

APPROVED



## Pharos Academy Charter School

### Minutes

#### Pharos Academy Charter School Board Meeting

---

**Date and Time**

Thursday July 15, 2021 at 6:30 PM

**Location**

1005 Intervale Avenue  
Bronx, NY 10459

---

**PHAROS ACADEMY CHARTER SCHOOL  
BOARD of TRUSTEES MEETING**

All meetings of the Board of Trustees of the Pharos Academy Charter School are held in compliance with New York State Open Meeting Law.

**Date:** July 15, 2021

**Time:** 6:30 p.m.

**Location:** 1005 Intervale Avenue, Bronx, NY 10459

**Other Location(s):** <https://bronxlighthouse.zoom.us/j/5239033349>

8800 Tallyho Trail Potomac, MD 20854

311 11th Street, Idaho Falls, ID 83404

133 Graylyn Drive, Chapel Hill NC 27516

365 West End Avenue, NY, NY 10024

**ALL ARE INVITED TO ATTEND!**

---

**PHAROS ACADEMY CHARTER SCHOOL**

---

## DE LA JUNTA ADMINISTRATIVA

Realizamos todas las reuniones de la Junta Administrativa de la escuela Pharos Academy Charter School conforme a la Ley de Reuniones Abiertas del Estado de Nueva York.

**Día:** 15 de julio 2021

**Hora:** 6:30 p.m.

**Lugar:** 1005 Intervale Avenue, Bronx, NY 10459

**Otros Lugares:** <https://bronxlighthouse.zoom.us/j/5239033349>

8800 Tallyho Trail Potomac, MD 20854

311 11th Street, Idaho Falls, ID 83404

133 Graylyn Drive, Chapel Hill NC 27516

365 West End Avenue, NY, NY 10024

---

### Trustees Present

B. Thompson (remote), K. Shah, R. Granado (remote), S. Jean-Jacques (remote), S. Sutherland, T. Perez

### Trustees Absent

A. Abreu, J. Lopez-Molina, N. Jones, T. Wethington

### Guests Present

A. Nann, C. Russell, M. Dorsey, S. Beier (remote), T. Brown

---

## I. Opening Items

### A. Record Attendance and Guests

### B. Call the Meeting to Order

R. Granado called a meeting of the board of trustees of Pharos Academy Charter School to order on Thursday Jul 15, 2021 at 6:35 PM.

## II. Board Governance

### A. Approve Minutes

K. Shah made a motion to approve the minutes from June 2021 Board Meeting Pharos Academy Charter School Board Meeting on 06-17-21.

S. Jean-Jacques seconded the motion.

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

### B.

## **Bronx Property Holding Company Dissolution**

### **C. PHACS School Leader and Board Succession Plan**

### **D. Annual Report Financial Disclosure**

### **E. Board Resumes**

## **III. Finance Committee Review**

### **A. Finance Committee Report**

Robb Granado provided update related to June 2021 Financials.

On track with FY22 Budget.

CSBM provided a strong clean up and provided a monthly financial clean up and the books are in good condition.

Presentation from Auditor, as we are moving into the Audit period. The auditor provided preparation for the audit work.

Results are expected at the future meeting and can be reviewed at that time.

Investment was reviewed and all investments are safe and secure.

Staff medical benefit renewals discussed. Recommendations to remain with TriNet as our benefit provider. After reviewing other alternatives, the best recommendations at this time is to remain with TriNet.

No expenses over \$50K to discuss.

Review of the site contribution section was presented and discussed with the Board.

R. Granado made a motion to Approve the June 2021 Financials.

S. Jean-Jacques seconded the motion.

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

### **B. Investment Account Update**

### **C. Pharos Academy Charter School Fundraising**

School fundraising section on the Website was presented to the Board for review and suggestions.

## **IV. PHACS Board - Annual Meeting**

### **A. Elections**

Class A Members terms up for 2 Year Term Renewal

All members have agreed to continue with the Board for 2 years.

Bylaws reviewed related to:

1. Term limits - There are no term limitations

2. Parent Board Members - Count should be two . Currently count is one Parent/Guardian Board Member. Recruiting methods discussed - WebSite, ParentSquare and Back To School Night.

Javier would like to remain as Board Chair

Nikali Jones would like to remain on the Board but would like to resign as Vice Chair and Academic Committee Chair. Nikali will continue until the position is filled.

Keyur is interested in Treasurer

Robb is interested in Vice Chair

Executive Committee members reviewed Alissa Nann has expressed an interest to be on this committee, once she becomes an approved Board Member.

Ad Hoc Work Groups reviewed and membership requests presented

Bronx Property Holding Company - no changes as this will soon be dissolving.

All committees reviewed and memberships re-established.

T. Perez made a motion to Approved the Board Governance updates.

R. Granado seconded the motion.

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

## **V. PHACS Scholarship**

### **A. PHACS Scholarship**

All 5 Scholarship recipients have been contacted.

4 of the Scholars have presented billings for the Scholarship assignment.

## **VI. COVID-19 Updates**

### **A. COVID-19 Updates**

Principal Brown provided Covid 19 updates.

Quite a few things are opening up. Vaccinations were launched on the school website.

Families and scholars encouraged to get vaccinated.

No reported case and testing is done weekly at the school .

Summer School is 100% in person.

Looking to come back to school, following the new guidelines. mask to be worn and scholars are to remain 3 feet apart.

Surveys have not started as of yet. 9-12 parents are more on the fence to remain remote. The K-8 parents want their children in person.

Special cases may allow remote option to be provided but for the most part all Scholars will be expected to be in-person.

Vaccination was open to the community, pushing age 12 and up. There were 25 participants.

## **VII. Culture Committee Report**

### **A. Culture Committee Report**

Culture Committee discussed the Board connecting with Teachers and the conversation was around Teachers knowing that the Board Member are there for them

Teacher and Staff Members encouraged to know that the Board Members are available to support them. This is an effort to close the communication gap between the Staff and the Board,

Scholar invitation to the Culture Committee meetings was a suggested option for the committee to support.

PTA has been inactive for the past 2 Years. Director of School Culture has been working on getting the PTA active. A couple of parents are in mind, who are active with their children and the school.

Student Organizations Groups to be reviewed with teacher faculty advisors.

ByLaws and

Friday is culture day, students can opt out of School Uniform and chose to wear culture attire.

T-Shirts illustrated for the various committee.

## **VIII. Academic Committee Report**

### **A. Academic Committee Report**

June 2021 - Attendance has been strong in the month of June. Attendance has been consistent all year.

ELA Scores have been stronger than the MATH Scores. Proficiency rates reviewed and discussed. 9th Grade Algebra staff member resigned possibly causing lower proficiency levels.

Preventative and reactive solutions discussed for future academic staff movements.  
Bench Method and Teachers & Assistant Teachers discussed as a method to counteract proficiencies due to staff departures.

3 Regents Exams taken this year:  
Algebra 1 = 26% Pass Rate  
Living Environment = 16.6% Pass Rate  
ELA = 80% Pass Rate

72% Graduation - End of August, 2021

18% will remain in 12th Grade. Some scholars are in Summer School right now. The pandemic hit the 12th Graders the hardest. Many of them wanted to be in the school. The new reality was a struggle with the 12th Graders.

12 Grade parents and scholars were disappointed and frustrated due to the lack of senior activities due to COVID.

Staff retention tactics discussed related to teaching staff members who have resigned due to relocation, traveling decisions. Approach to recruit Bronx residents discussed as a method to secure working longevity. The average mode in the past has been 2 years.

Recommendations:  
Recruiting Services/Consultants  
Local Partnerships

Academic Committee recommended discussions:  
Smarter Hires/ Trade Offs willing to be taken  
Teacher Retention

## **IX. Benefits Update**

### **A. Benefits Update**

Benefit updates provided around the searching and review of various options:

1. Broker partnership to provide ratings and PEO shopping.
2. 70 of 95 staff participating in Medical Benefits- Community Rate
3. Final recommendation to renew with TriNet.

K. Shah made a motion to Renewing service with TriNet both admin and benefits compenents.

T. Perez seconded the motion.

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

## **X. Facilities**

### **A. Facilities Update**

New Vehicle presented to Board. Food transportation picking up and dropping off food to and from our family community.

Partnered with WestSide High School. Trying to bring Lights On in the Pharos Community. This will help us to support our Community and ESL Community. Director of School Culture provides direction to the parents or families that are in need of support.

## **XI. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:56 PM.

Respectfully Submitted,

T. Perez