

APPROVED



## Foxborough Regional Charter School

### Minutes

#### Board Meeting

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##### Date and Time

Tuesday August 23, 2022 at 6:15 PM

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##### Trustees Present

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

##### Trustees Absent

Anissia Vixamar

##### Trustees who arrived after the meeting opened

Ramona Royal

##### Trustees who left before the meeting adjourned

Badawi Dweik, Matthew Yezukevich, Todd Tetreault

##### Guests Present

Annie Azarloza (remote), Dana Benton-Johnson, Heidi Berkowitz, Kathleen Foley, Lesly Michelot

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#### I. Opening Items

##### A. Attendance

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

Susanna Girard called a meeting of the board of trustees of Foxborough Regional Charter School to order on Tuesday Aug 23, 2022 at 6:20 PM.

## II. Board Business

### A. Executive Leader Search

**Matthew Yezukevich** updated the board on the plans for Sergio, Ramona, and himself to meet with Ray & Associates later in the week. The Executive Director's Job description is a starting point for discussion with them. We may make changes after their meeting.

We will need 2-4 Trustees to participate in the Search Committee. Todd Tetreault volunteered but would like to have another veteran trustee join the committee.

## III. District Administration Update

### A. Loyalty Bonus

**Heidi Berkowitz** explained the administration's interest in providing bonuses to staff for commitment to the school district. The teaching and learning staff came up with an idea of a loyalty bonus so that we were fair to existing staff and new staff we are actively recruiting. Working with Karen Calvert, the Director of Finance, they could find the money to provide bonuses at increments of every five years of service. With a payout mid-year just before the winter break. The Board and administration want to ensure we maximize the payout without overextending our abilities to be fiscally sound across the district. The school district is committed to having an actuary review staff salaries, and we would like it reviewed and ensure we provide as much as possible to the staff.

Ramona Royal arrived.

Susanna Girard made a motion to to send the loyalty bonus topic to the Finance Committee for plan definition and execution.

Badawi Dweik seconded the motion.

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

#### Roll Call

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

## **IV. Policy Review**

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

#### **• Attendance Policy**

- The Board requested the policy be marked as "Draft" if it is used to communicate to the community in the next few weeks before its official approval.
- Clarify different roles within the document example: School Director
- Dana Benton-Johnson read to the board a paragraph she received from the school's legal counsel that will need to be added to the next revision.

#### **• Finance Committee Scope**

- Change the Term of office to match the other committees
- Add a sentence to the purpose that includes ensuring FRCS operates in a fiscally sound manner
- Add bond agencies to the last bullet under responsibilities
- Update the composition to match the other committees' wording that has passed

### **B. Second (minimum) Reading of New/Changing Policies**

#### **Handbook/Code of Conduct**

- Change the order of the Trustees on page 2
- Delete the last bullet on page 4
- Page 5 change Attendance Review Board to Student Support Team also, check the rest of the document
- Page 7 Remove the first sentence under Cell Phones. Move this section to the individual schools and update it appropriately for the school. Ensure The new sections allow for cell phone usage if incorporated into a student's IEP/504 education plan.
- Ensure the Enrollment policy is linked to the handbook
- Page 11 Define ELE
- Page 14, add the words Core Courses to the first sentence of the section for Participation Requirements for Athletics & Extracurricular Activities and the Middle School Promotion Guidelines. Page 16 also add it to the section for FRCS Promotion Guidelines.
- Add a section to define Student Privileges in the High School Section
- Pages 23 & 27 add Trustee to the sections for Assault of a Staff Member and Threat to Staff or Student(s)

Badawi Dweik left.

Matthew Yezukevich left.

Susanna Girard made a motion to approve the student handbook/code of conduct as amended.

Todd Tetreault seconded the motion.

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

**Roll Call**

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

**Diversity, Equity, and Inclusion Committee**

- Add the word Adult to page 2 just before "Member Responsible for Open Meeting Law Compliance
- Remove meeting location bullet
- add bullet under composition "Up to two additional members from the following stakeholders:
  - Staff Members
  - Parent/Guardians
  - Students

Kathleen Crawford made a motion to approve the Diversity, Equity, and Inclusion Committee scope as amended.

Sergio Martin seconded the motion.

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

**Roll Call**

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

**Dress Code Policy**

- Discussion on the dress code policy revolved around
  - the effort to make the uniforms more affordable to low-income families. The school district will no longer require students to have the logo embroidered / screen printed onto the shirt.
  - compliance with the July 2022 Massachusetts Law banning discrimination based on natural or protective hairstyles, CROWN ACT.
  - What headwear would be allowed/not allowed? Hats and hoodies would continue not to be allowed for security purposes. Although other headwear is not part of the CROWN ACT, it was discussed that allowing headwear that does not impact the school's security would be more inclusive.
    - Examples (not limited to) of accepted headwear:
      - Scarves
      - Hijabs
      - durag
      - bonnet
      - bandana
    - Change Scholars to Student
    - Last bullet on the dress down days add "but not limited to" statement

Susanna Girard made a motion to approve the dress code policy as amended.

Todd Tetreault seconded the motion.

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

#### **Roll Call**

|                    |        |
|--------------------|--------|
| Ramona Royal       | Aye    |
| Kathleen Crawford  | Aye    |
| Anissia Vixamar    | Absent |
| Badawi Dweik       | Absent |
| Susanna Girard     | Aye    |
| Todd Tetreault     | Aye    |
| Matthew Yezukevich | Absent |
| Sergio Martin      | No     |

Todd Tetreault left.

#### **Facilities Committee**

- General Purpose section
  - Add Director of Operations
  - add Maintain & Upgrade physical buildings/grounds, regional transportation, and food services
- Meeting frequency section
  - Delete @5pm

- Responsibilities
  - add transportation, food services, and grounds

Sergio Martin made a motion to approve the Facilities Committee Scope as amended.

Susanna Girard seconded the motion.

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

**Roll Call**

Anissia Vixamar      Absent

Matthew Yezukevich    Absent

Ramona Royal      Aye

Sergio Martin      Aye

Kathleen Crawford    Aye

Todd Tetreault      Absent

Susanna Girard      Aye

Badawi Dweik      Absent

**Governance Committee**

- Remove EXCELLENCE from the title

Kathleen Crawford made a motion to approve the Governance Committee Scope as amended.

Susanna Girard seconded the motion.

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

**Roll Call**

Sergio Martin      Aye

Kathleen Crawford    Aye

Anissia Vixamar      Absent

Ramona Royal      Aye

Badawi Dweik      Absent

Todd Tetreault      Absent

Susanna Girard      Aye

Matthew Yezukevich    Absent

**V. Closing Items**

**A. Privilege of the Floor**

nothing at this time

**B. Approval of Minutes**

Tabled due to the late hour

### **C. Vote to Adjourn**

Kathleen Crawford made a motion to adjourn the meeting.

Sergio Martin seconded the motion.

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

#### **Roll Call**

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

### **D. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:47 PM.

Respectfully Submitted,

Susanna Girard

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### **Documents used during the meeting**

- Draft Timeline 8\_17[1301].pdf
- DRAFT\_ Executive Director (Interim) (3)[1304].docx
- Attendance Policy.Revised.08.18.22.docx
- DRAFT- Finance Committee description (draft)[1302].docx
- Handbook w Discipline Code of Conduct.08.18.228776 8-19-22 final edits.pdf
- Diversity Equity Inclusion Scope Updated 8-17[1281].docx
- Final Dress Code Policy 22-23SY (1)[1297].pdf
- DRAFT Facilities Committee description.pdf
- DRAFT GOVERNANCE Committee.pdf

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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.