

APPROVED



## Foxborough Regional Charter School

### Minutes

#### Executive Session

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##### **Date and Time**

Tuesday March 23, 2021 at 6:20 PM

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##### **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.

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##### **Trustees Present**

Badawi Dweik (remote), Kathleen Crawford (remote), Matthew Yezukevich (remote), Reem Ozone (remote), Sergio Martin (remote), Susanna Girard (remote)

##### **Trustees Absent**

*None*

##### **Guests Present**

Allison Wyatt, Edgility Consulting (remote), Annie Azarloza (remote), Ila Shuh, Edgility Consulting (remote)

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## **I. Opening Items**

### **A. Roll Call Attendance**

### **B. Call the Meeting to Order**

Kathleen Crawford called a meeting of the board of trustees of Foxborough Regional Charter School to order on Tuesday Mar 23, 2021 at 6:30 PM.

## **II. Committees**

### **A. Governance**

The Board met in executive session to confer with Edgility Consulting, the school's search firm. Edgility Consulting coordinated interviews with the two finalists, Dr. Luis Soria and Dr. Michael Finley, on March 16, 2021.

The meeting began with a brief look-back on the four-month search process from needs assessment, outreach, proactive recruitment, and candidate screening. Discussion turned quickly to the finalist interviews of the previous week.

An Edgility Consulting staff member monitored each of the interview sessions. They collected feedback from all stakeholder groups. The groups interviewed each finalist separately. The stakeholder groups were:

- Students
- Parents
- Faculty & Staff
- Direct Reports
- Board of Trustees

NOTE: Kathleen Crawford, Badawi Dweik & Matthew Yezukevich interviewed the candidates on 16MAR2021. Sergio Martin and Susanna Girard interviewed the candidates during the search committee interview on 02MAR2021. Reem Ozone did not personally interview the candidates.

During the Executive Session Edgility Consulting debriefed trustees on each candidate's quantitative scores on

- Mission and vision alignment
- Community engagement and interpersonal skills
- External relationships, and
- Organizational leadership and management

Qualitative comments from stakeholder groups were also collected on Dr. Soria and Dr. Finley's strengths and areas of growth. Trustees reviewed these as well.

The Board discussed the feedback provided from the different committee groups and all groups agreed that Dr. Soria was the clear leading candidate and much of the discussion focused on his skills and experiences.

Dr. Soria has a unique resume that includes positions of Teacher, Superintendent, Assistant Superintendent, & most recently Principal. We discussed his move from Chicago and his choice to take a lower-level position in Holyoke School Systems than he had in Chicago when he moved to Massachusetts.

The board discussed the process to date for reference, social media checks as well as background checks. Edgility Consulting had already completed the reference and social media reviews and the school would do the background (CORI) check as part of the on boarding process.

Susanna Girard made a motion to authorize Kathleen Crawford to make an offer to Dr. Luis Soria for the position of Executive Director of Foxborough Regional Charter School for up to \$200,000 plus the ability to negotiate benefits with him on behalf of the school. Matthew Yezukevich seconded the motion.

The board **VOTED** to approve the motion.

#### **Roll Call**

Kathleen Crawford	Aye
Matthew Yezukevich	Aye
Badawi Dweik	Abstain
Susanna Girard	Aye
Reem Ozone	Aye
Sergio Martin	Aye

The board expressed immense appreciation for all who brought FRCS to the threshold of hiring our next Executive Director. We thanked the tireless efforts of Edgility Consulting, the dedication of the search committee, and the passion of teachers, staff, students, families: all members of the FRCS community.

### **III. Closing Items**

#### **A. Approval of Minutes: 22OCT2020 Executive Session**

Tabled

#### **B. Approval of Minutes: 30DEC2020 Executive Session**

Tabled

#### **C. Approval of Minutes: 09FEB2021 Executive Session**

Tabled

#### **D. Adjourn Meeting**

Matthew Yezukevich made a motion to adjourn via roll call vote.

Badawi Dweik seconded the motion.

The board **VOTED** to approve the motion.

##### **Roll Call**

Reem Ozone           Aye

Kathleen Crawford   Aye

Susanna Girard       Aye

Matthew Yezukevich   Aye

Badawi Dweik         Aye

Sergio Martin         Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:07 PM.

Respectfully Submitted,  
Susanna Girard

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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.