



# Foxborough Regional Charter School

## Board Meeting

Published on January 5, 2024 at 9:27 AM EST  
Amended on January 5, 2024 at 4:01 PM EST

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### Date and Time

Tuesday January 9, 2024 at 6:00 PM EST

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### Meeting Format

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

During the meeting, the Board and its committees follow the published agenda. Gallery members are not part of the formal discussion or deliberations. Those wishing to speak at a meeting are asked to follow our [Privilege of the Floor Policy](#). To request to speak at a meeting, please complete the following [google form](#) before the start of the meeting.

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:00 PM</b>
<b>A.</b> Record Attendance			1 m
<b>B.</b> Call the Meeting to Order			

	Purpose	Presenter	Time
<b>C.</b> Approve Minutes	Approve Minutes		1 m
<b>II. Leadership Report</b>			<b>6:02 PM</b>
<b>A.</b> Leadership Report	Discuss	Heidi Berkowitz	3 m
<b>B.</b> Personnel Update	FYI	Mallory St Brice	15 m
	<ul style="list-style-type: none"> <li>• Vacancies by Building</li> <li>• HR Board Dashboard</li> </ul>		
<b>C.</b> Enrollment Update	FYI	Heidi Berkowitz	10 m
	<ul style="list-style-type: none"> <li>• Enrollment Report</li> </ul>		
<b>III. Board Business</b>			<b>6:30 PM</b>
<b>A.</b> Administrative/Housekeeping	FYI	Kathleen Crawford	5 m
<b>B.</b> Board Training	Discuss	Todd Tetreault	5 m
	<ul style="list-style-type: none"> <li>• Discuss any training Board Members have attended</li> </ul>		
<b>IV. Executive Director Search</b>			<b>6:40 PM</b>
<b>A.</b> Discussion	Discuss	Anissia Vixamar	5 m
<b>V. Academic Excellence</b>			<b>6:45 PM</b>
<b>A.</b> Discussion	FYI	Kathleen Crawford	5 m
<b>VI. Appeals</b>			<b>6:50 PM</b>
<b>A.</b> Discussion			5 m
<b>VII. Diversity, Equity &amp; Inclusion</b>			
<b>VIII. Finance &amp; Facilities</b>			<b>6:55 PM</b>

	Purpose	Presenter	Time
<b>A.</b> Discussion			15 m
<b>IX. Governance</b>			
<b>X. Community Groups</b>			<b>7:10 PM</b>
<b>A.</b> FEA	Discuss	Heidi Berkowitz	5 m
<b>B.</b> SEPAC	Discuss	Heidi Berkowitz	5 m
<b>C.</b> Foundation	Discuss	Heidi Berkowitz	5 m
<b>XI. Other Business</b>			
<b>XII. Closing Items</b>			<b>7:25 PM</b>
<b>A.</b> Adjourn Meeting	Vote	Kathleen Crawford	1 m
Adjourn to Executive session for strategy discussion with respect to collective bargaining, not returning to public session.			
<b>B.</b> Adjourn Meeting	Vote	Kathleen Crawford	5 m

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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.

# Coversheet

## Personnel Update

**Section:** II. Leadership Report  
**Item:** B. Personnel Update  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** HR Update-Open Positions 1.4.24.pdf

## FOXBOROUGH REGIONAL CHAF

Jobs - Location
District
District
District
District
District
Elementary School
High School
High School
High School
High School
High School
Middle School
Middle School
Middle School
Middle School
Middle School
Middle School
Middle School
Middle School
Middle/High School

Elementary School

Middle School

High School

District

Hiring Pools

**TOTAL**

\*Recent departures since September are

## CHARTER SCHOOL- OPEN POSITIONS- 1/4/24

<b>Jobs - Title</b>
Data Analytics and Assessment Specialist
<b>Assistant Director of ELL</b>
Long Term Substitutes needed SY 23-24
District Wide K-12 Substitute Teachers Pool [SY23-24]
School Nurse, Per Diem SY23-24
Teacher, English as a Second Language (ESL), Elementary K-4 [SY22-23]
<b>Assistant Principal, High School 9-12 [SY23-24]</b>
<b>Principal, High School 9-12 [SY23-24]</b>
<b>School Based Building Substitute Teacher, High School 9-12 [SYXX-XX]</b>
High School ELA Long Term Sub [SY23-24]
<b>High School Math Teacher 9-12 [SY23-24]</b>
<b>Middle School STEM Teacher [SY23-24]</b>
<b>School Based Building Substitute Teacher, Middle School 5-8 [SYXX-XX]</b>
Reading Specialist Special Education SY 23-24
<b>Teacher, Physical and Health Education, Middle School 5-8 [SY 23-24]</b>
<b>7th Grade Science Teacher [SY23-24]</b>
<b>Special Education Teacher, Substantially Separate Classroom, Middle School 5-8 SY23-24]</b>
School Psychologist (District 5-12) SY23-24
Instructional Coach, Middle/High School 5-12 [SY23-24]

- 1
- 7.5
- 5.5
- 2
- 3
- 19**

**e in bold.**

Jobs - Public S Comment/Reason	
2023-11-21	New position
	Departure
2023-10-25	Pool
2023-10-12	Pool
2023-12-12	Pool
2023-11-21	Vacancy
2023-10-02	Departure
2023-11-21	Departure
2023-11-21	Internal move in fall
2023-11-20	Upcoming leave
2023-12-22	Departure
2023-11-21	Departure
2023-11-21	Internal move in fall
2023-11-21	Never filled
2023-12-26	Departure
2023-12-28	Departure
2023-12-11	Departure
2023-10-30	Contractor
2023-11-21	New position

# Coversheet

## Enrollment Update

**Section:** II. Leadership Report  
**Item:** C. Enrollment Update  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Enrollment Report Final January 2024 (2).docx





## Enrollment Update January 4, 2023

### SY 23-24 Enrollment

Grade	Enrollment Goal	Enrollment Total as of 1/4/24	Withdrawals to Date
K	145	127	5
Grade 1	145	144	23
Grade 2	145	138	26
Grade 3	145	145	23
Grade 4	145	143	27
Grade 5	130	129	25
Grade 6	130	115	42
Grade 7	130	120	24
Grade 8	110	109	18
Grade 9	105	89	40
Grade 10	105	90	12
Grade 11	94	85	8
Grade 12	88	85	4
<b>Total</b>	<b>1617</b>	<b>1517</b>	<b>274</b>

### Withdrawals by Grade/Town

	Attleboro	Brockton	N. Attleboro	Mansfield	Foxborough	Norton
Kindergarten	0	2	1	0	0	0
Grade 1	5	4	2	0	1	1
Grade 2	3	6	4	0	3	1
Grade 3	6	4	5	0	0	0
Grade 4	8	5	5	1	1	1
Grade 5	7	2	5	0	3	5
Grade 6	7	10	5	4	4	0
Grade 7	2	6	1	1	0	2
Grade 8	4	6	1	1	0	1
Grade 9	11	8	2	1	1	1
Grade 10	3	3	0	2	0	0
Grade 11	1	2	0	0	0	2
Grade 12	0	2	0	0	0	0
<b>Total</b>	<b>57</b>	<b>61</b>	<b>29</b>	<b>10</b>	<b>14</b>	<b>14</b>

## **SY 24-25 Enrollment Application**

The application is open for new students entering Grades K-9. FRCS has received 339 applications thus far. The application window for SY 24-25 closes February 16, 2024.

<b>Grade</b>	<b># of Applications</b>
Kindergarten	107
Grade 1	26
Grade 2	25
Grade 3	26
Grade 4	30
Grade 5	24
Grade 6	31
Grade 7	16
Grade 8	15
Grade 9	39
<b>Total</b>	<b>339</b>

### **5 sending districts with the highest number of applicants**

- Brockton: 129 applicants
- Taunton: 32 applicants
- Attleboro: 26 applicants
- Stoughton: 26 applicants
- Randolph: 21 applicants

### **Additional Notes:**

The Admissions Team continues to monitor enrollment numbers throughout the district. It was encouraging to see that enrollment held steady over the holiday break. Historically, we have noticed that families looking to make a change of school choice will do so at this time. Four new students in Kindergarten and Grade 2 were registered before the break and started school at FRCS on January 2<sup>nd</sup>.

Per DESE guidelines, we are able to extend enrollment offers for SY 23-24 until February 15, 2024. The admissions team will work with building leaders to determine if and when additional offers will be extended to ensure a smooth transition for both new students and teaching staff.

The Admissions team is also busy promoting the application for the SY 24-25 school year. The application period closes on February 16<sup>th</sup>. Our annual Public Open House for Prospective Families will be held on Wednesday, January 24<sup>th</sup> from 6-7:30pm. It's a great opportunity to welcome those interested in our school so that they can experience some of the incredible things we have to offer.

# Coversheet

## Discussion

**Section:** V. Academic Excellence  
**Item:** A. Discussion  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Scope Academic Excellence Committee 112023.docx

# FOXBOROUGH REGIONAL CHARTER SCHOOL

## SCOPE OF THE ACADEMIC EXCELLENCE COMMITTEE

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**Reports to:** The Board of Trustees

**Term of Office:**

- Board of Trustees and 12-month employees September to August.
- Staff, Adults/Guardians & Students for one school year from September to June.

**Meeting Frequency**

- This committee will meet at least three times a year in October, March & June (unless agreed to by the committee) on the first Monday of the month.
- The committee shall call additional meetings as needed.

**General Purpose**

Support the Board of Trustees in the oversight of the School District by ensuring the Trustees are supported in their efforts, monitoring academic performance and adherence to local/state/federal agencies policies & laws.

**Purpose & Responsibilities**

The main purpose of the Academic Excellence Committee is to measure the academic results of the organization against the goals laid out in the organization's charter, accountability plan, and annual CEO goals. In one sense, the Academic Excellence Committee is similar to the Finance Committee: both exist to monitor performance against stated goals. For the Finance Committee, this means measuring financial results against the budgeted goals. For the Academic Excellence Committee, this means measuring organizational outcomes against stated goals for metrics such as:

- Performance on state tests
- Performance on nationally-normed standardized tests (e.g., the TerraNova, SAT 10, etc.)
- Performance on interim assessments (e.g., Achievement Network tests, the STEP, the DIBELS, or interim assessments created by the school)
- Attendance
- Surveys of family or staff satisfaction
- Student and staff retention

The overall role of the Academic Excellence Committee is to ensure that:

- The board and CEO have a clear and shared definition of "academic excellence" for the organization. (It should be written down and understood by all trustees.)
- The board and CEO have a clear and shared sense of how well the organization is currently performing in reaching that definition of excellence.
- The board and CEO agree on what the next steps the organization will take in order to reach that goal of excellence.

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Approved by the Board of Trustees: 23AUG2022

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# FOXBOROUGH REGIONAL CHARTER SCHOOL

## SCOPE OF THE ACADEMIC EXCELLENCE COMMITTEE

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- All trustees understand the promises in the charter and accountability plan and understand how well the organization is currently performing against those promises.
- All trustees understand what standardized assessments the school administers, what each one assesses, when each one is administered, and how the data from each is used to inform teaching and programmatic changes.
- The board and CEO have a clear and structured process for updating the board on the organization's performance on key academic outcomes on a regular basis (at least four times per year).
- When academic-outcome data is presented to the board, it is presented in a comparative context (e.g., against comparables of how the organization has performed in the past, how other schools in the area have performed, and how other high performing schools have performed) so that trustees can assess the organization's overall strength of performance meaningfully.
- Work with CEO to provide board training, as necessary, to understand how the organization is achieving the board approved goals.

### **Recommendations for Policy Review:**

The committee will annually review and shall bring to the Board of Trustees recommendations to change the following policies when appropriate.

- Mandatory Criminal Record (CORI) Checks (shared with Staff Recruitment & Retention Committee)
- FRCS Community Standards for Behavior
- Complaint Procedures

# FOXBOROUGH REGIONAL CHARTER SCHOOL

## SCOPE OF THE ACADEMIC EXCELLENCE COMMITTEE

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- Non-Discrimination
- Family Education and Rights to Privacy

### **Review/Support Operational Activities**

- Annual Charter Renewal

### **Composition:**

- A member of the Board of Trustees will act as the Chair and V-Chair of this committee. If only one member of the Board of Trustees is on the Committee, then the V-Chair will be a member of the District Administration.
- Board of Trustee and District Administration appointments to the Committee shall be made at least annually in accordance with the FRCS Bylaws.
- The clerk/secretary to the committee is any adult member of the committee and is responsible for open meeting law compliance.
- Up to two additional members from the following stakeholders:
  - Staff Members
  - Parent/Guardians
  - Students

### **Out of Scope for this Committee**

The Executive Director

- Evaluation of teachers
- Selection, design, or review of the quality of curricula
- Plan for professional development for teachers
- Interactions with teachers or other staff members on a regular basis (i.e., daily or weekly)
- Interaction with families or students on a regular basis (i.e., daily or weekly)

The Board of Trustees and Executive Director have

- A clear and shared definition of “academic excellence” for the organization
- Sense of how well the organization is currently performing in reaching that definition of excellence
- Agree on what the next steps the organization will take in order to reach that goal of excellence.

# FOXBOROUGH REGIONAL CHARTER SCHOOL

## SCOPE OF THE ACADEMIC EXCELLENCE COMMITTEE

### Role of the Executive Director vs the Committees Role

	Executive Director Role	Committee Role
<b>Goal Setting</b>	<p>Develop goals/timeline for reporting on progress towards academic goals and propose them to the committee for discussion and feedback</p> <p>Present finalized goals/reporting timeline to the full board for approval</p>	<p>Review Executive Director's proposed goals/reporting timeline</p> <p>Ask questions to ensure that the goals are (1) ambitious and (2) achievable. (These judgments are made relative to the organization's charter promises, other schools' performances, the organization's own past performance.)</p> <p>Recommend finalized goals/reporting timeline to the full board for approval; ensure that all trustees understand goals</p>
<b>Progress Monitoring</b>	<p>Present the committee with data to assess progress towards goals on the agreed upon timeline</p> <p>Present updates on data to full board on agreed upon timeline</p>	<p>Review data to assess progress towards goals on agreed-upon timeline</p> <p>Ask probing questions to better understand the data and help the Executive Director to be thoughtful about the data</p> <p>Help Executive Director to frame data for presentation to the full board</p>
<b>Instructional Decision Making</b>	<p>Select and implement curricula, training, and materials necessary for successful instruction</p>	<p>Sounding board for Executive Director's ideas on how to improve instructional practices and curricula based on student performance data</p>
<b>Staff Oversight</b>	<p>Hire and train all staff</p> <p>Oversee and evaluate all staff</p>	<p>Ensure that Executive Director has created and implemented staff evaluation and feedback procedures</p> <p>Monitor results through annual/biannual staff surveys and through staff retention data</p>

# Coversheet

## Discussion

**Section:** VIII. Finance & Facilities  
**Item:** A. Discussion  
**Purpose:**  
**Submitted by:**  
**Related Material:** Dec. 2023 - Balance Sheet (Summary).pdf  
Dec. 2023 - Budget to Actual (Summary).pdf  
Dec. 2023- Budget to Actual (Comparative Summary) (1).pdf



**Financial Report - Balance Sheet (Summary)****Foxborough Regional Charter School****For 12/31/2023**

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	12/31/2023	6/30/2023	Change
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash - operations	14,569,938.78	14,648,448.26	(78,509.48)
Cash - debt service reserve	2,728,882.52	3,058,064.88	(329,182.36)
Accounts Receivable:			
Intergovernmental	0.00	1,540,653.88	(1,540,653.88)
Other	60,099.47	4,063.68	56,035.79
Prepaid Expenses	0.00	649.00	(649.00)
<b>Total Current Assets</b>	<b>17,358,920.77</b>	<b>19,251,879.70</b>	<b>(1,892,958.93)</b>
<b>Capital Assets</b>			
Right-Of-Use-Asset	324,662.00	324,662.00	0.00
Land/Building Improvements	48,188,078.63	48,188,078.63	0.00
Furniture, equipment and software	6,381,879.83	6,381,879.83	0.00
Construction in progress	4,292,110.61	884,903.03	3,407,207.58
Less: accumulated depreciation and amortization	(20,005,052.37)	(18,861,107.32)	(1,143,945.05)
<b>Total investment in capital assets</b>	<b>39,181,678.70</b>	<b>36,918,416.17</b>	<b>2,263,262.53</b>
Loss on defeasance (2017 bonds)	3,466,614.47	3,466,614.47	0.00
<b>TOTAL ASSETS</b>	<b>60,007,213.94</b>	<b>59,636,910.34</b>	<b>370,303.60</b>
<b>LIABILITIES AND NET ASSETS</b>			
Accounts Payable	775,622.68	1,699,329.21	(923,706.53)
Accrued expenses	59,620.85	724,101.65	(664,480.80)
Accrued compensation	165,756.88	1,568,307.43	(1,402,550.55)
Bonds payable - US Bank	0.00	0.00	0.00
Deferred income	0.00	117,049.82	(117,049.82)
Lease Liability	117,290.27	149,777.52	(32,487.25)
<b>Total current liabilities</b>	<b>1,118,290.68</b>	<b>4,258,565.63</b>	<b>(3,140,274.95)</b>
BONDS PAYABLE 2017B	22,260,000.00	22,945,000.00	(685,000.00)
BOND PREMIUM 2017B	2,175,370.80	2,175,370.80	0.00
<b>Total bonds payable</b>	<b>24,435,370.80</b>	<b>25,120,370.80</b>	<b>(685,000.00)</b>
LOAN PAYABLE EASTERN BANK	3,197,210.30	3,453,560.85	(256,350.55)
<b>Total loans payable (Eastern)</b>	<b>3,197,210.30</b>	<b>3,453,560.85</b>	<b>(256,350.55)</b>
<b>Total liabilities</b>	<b>28,750,871.78</b>	<b>32,832,497.28</b>	<b>(4,081,625.50)</b>
<b>Net Assets</b>			
Investment in capital assets	0.00	0.00	0.00
Restricted - Board Capital	5,165,006.00	5,165,006.00	0.00
Unrestricted	21,639,407.06	18,443,951.93	3,195,455.13
Net income	4,451,929.10	3,195,455.13	1,256,473.97
<b>Total net assets</b>	<b>31,256,342.16</b>	<b>26,804,413.06</b>	<b>4,451,929.10</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>60,007,213.94</b>	<b>59,636,910.34</b>	<b>370,303.60</b>

**Financial Report - Budget to Actual (Summary)****Foxborough Regional Charter School****For 12/31/2023**

Run: 1/04/2024 at 9:16 AM

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	Budget	Actual	Budget - Actual	% of Budget
<b>REVENUES</b>				
Per Pupil Tuition	27,900,000.00	15,156,267.00	(12,743,733.00)	(54.32)
Federal Grants/Reimbursements	1,200,031.00	159,727.30	(1,040,303.70)	(13.31)
State Grants/Reimbursements	0.00	0.00	0.00	0.00
Other Grant Revenues	0.00	0.00	0.00	0.00
Food Service Program	650,000.00	255,948.57	(394,051.43)	(39.38)
Extended Day Program	0.00	0.00	0.00	0.00
Transportation Program	690,000.00	566,306.12	(123,693.88)	(82.07)
Building Rental Revenue	60,000.00	24,000.00	(36,000.00)	(40.00)
Other Revenues	186,000.00	326,275.36	140,275.36	(175.42)
<b>Total Revenues</b>	<b>30,686,031.00</b>	<b>16,488,524.35</b>	<b>(14,197,506.65)</b>	<b>(53.73)</b>
<b>EXPENSES</b>				
<b>Personnel</b>				
Administration & Finance	1,253,452.39	595,827.09	657,625.30	47.53
Teaching & Learning	13,006,661.90	4,678,221.42	8,328,440.48	35.97
Student Activities	1,231,229.00	444,985.40	786,243.60	36.14
Operations	892,698.54	415,310.47	477,388.07	46.52
Grants	438,728.00	137,263.93	301,464.07	31.29
<b>Subtotal Personnel</b>	<b>16,822,769.83</b>	<b>6,271,608.31</b>	<b>10,551,161.52</b>	<b>37.28</b>
<b>Operating Costs</b>				
Administration & Finance	980,940.00	476,756.51	504,183.49	48.60
Teaching & Learning	718,971.59	161,577.19	557,394.40	22.47
Student Activities	3,575,675.00	1,389,098.78	2,186,576.22	38.85
Operations	2,361,151.00	1,185,506.06	1,175,644.94	50.21
Employee Benefits	2,460,076.00	994,260.61	1,465,815.39	40.42
Grants	665,597.00	108,375.96	557,221.04	16.28
<b>Subtotal Operating Costs</b>	<b>10,762,410.59</b>	<b>4,315,575.11</b>	<b>6,446,835.48</b>	<b>40.10</b>
<b>Total Expenses</b>	<b>27,585,180.42</b>	<b>10,587,183.42</b>	<b>16,997,997.00</b>	<b>38.38</b>
<b>NET BUDGET FROM OPERATIONS</b>	<b>3,100,850.58</b>	<b>5,901,340.93</b>	<b>2,800,490.35</b>	<b>(190.31)</b>
Capital Outlay	305,000.00	248,806.39	56,193.61	81.58
Debt Service	2,446,147.00	56,660.39	2,389,486.61	2.32
Depreciation	0.00	1,143,945.05	(1,143,945.05)	0.00
Board Capital Reserve	0.00	0.00	0.00	0.00
<b>NET BUDGET RESERVED</b>	<b>349,703.58</b>	<b>4,451,929.10</b>	<b>4,102,225.52</b>	<b>(1,273.06)</b>

## Financial Report - Budget to Actual (Comparative Summary)

Run: 1/04/2024 at 9:16 AM

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### Foxborough Regional Charter School For 12/31/2023

	Budget FY2024	YTD Actual 12/31/23	Current Year Budget - Actual	Current Year % of Budget	Budget FY2023	YTD Actual 12/31/22	Prior Year Budget - Actual	Prior Year % of Budget
<b>REVENUES</b>								
Per Pupil Tuition	27,900,000.00	15,156,267.00	(12,743,733.00)	(54.32)	27,462,500.00	14,179,845.00	(13,282,655.00)	(51.63)
Federal Grants/Reimbursements	1,200,031.00	159,727.30	(1,040,303.70)	(13.31)	1,278,261.00	248,473.30	(1,029,787.70)	(19.44)
State Grants/Reimbursements	0.00	0.00	0.00	0.00	0.00	20.00	20.00	0.00
Other Grant Revenues	0.00	0.00	0.00	0.00	0.00	3,000.00	3,000.00	0.00
Food Service Program	650,000.00	255,948.57	(394,051.43)	(39.38)	521,000.00	199,210.47	(321,789.53)	(38.24)
Extended Day Program	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transportation Program	690,000.00	566,306.12	(123,693.88)	(82.07)	901,072.00	510,157.47	(390,914.53)	(56.62)
Building Rental Revenue	60,000.00	24,000.00	(36,000.00)	(40.00)	60,000.00	35,250.00	(24,750.00)	(58.75)
Other Revenues	186,000.00	326,275.36	140,275.36	(175.42)	75,500.00	67,161.89	(8,338.11)	(88.96)
<b>Total Revenues</b>	<b>30,686,031.00</b>	<b>16,488,524.35</b>	<b>(14,197,506.65)</b>	<b>(53.73)</b>	<b>30,298,333.00</b>	<b>15,243,118.13</b>	<b>(15,055,214.87)</b>	<b>(50.31)</b>
<b>EXPENSES</b>								
<b>Personnel</b>								
Administration & Finance	1,253,452.39	595,827.09	657,625.30	47.53	1,327,446.00	541,451.53	785,994.47	40.79
Teaching & Learning	13,006,661.90	4,678,221.42	8,328,440.48	35.97	12,314,259.00	4,106,855.55	8,207,403.45	33.35
Student Activities	1,231,229.00	444,985.40	786,243.60	36.14	2,150,968.00	640,589.55	1,510,378.45	29.78
Operations	892,698.54	415,310.47	477,388.07	46.52	821,363.00	380,284.87	441,078.13	46.30
Grants	438,728.00	137,263.93	301,464.07	31.29	393,520.00	162,905.33	230,614.67	41.40
<b>Subtotal Personnel</b>	<b>16,822,769.83</b>	<b>6,271,608.31</b>	<b>10,551,161.52</b>	<b>37.28</b>	<b>17,007,556.00</b>	<b>5,832,086.83</b>	<b>11,175,469.17</b>	<b>34.29</b>
<b>Operating Costs</b>								
Administration & Finance	980,940.00	476,756.51	504,183.49	48.60	814,715.00	372,572.79	442,142.21	45.73
Teaching & Learning	718,971.59	161,577.19	557,394.40	22.47	762,878.00	125,090.12	637,787.88	16.40
Student Activities	3,575,675.00	1,389,098.78	2,186,576.22	38.85	2,798,457.00	1,259,875.50	1,538,581.50	45.02
Operations	2,361,151.00	1,185,506.06	1,175,644.94	50.21	2,093,130.00	1,063,115.66	1,030,014.34	50.79
Employee Benefits	2,460,076.00	994,260.61	1,465,815.39	40.42	2,592,646.00	951,197.71	1,641,448.29	36.69
Grants	665,597.00	108,375.96	557,221.04	16.28	814,741.00	202,089.64	612,651.36	24.80
<b>Subtotal Operating Costs</b>	<b>10,762,410.59</b>	<b>4,315,575.11</b>	<b>6,446,835.48</b>	<b>40.10</b>	<b>9,876,567.00</b>	<b>3,973,941.42</b>	<b>5,902,625.58</b>	<b>40.24</b>
<b>Total Expenses</b>	<b>27,585,180.42</b>	<b>10,587,183.42</b>	<b>16,997,997.00</b>	<b>38.38</b>	<b>26,884,123.00</b>	<b>9,806,028.25</b>	<b>17,078,094.75</b>	<b>36.48</b>
<b>NET BUDGET FROM OPERATIONS</b>	<b>3,100,850.58</b>	<b>5,901,340.93</b>	<b>2,800,490.35</b>	<b>(190.31)</b>	<b>3,414,210.00</b>	<b>5,437,089.88</b>	<b>2,022,879.88</b>	<b>(159.25)</b>
Capital Outlay	305,000.00	248,806.39	56,193.61	81.58	890,000.00	540,294.90	349,705.10	60.71
Debt Service	2,446,147.00	56,660.39	2,389,486.61	2.32	2,477,216.00	65,187.62	2,412,028.38	2.63
Depreciation	0.00	1,143,945.05	(1,143,945.05)	0.00	0.00	1,203,215.95	(1,203,215.95)	0.00
Board Capital Reserve	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NET BUDGET RESERVED</b>	<b>349,703.58</b>	<b>4,451,929.10</b>	<b>4,102,225.52</b>	<b>(1,273.06)</b>	<b>46,994.00</b>	<b>3,628,391.41</b>	<b>3,581,397.41</b>	<b>(7,720.97)</b>

# Coversheet

## FEA

**Section:** X. Community Groups  
**Item:** A. FEA  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** Family Empowerment Alliance BOT Updates.docx

## **Family Empowerment Alliance (FEA)**

Board of Trustees Meeting Updates

### **Summary of past events**

#### **Medical Career Fair Participation**

The FEA actively participated in the Medical Career Fair, offering valuable insights and resources to students interested in pursuing careers in the medical field.

#### **Financial Aid Night for seniors – December 5, 2023**

FEA hosted a successful Financial Aid Night, supporting seniors in navigating the complexities of financial aid applications as they prepare for higher education.

#### **Holiday Fair – December 11-15, 2023**

The FEA organized and hosted a festive Holiday Fair, fostering a sense of community and providing an enjoyable experience for students, families, and staff.

### **New Initiatives**

#### **Middle School Tutoring Collaboration with NHS**

Currently, FEA is collaborating with the National Honor Society (NHS) to develop a middle school tutoring program, aiming to provide academic support and enrichment to students.

#### **FEA Monthly Meeting**

At our next FEA meeting, on January 25, 2024, we intend to discuss several matters, including planning for upcoming events and initiatives.

#### **Upcoming Events**

ES Family Heart Dance - February 09, 2024

We appreciate the continued support from the school board and look forward to further collaborations to enhance the educational experience for our students.