



# Foxborough Regional Charter School

## Minutes

### Board Meeting

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#### Date and Time

Tuesday January 11, 2022 at 6:15 PM

#### Location

Foxborough Regional Charter School

#### Middle School Media Center

131 Central Street

Foxborough, MA 02035

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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.

#### 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
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### Trustees Present

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

### Trustees Absent

*None*

### Guests Present

Alisa Diakite, Amanda Goddard, Annie Azarloza, Cheryl Sclar, Dana Benton-Johnson, Heidi Berkowitz, Jen Johnson, Julia Garcia, Karen Calvert (remote), Kathleen Foley, Lori Obenchain, Luis Soria, Matt Harrington (remote), Nancy Sepe

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## I. Opening Items

### A. Attendance via Roll Call

### 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 Jan 11, 2022 at 6:16 PM.

## II. Leadership Report

### A. Executive Director's Report

**Dr. Luis Soria** walked the Board through his presentation on "MAP District Overview: BOY". See attached presentation. He explained how the use of MAP testing allows the teachers to be more adaptive. The school has created their own analysis of the data to look for gaps and comparison to the national average. The district has work to be done in math and they are making changes to the curriculum to address it.

It should be noted that **Bill Baga** prepared the data analysis for this presentation as well as others tonight and the Board was grateful for the methods and clarity it provided.

### B. Equity & Inclusion

At the request of the Board, **Dana Benton-Johnson** presented the Districts discipline data with the support of **Nancy Sepe** and **Cheryl Sclar**. See attached presentation. Incident rate in Kindergarten, Grade 6 and 7 are significantly higher than other grades. This is following the return of all students from remote learning and no one was surprised to see an increase in incidents in these grades.

The Board and administration had a frank discussion on the higher rates of black students being reported for office referrals than their caucasian counterparts. We

discussed that this data is not normalized for any "repeat customers" for referrals and a challenge in reviewing the data. This is also a national trend that is observed and unfortunately FRCS is not immune to this trend.

The Equity and Inclusion Committee and Sub-Committees are being rescoped with this in mind as we move forward in a large task of changing culture.

### **C. Personnel Update**

The Board welcomed **Julia Garcia** as the new Director of Human Resources to the school.

See the Finance Committee section for addition discussion on personnel updates.

### **D. Special Topic**

The Board welcomed **Amanda Goddard** and **Jen Johnson** to present the English Language Education Program. See attached presentation. The presentation included the statistics on the number of students/families that are in the program and the methods the staff uses to support the students. It highlighted the twenty different languages the school needs to manage across the district with various levels of support based on needs of the students / families.

## **III. Community Group Updates**

### **A. English Language Parent Advisory Committee (ELPAC)**

No updates this month. Luis suggested the Special Education Department could provide updates from SEPAC & ELPAC, as they are managed through this department. He will work with Lori Obenchain to establish an update system.

### **B. Parent Advisory Group (PAG)**

Nothing at this time

### **C. Partners in Education (PIE)**

Nothing at this time

### **D. Special Education Parent Advisory Committee (SEPAC)**

See ELPAC update

## **IV. Policy Review**

### **A. First Reading of New/Changing Policies**

- Investment Policy
  - The Board asked about who has already reviewed the policy: Our audit firm, legal council, and investment advisors.
  - The Board did not request any changes to the Investment Policy.
- Debt Management Policy
  - Tabled this month

## B. Second Reading of New/Changing Policies

None

## V. Committees

### A. Enrollment

- The Enrollment Committee did not have any appeals to hear this month
- The Board review the enrollment numbers including the applications for next year that were provided.
  - Current enrollment 1658. See attached report for the breakdown by grade
  - 602 applications for next school year have been received
  - 94 applications of the 602 are from siblings

### B. Facilities

**Badawi Dweik** met with **Matt Harrington** to kick off the Facilities Committee. During the Board meeting **Annie Azarloza** volunteered to join the facilities committee along with **Luis Soria** and **Kevin Heayden**.

The Board reviewed the Facilities Report provided to the meeting. See attached file.

- There was a great deal of concern expressed that the Middle School roof will not be ready for installation over the summer break.
- Staff laptop will be handed out tomorrow 12JAN2022.
- Elementary School roof is currently with legal to contact the installer.

**NOTE:** Matt recognized all of the work that **Kevin Heayden** and **Linda Lavallee** completed over the winter break to keep projects on track including the HVAC filters being replaced, UVB lighting Maintenance. The High School boiler also broke over the break requiring emergency replacement.

### C. Finance

#### Teacher Salary Implementation:

**Matt Yezukevich** discussed a proposed change to the salary structure at the school. For existing staff, informal feedback for many years has been that our teachers are underpaid when compared to similar schools. This has led to turnover and lower morale. Working

closely with the Finance Committee, **Dr. Luis Soria** made understanding this issue a priority and undertook a systematic review of the School's salary structure which included:

- Comparisons with similar schools, Dr. Soria identified what average teachers should be making based on experience, teaching qualifications and education (which teachers were required to validate via survey).
  - Based on the review, approximately, one quarter (85) of our teachers are underpaid (anywhere from 1% to 29%) when compared to similar schools. The total annualized increase is approximately \$511k.
- The Board requested a four year budget projection to understand what the School could afford for any proposed increases. The exercise demonstrated we can afford this both in current and in future years. However, with the commitment to teachers salaries this is the direction the board wants to move forward with, It should be noted that this means there will be less budget flexibility in other areas for the next three years due to the size of the annual increase.

**Based on the review, the Finance Committee recommends the following:**

- FY2022, we are proposing increasing the salaries budget by approximately \$235,000 which is the prorated amount based on school days through the end of the year (note: this is not a budget increase as the increase will be paid for by adjusting other budget line items). This increase would then be included as part of base teacher salaries.
- To mitigate the impact on FY23, teachers who receive an increase of \$5k or more will not be eligible for an annual increase; several members of the senior leadership team will forgo their annual increase for FY23.

Kathleen Crawford made a motion to approve the Teacher Salary Implementation Plan effective 15JAN2022 as presented. This is part of a multi phase approach to improving staff compensation packages via roll call vote.

Badawi Dweik seconded the motion.

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

**Roll Call**

Susanna Girard	Aye
Matthew Yezukevich	Aye
Sergio Martin	Aye
Badawi Dweik	Aye
Kathleen Crawford	Aye

**D. FRCS Foundation Inc**

- There was no meeting in December for this Foundation Committee given the short month. The goals are unchanged for this year. We plan to give every graduating senior a financial gift. We currently do not know the amount of the gift for this year.

- The Foundation balance is currently \$10,320

#### **E. Governance**

**Dr. Luis Soria** will join Kathleen & Sergio on the Sub-Committee to find new Board of Trustees members. Kathleen has completed all of her pre-screening calls and Sergio is almost done. They are currently working on a list of questions for formal interviews.

### **VI. Board of Trustees Business**

#### **A. Old Business**

Nothing at this time

#### **B. New Business**

Nothing at this time

#### **C. Items for the next regular meeting**

- MAP Testing Update
- Policy Review
  - 1st reading:
    - Debt Management Policy
    - Code of Conduct
    - Student Handbook
  - 2nd Reading
    - Investment Policy

### **VII. Closing Items**

#### **A. Approval of Minutes: 09NOV2021**

Matthew Yezukevich made a motion to approve the minutes as amended via roll call vote from Board Meeting on 11-09-21.

Kathleen Crawford seconded the motion.

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

##### **Roll Call**

Sergio Martin	Aye
Matthew Yezukevich	Aye
Badawi Dweik	Aye
Susanna Girard	Aye
Kathleen Crawford	Aye

#### **B. Approval of Minutes: 14DEC2021**

Tabled

**C. Vote to Adjourn**

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

Badawi Dweik seconded the motion.

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

**Roll Call**

Matthew Yezukevich Aye

Sergio Martin Aye

Susanna Girard Aye

Badawi Dweik Aye

Kathleen Crawford Aye

**D. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:10 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.