of the strategy
- Organize and deliver the enterprise level engagement survey and action planning
- Handle immigration related issues including visa and permanent residency applications
- Responsible for implementation and integration of systems related to employment, diversity, engagement and recruitment functions
- Provide excellent internal and external customer service
- Initiate and manage the implementation of Amica's Employer Value Proposition
- Responsible for the execution of Amica's Recruitment and Retention policy
- Collaborate and guide business partners on strategic initiatives using an HR lens

Manager of Employment and Employee Integration

November 2008-February 2014

- Responsible for selection and organization of Amica's employee engagement survey
- Selected and implemented an internal and external Applicant Tracking System

- Supervised workers' compensation, OSHA, and safety
- Created new company orientation
- Incorporated new onboarding system
- Researched and implemented new HR initiatives such as electronic HR files and off-boarding

Employment Manager

February 2004-November 2008

- Supervised and participated in employment searches for exempt and non-exempt positions
- Managed relocations for over 80 employees
- Developed and implemented Wellness and Safety Programs for 3,300 employees
- Oversaw workers' compensation and short term disability claims
- Supervised human resources employees
- Reviewed and approved background checks and the resulting disciplinary actions
- Assisted department managers with counseling and internal policy and procedures

Education

Georgetown University, School of Foreign Service Bachelor of Science, International Politics	Washington, DC
Master of Liberal Arts, in Extension Studies (Management), Harvard University Strategic Management Certificate Organizational Behavior Certificate	Boston, MA

Continuing Education

Leadership Rhode Island-Class Rho II	2021
Bentley Women's Executive Leadership Program	2020
SHRM Certified Professional (SHRM-CP)	2015
Certified Compensation Professional (CCP)	2014
Insurance Designations: INS, AIM, API, AIC, and CPCU	2007
Professional in Human Resources (PHR)	2000

Volunteer Activity

Rhode Island for Community and Justice (RICJ), Board	2020-present
Diversity and Inclusion Professionals (DAIP), Board	2009-present
Tri-State HR Conference, Volunteer	2017-2018
Year Up, Mentor	2011-2015

Speakerships

New England Relocation Association	2019
AWE Diversity and Inclusion Panel	2019
CPCU Society of Rhode Island, Talent Acquisition	2019
NEHRA Diversity and Inclusion Conference	2018
SHRM Diversity Conference	2014
SHRM Diversity Conference	2013

Awards

American Property Casualty Insurance DEI Individual Award	2020
Rhode Island Community and Justice Award	2019
Diversity Women's Business Leadership Conference	2016
Providence Business News "40 Under Forty"	2014

Cover Sheet

Interview: Board of Trustees Candidate Ebony Joseph

Section:	II. Committees
Item:	C. Interview: Board of Trustees Candidate Ebony Joseph
Purpose:	Discuss
Submitted by:	
Related Material:	Joseph, Ebony_Resume.pdf

Ebony M-M Joseph, MBAReferences are Available upon Request

Project Management, Productivity, Safety and Quality Improvements through Lean and Six Sigma Methodologies, Waste Elimination, Process Improvement, Cell Design and Inventory Control, Lead ISO 9000 Internal Auditor, Supplier Quality Improvement Initiatives, New Product Development ensuring GMP, Six Sigma Green & Black Belt

Effective and energetic leader who will deliver results through competent project leadership, team building, change management & prioritization skills. Proven ability to identify and solve root causes in production, processing and quality with the use of both TPS & HOS principles, Six Sigma methodologies, GMP, DOE & FMEA. Successful team leader of highly technical and non technical domestic and international teams. Proficient in budgeting and managing resources. Successful in increasing employee morale and support through excellent communication, goal setting and expectation alignment.

SELECTED PROJECT MANAGEMENT ACCOMPLISHMENTS

- Lead and managed Productivity projects of over \$1M in annual savings using lean and six sigma applications at Honeywell.
- Reduced annual scrap of \$75K in both assembly and raw materials at *Honeywell*.
- Successfully lead ISO 9001:2015 compliance and certification process at *Honeywell*.
- Initiated over \$400K in product cost reduction and cost avoidance projects assisting R&D with design changes and process improvements with various Supplier products at *Thermo Fisher Scientific*.
- Led and contributed to annual project savings exceeding \$500K at *Thermo Fisher Scientific*.
- Delivered productivity savings of \$271K in assembly through cell design, waste elimination and key time saving strategies within the first year at *Stanley Bostitch*.
- Applied Six Sigma tools in assembly environment to achieve a 25% reduction in field service problems due to product installation failures at *Whirlpool Corporation*.
- Led 1st Lean Team in the achievement of 15% productivity improvement, 50% quality increase, and 75% ergonomic improvement in assembly at *Whirlpool Corporation*.
- Manage major project budgets and related spending. Project example: developed common part packaging for support and final assembly operations to help reduce in-house inventory requirements by 30% while gaining a productivity savings of \$424,440.00 at *Whirlpool Corporation*.

PROFESSIONAL EXPERIENCE

Honeywell, Safety and Productivity Solutions Strategic Business Group 2014 to Present

Leading manufacturer in Safety & Productivity Solutions capturing \$2.3B in annual sales

Honeywell Operating System Manager 2020 to Present

- Successfully led design and layout team in the record breaking 5-week implementation of the DC300, DC301, DC365, and DC370 N95 Mask production, which brought in over 650 new employees to the site for a three shift operation.
- Developed the material handling systems for the N95 Mask production.
- Leading on-going cost improvement teams with N95 production, including improving rejection and scrap by 6% using Six Sigma methodology.
- Supporting the Phoenix, AZ and New House, UK facilities with the N95 mask deployment, layout, material handling systems, etc.
- Leading expansion Eye, Head, and Face VSM teams in organization deployment of layout design, Kanban implementation, cost saving initiatives, scheduling improvements, and material flow and line balancing.

Honeywell Operating System Leader and Quality Manager 2014 to 2019

- Drove productivity improvements for two Rhode Island manufacturing sites, targeting over \$800K in annual savings.
- Led site leadership team in the development of annual strategic deployment planning, deployment and result monitoring to meet and track business imperatives and objectives.
- Led Integrated Supply Chain in Lean and Six Sigma Deployment, Positive Employee Relationships, etc.
- Developed subject matter experts in various lean applications, quality initiatives and six sigma green belts to help drive improvements and enhance individual career development.
- Led Internal Auditor for ISO, NIOSH, INSPEC, CSA and Customer Quality Audits, including APEL.
- Managed and have direct interaction with customers and suppliers in efforts to improve the quality management system, product quality and reduce process variation.

Thermo Fisher Scientific 2008 to 2014
World's leading manufacturer in analytical instruments, equipment, consumables and laboratory

Manufacturing Engineer

- Lead engineer for the China and Mexico manufacturing sites for 6 products.
- Lead Operations Engineer for new product development and introduction from concept design to product launch.
- Ensured all processes, tooling and equipment utilized in manufacturing have adequate documentation, quality standards and test plans.
- Drove the development and implementation of the manufacturing and test strategy for various products within operations and supplier sites.
- Managed cost reductions and First Pass Yield improvements in Operations and supplier sites.
- Partnered with leadership teams to develop and implement strategy surrounding Lean manufacturing.
- Worked in conjunction with purchasing to streamline supply chain by outsourcing subassemblies.
- Ensured compliance with ISO, EPA, TUV, CE and WEEE as related to manufacturing process procedures, waivers, engineering change notices, new product implementation, etc.
- Monitored and evaluated supplier performance to ensure quality standards are understood and controlled appropriately.
- Teamed with the Quality and Marketing groups to manage the internal and supplier CAPA and Customer Corrective Action Report (CAR) processes.

American Dryer Corporation – Fall River, MA 2007 to 2008
Privately owned, leading manufacturer of commercial dryers servicing customers throughout the world.

Lean and Quality Manager

- Responsible for changing a culture and established Quality and Productivity measures and metrics.
- Developed, implemented and managed the Lean and Quality and Environmental Management Systems throughout the company.
- Coordinated training for lean, quality and 6Sigma teams and assisted in project identification as it related to NPD, COQ, scrap reduction, FPY, and OOB (Out of Box) failures.

Stanley Works – Bostitch Division, East Greenwich, RI 2004 to 2007
Leading manufacturer of industrial fastening systems, with annual sales of \$1 billion and manufacturing facilities around the globe.

Superintendent, 2007

- Managed a 24 hour nail plating operation

Lean Implementation Leader, 2006-2007

- Led all continuous improvement kaizens in three Business Units, including VSM, TPM, and Kanban implementation.
- Directed Kaizen teams in annual productivity, quality and safety savings of \$100 thousand.
- Developed the 5S program which is easily sustainable, saves time, and is geared to a visual management factory.

Support Operations Supervisor, 2005-2006

- Managed 80 employees and daily operations of 10 departments.
- Developed procedures, standard work instructions and processes to support ISO and the integrated Safety certifications.
- Supported in-sourced manufacturing operations project which generated over \$100 thousand in operation savings.

Continuous Improvement Engineer, 2004-2005

- Acted as an internal consultant to the assembly and assembly support operations.
- Helped established department goals, schedules and plans for various improvement workshops.
- Standardized assembly operation procedures and work.

Whirlpool Corporation, Clyde, OH 2001 to 2004
World's leading manufacturer and marketer of major home appliances

Project Engineer / Certified Lean Leader, 2002 - 2004

- Completed Six Sigma Black Belt training/certification and applied skills to quality improvement projects.
- Toyota Lean Manufacturing trained and used the specific techniques and tactics to drive change.
- Led an assembly team consisting of engineers, front line management and operators in a total redesign of a high-speed assembly line using Lean Manufacturing methodology. Project results included implementation of a Team Leader, 15% productivity improvement, 50% quality increase, and 75% ergonomic improvement.

- Led the assembly operation's quality management system implementation and continuous improvement efforts. Developed and maintained production procedures, training matrix, PFMEAs and Control Plans.
- Lead the Assembly Operation through new model line introduction and unit component changes, Worked with Product Engineering and Industrial Engineering departments with project development and work analysis to reduce production cost and ergonomic risk factors in the assembly operation.

Assembly Supervisor, 2001

- Worked with the Quality and Design departments to reduce cost and improve quality of products.
- Developed work standards, quality requirements, planned and led production trial runs.
- Led 5S, Cell Design, Kanban and TPM training.

Visteon Automotive Systems, Bedford, IN

2000 to 2001

Plastics Engineer / Resource Advisor

Visteon is one of the largest automotive suppliers in the world. Spun-off from Ford Motor Co. in 2000.

- Supervised the Plastics Injection Molding Department in a unionized environment.
- Improved current processes and cycle times on 100, 125, 300 and 400 tons injection molding machines,
- Planed production schedules, set quality standards and developed work standards and tracking production matrix.

INTERNSHIPS

The Gillette Company, Boston, MA and Plastics Forming Systems, Manchester, NH

EDUCATION

MBA, Business Administration, Curry College, Milton, MA

Elected Capstone Project Manager: Polartec II

BS, Plastics Engineering, University of Massachusetts Lowell, Lowell, MA

Physical Characteristics of Polypropylene and Recycled Rubber Blends

Awarded *Chancellor's Medal* for Student Services and *Emerging Student Leader of the Year*

PROFESSIONAL AFFILIATIONS

Society of Women Engineers (SWE) – Current member

New England Region Lieutenant Governor

SWE NESS Section President

Previous positions include, Region Treasurer & Conference Chair, Section VP and Section Rep

FY12-FY14 & FY12

FY08 to FY12

National Society of Black Engineer (NSBE)