

APPROVED



## Pharos Academy Charter School

### Minutes

#### Pharos Academy Charter School Board Meeting

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**Date and Time**

Thursday March 17, 2022 at 6:30 PM

**Location**

1001 Intervale Avenue  
Bronx, NY 10459

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**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:** February 17, 2022

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

**Location:** 1001 Intervale Avenue, Bronx, NY 10459

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

**ALL ARE INVITED TO ATTEND!**

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**PHAROS ACADEMY CHARTER SCHOOL  
DE LA JUNTA ADMINISTRATIVA**

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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:** 17 de febrero 2022

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

**Lugar:** 1001 Intervale Avenue, Bronx, NY 10459

**Otros Lugares:** <https://bronxlighthouse.zoom.us/j/523903334>

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### **Trustees Present**

A. Nann (remote), J. Lopez-Molina (remote), J. Sowell (remote), K. Shah (remote), S. Beier (remote), S. Jean-Jacques (remote), S. Sutherland (remote), T. Perez (remote)

### **Trustees Absent**

A. Abreu, B. Thompson, N. Jones, R. Granado

### **Guests Present**

C. Russell (remote), Chloe Buxton (remote), M. Dorsey (remote), T. Brown (remote), T. South (remote)

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## **I. Opening Items**

### **A. Record Attendance and Guests**

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

J. Lopez-Molina called a meeting of the board of trustees of Pharos Academy Charter School to order on Thursday Mar 17, 2022 at 6:33 PM.

## **II. Public Comments**

### **A. Public Comments**

No public comments.

## **III. PHACS Staff Presentation**

### **A. PHACS Staff Presentation**

Chloe Buxton- Special Education Teacher

Buxton provided a brief summary of her history before and during her time at Pharos Academy Charter School.

#### **IV. Board Governance**

##### **A. Approve Minutes**

J. Lopez-Molina made a motion to approve the minutes from Pharos Academy Charter School Board Meeting on 02-17-22.

K. Shah seconded the motion.

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

##### **B. Board Recruitment**

##### **C. PHACS Scholarships**

Scholarship Applications have launched, no applications have not been received as of today

Volunteers needed- Responsibilities are:

1. Reading over scholarship application
2. Making recommendations for 5 finalist
3. 2 Hour Commitment

Group Volunteers:

Tamara

Sharon

Jarrold

Alissa

Tahina

Courtney will contact the volunteer group by April 8, 2022.

#### **V. Finance Committee Review**

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

Financial Committee meeting took place on Tuesday.

Financials indicate a small deficit due to decline in enrollment.

Continuing to monitor the budget and support from Contingency and other expense lines this should be a matter that can be quickly resolved through reallocation of funds

Main reason for the change was due to the revenue decrease from declining enrollment numbers.

Transition from CSBM, Charter School Business Management to 4SS, 4th Sector Solutions, has been moving as expected.

K. Shah made a motion to Approve the February 2022 Financials.

J. Lopez-Molina seconded the motion.

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

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

#### **C. Expenses Over 50K, Navigating Forward**

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

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

Dropping of the mask mandate. Parent surveys were presented and 60-65% wanted to keep the masks on. The decision as a School Community decided to keep the masks on.

1. Parents preferred that the masks remain on
2. See how things are happening in the City
3. Teachers preferred the masks to be on

Weekly testing is still occurring and the option to vaccinate is still available at the School.

### **VII. Culture Committee Report**

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

Speaking with Principal Brown regarding the mask mandate and the plans with the school and how he will proceed with the decision regarding the mask mandate.

College & Graduation activities were discussed and will continue to meet with Principal Brown for further details.

Target to provide one more donation/gift for the Pharos staff members.

Culture community projects discussed in details to encourage honor roll membership.

Rowing Team - RJ Cooper assisting to support a rowing team for the next school year.

## **VIII. Executive Director's Report**

### **A. Executive Director's Report**

#### **Teacher Attrition and Retention.**

Teacher attrition, not looking at attrition as a problem but as an obstacle. Principal Brown started to engage teachers in this study.

4 Areas of Concern presented from the Teachers:

1. Distance from Work
2. Innovation Burn Out
3. Job Predictability
4. Lesson Planning

Teachers are talking about quality of work life balance. Teachers are reassessing where they work and the hours spent working. Distance from work, plays a major role in the matter.

As we recruit, we are building a connectivity score. We are looking at the location of the Bronx.

Innovation burn out, we look to get better a lot but people are looking for stability. The most innovative companies have the highest attrition rates. Looking to review and do things better along with stability.

Job predictability, teachers are not always ready to cover for absent teachers. Teachers are feeling like they are penciled in to cover other classes. Meeting with teachers to discuss

Teacher lesson planning is in depth. The teachers are not able to keep up with the lesson plan work load. Option of providing the lesson plan for the teachers to assist in the process of decreasing the teachers work load is being considered.

Many of our teachers are new and novice and most of the lesson plans are not meeting the mark.

Curriculum resources and lesson plans are available and will be considered as an option to consider.

Board inquired about current curriculum and presented the possibility of a grade level chair to assist and prepare the curriculum.

Often times the model has not been seen by the teacher, it is about the energy and time of understanding and knowing where the scholars are in the learning process.

Teachers are challenged with curriculum learning, planning and teaching and following the same cycle everyday. We are asking teachers to write a full blown successful learning plan every day. We have to continue to support our teachers in this area.

There are opportunities to work with other schools to review curriculums and lesson plans.

Teacher mental-psychological feeling that you will be termed at the end of the 1 year contract. 2-3 year contracts considered as an alternative approach to combat this concern.

Pros and cons will need to be carefully considered when reviewing the option of offering an extended contacts. Professional and legal counsel will be exercised when engaging in the improvement of employee work life and engagement programs and ideas. Teacher housing is among the options that is currently under review and will be discussed at a later time.

### **High Level Data**

ELA results from K-12 has shown a progressive growth level, with the greater increase among the lower grades.

Math results from K-12 has shown a growth but the data reflects a considerable dropped from the pre-Covid scores.

Science results have shown areas of needed improvement.

Full School TFA programs are currently being considered for the Summer 2022.

AI2 goal are always 75% and school is looking to get there with Mathematics as the main area concentration.

Purchasing Math curriculum plans - Achievement First. Most of the lesson plans are free or at a minimum cost.

## **IX. Facilities**

### **A. Facilities Update**

No update at this time.

Board Meeting - April 21, 2022 - In Person

## **X. Executive Session**

### **A. Executive Session**

8:08 PM - Executive Session

Courtney Russell and Maria Dorsey invited

AGENDA: Review attrition data

8:15 PM - Exit Executive Session

## **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 8:15 PM.

Respectfully Submitted,  
M. Dorsey