

APPROVED



## Foxborough Regional Charter School

### Minutes

#### Session 1

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**Date and Time**

Tuesday September 13, 2022 at 6:15 PM

**Location**

Foxborough Regional Charter School

**MS Media Center**

131 Central Street

Foxborough, MA 02035

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**Trustees Present**

Anissia Vixamar, Badawi Dweik (remote), Kathleen Crawford, Matthew Yezukevich, Ramona Royal, Sergio Martin, Susanna Girard, Todd Tetreault

**Trustees Absent**

*None*

**Trustees who arrived after the meeting opened**

Ramona Royal

**Guests Present**

Annie Azarloza, Dana Benton-Johnson (remote), Frank Zych (HR Knowledge), Heidi Berkowitz, Karen Calvert, Kathleen Foley, Lesly Michelot (remote), Sheila Crawford (HR Knowledge)

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**I. Opening Items****A.**

## 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 Sep 13, 2022 at 6:19 PM.

Ramona Royal arrived.

## II. Leadership Report

### A. Special Topic

#### HR Knowledge report out on Listening sessions:

- **Frank Zych** and **Sheila Crawford** of HR Knowledge shared the details of the listening sessions with the board and senior leadership.
- No names of specific individuals' feedback will be shared nor will a specific name of an individual be reported out if there is a specific complaint. Frank shared with the board that if any more details are needed, he is willing to meet again as long as the anonymity of the person sharing their perspective is kept confidential.
- Sessions were held with 76 returning staff members and broken up by School.
- No names were collected and no debating of points were conducted.
- Three poll questions were recorded to begin.
  - I believe in the mission/purpose 39+, 28 OK, 9-
  - Is FRCS a good place to work? 9+, 30 OK, 37 -
  - Communication is consistent, open & effective" 6+, 9 OK, 61 -
- Overall morale is worse than 2018 when similar sessions were conducted,
- Good things were reported about the School District
  - Staff feel supported by their peers
  - Students are in a position to succeed
  - The flexibility of the curriculum
  - School Principals are highly regarded
  - Appreciate being able to see students' growth from k-12
- Areas of improvement for the School District
  - Fundamental and competency of the senior leadership
  - Communication from leadership is hostile, condescending, and disingenuous
  - No support from senior leadership with student behavior. The students run the school.
  - District is chronically understaffed with a high turnover and lack of pay structure
  - No apparent concern for teachers' security and well being
- HR knowledge asked the staff if they could snap their fingers and fix one thing, what would it be?
  - Elementary School Principal to return to work

- Have more prep time in their schedules
- Immediate change in senior leadership
- Support for unionization
- Trust in Administrations intentions / actions
- Be valued as an employee/person. Have skills recognized
- Public transparent pay scale
- Qualified diverse staff
- Behavioral support in classrooms
- Moving forward:
  - The Board encouraged the Senior Leaders to workshop the things they heard and put together an action plan to address issues without focusing on any disagreements with anecdotes share during the conversation this evening.
  - The Board is going to digest the information and look for specific actions they can take to address issues as well.

## **B. Personnel Update**

Interviews continue as there are still ~38 open positions that need filling. Special education is the most understaffed at this time with 12 of their 20 positions open. Lori Obenchain is making strategic changes to ensure we meet the IEP plan requirements and not burn out the staff she has.

## **III. Policy Review**

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

#### **Staff Recruitment & Retention Committee Scope**

The Board discussed if the composition should be different than proposed after just hearing the feedback from staff. Susie Girard explained that trust couldn't be built unless it is given a venue for it to happen. There are still TAG, DAG & Parent Advisory groups where more private conversations could be worked through. Those groups should be supported so they are well managed.

- Add Employee Handbook to the scope of the committee
- Add a method for repeated feedback throughout the year

### **B. Second Reading of New/Changing Policies**

- **Attendance Policy** - Tabled
- **Finance Committee Scope**
  - Add Manage Annual Budget Calendar
- **Student Recruitment & Retention Committee Scope**
  - Correct spelling error

Susanna Girard made a motion to Approve the Finance Committee Scope Document as amended.

Matthew Yezukevich seconded the motion.

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

**Roll Call**

Sergio Martin	Aye
Susanna Girard	Aye
Badawi Dweik	Aye
Todd Tetreault	Aye
Kathleen Crawford	Aye
Anissia Vixamar	Aye
Matthew Yezukevich	Aye
Ramona Royal	Aye

Matthew Yezukevich made a motion to approve the Student Recruitment & Retention Committee Scope document as amended.

Anissia Vixamar seconded the motion.

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

**Roll Call**

Badawi Dweik	Aye
Sergio Martin	Aye
Todd Tetreault	Aye
Anissia Vixamar	Aye
Kathleen Crawford	Aye
Ramona Royal	Aye
Matthew Yezukevich	Aye
Susanna Girard	Aye

**IV. Board Business**

**A. Executive Leader Search**

**Matt Yezukevich** gave an update on the Interim ED and ED Searches

- Interim ED Search
  - 20-30 candidates were first screened by Ray & Associates
  - ~8 candidate resumes were reviewed by Sergio, Matt & Ramona of which 1 or 2 internal
  - To date they have phone-screened 4 resumes and down-selected to 2 candidates
  - Ray & Associates will pair the list down and do background checks
  - Anticipate interviews the week of 26SEP
  - If an offer could go out by ~03OCT someone new could start between 1& 4 weeks from that date depending on their availability.
  - This is a national/regional search
- Executive Director Search

- Search committee will have Board members, SLT, Staff, Families & Students
- Board discussed who would participate from the Board
- This is a national/regional search

Susanna Girard made a motion to appoint Todd Tetreault & Anissia Vixamar to the Executive Director Search Committee with Matt Yezukevich acting as an advisor. Badawi Dweik seconded the motion.

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

**Roll Call**

Susanna Girard	Aye
Sergio Martin	Aye
Matthew Yezukevich	Aye
Todd Tetreault	Aye
Anissia Vixamar	Aye
Badawi Dweik	Aye
Ramona Royal	Aye
Kathleen Crawford	Aye

**B. Updated Organization Planning**

**Susanna Girard** reminded the Board that we have discussed moving to a single Executive Director as soon as possible. This could be an Interim ED or the final ED.

Having the Co-Exec model has proven to have its difficulties and requested a vote of the Board to show that we are in alignment for that strategic plan.

Susanna Girard made a motion to return to the single Executive Director reporting structure as soon as practicable.

Matthew Yezukevich seconded the motion.

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

**Roll Call**

Matthew Yezukevich	Aye
Anissia Vixamar	Aye
Ramona Royal	Aye
Susanna Girard	Aye
Badawi Dweik	Aye
Todd Tetreault	Aye
Kathleen Crawford	Aye
Sergio Martin	Aye

**V. Closing Items**

**A. Privilege of the Floor**

None requested

## B. Vote to Adjourn

Susanna Girard made a motion to suspend public sessions in order to enter into executive session to discuss strategy in preparation for negotiations with nonunion personnel and conduct contract negotiations with non-union personnel. To return to sessions open session thereafter.

Matthew Yezukevich seconded the motion.

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

### Roll Call

Todd Tetreault	Aye
Susanna Girard	Aye
Kathleen Crawford	Aye
Badawi Dweik	Aye
Matthew Yezukevich	Aye
Anissia Vixamar	Aye
Ramona Royal	Aye
Sergio Martin	Aye

## C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:52 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.