Pharos Academy Charter School

Minutes

PHACS Board Meeting

Date and Time
Thursday August 20, 2026 at 6:30 PM

Location
https://bronxlighthouse.zoom.us/j/5239033349

1005 Intervale Avenue
Bronx, NY 10459

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: August 20, 2026
Time: 6:30 pm
Location: 1005 Intervale Avenue, Bronx, NY 10459
Other Location(s): https://bronxlighthouse.zoom.us/j/5239033349
33 Westchester Place, New Rochelle, NY
55 Broadway Suite 418, NY, NY 10005

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: 20 de agosto
Hora: 6:30 pm
Lugar: 1005 Intervale Avenue, Bronx, NY 10459
Otros Lugares: https://bronxlighthouse.zoom.us/j/5239033349
33 Westchester Place, New Rochelle, NY
55 Broadway Suite 418, NY, NY 10005

Trustees Present
J. Lopez-Molina, J. Rivera (remote), J. Sowell, K. Shah, P. Wesonga (remote), V. Angeles (remote)

Trustees Absent
G. Garcia, T. Perez, T. South

Guests Present
C. Russell, M. Dorsey, Travis Brown (remote)

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 Aug 20, 2026 at 6:34 PM.

II. Board Governance

A. Approve Minutes

J. Lopez-Molina made a motion to approve the minutes from PHACS Board Meeting on 07-16-26.
J. Sowell seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Board Member Recruitment

C. PHACS Public Facing Safety Plan

Board on Track packet included the Safety Plan for the Board to review for further discussion.

No major changes to the plan. Safety Plan has been in review status and will need to be approved by the Board before submission to the State.

Camera System discussed with the Board, not related to the Safety Plan but mentioned in relation to the upcoming changes to the camera system which has not been updated in the past 6 Years.

J. Lopez-Molina made a motion to Approve the School Safety & Emergency Response Plan Adopted by School Safety Team on: July 13, 2026.
K. Shah seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Sick Time Policy - Payout

Sick Day payout time was discussed in details to pursue other options for Sick Pay Out.
As of February 2026, based on employee size we have to offer 5 Days of Sick Pay and 4 Days of unpaid sick time.
Our current sick payout policy is paid out at the current hourly rate of the employee.
School is bringing to the Board the suggestion to change the rate pay out to $200/Day.
Board advise to seek counsel to confirm the change will meet all legal and employee law requirements.
If legal says it is okay to payout, will the Board be in approval to pay out at the presented rate of $200 per day.

DOE sick time is stacked and other schools after reviewing pay out $200/day.

J. Lopez-Molina made a motion to Conditonally approve the change in the sick pay out to $ 200 per day, upon the feedback from counsel.
K. Shah seconded the motion.

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

III. Follow Up Items

A. Survey responses discussed in detail related to the enrollment for IEP Scholars

Covid concerning on the rise, the Board would like to discuss the sick time policy and procedures that are currently in place at the school. With the rising rate of Covid, is there a plan in place to handle the possibility of this concern rising. Masks and Hand Sanitizer supplies will be reviewed and considered as needed.

Enrollment- 765 on the roster
Enrollment- 744 as of today
ELL , SPED , IEP numbers still in review- ELL at 77

Assessment process discussed with Board related to the enrollment process and Kindergarten scholars. To be discussed with Dr. Brown in detail.

IV. Finance Committee Review

A. Finance Committee Report

Committee met this week and the financials are moving accordingly with an expected profit for the FY26 school year.

K. Shah made a motion to Approve the July 2026 Financials.
J. Sowell seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Investment Account Update

Investment discussed regarding the timing and rate of investment for long term investments.
5 Year terms were considered for further discussion.

K. Shah made a motion to choose the 5Year investment option.
P. Wesonga seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Items Over 50K

V. Executive Director's Report

A. Executive Director's Report

State Data shared with the Board
ELA Examination scores discussed in detail with the Board.
School has out performed the State and last years Pharos data.

Demographic details shared with the Board based on the state testing.

Questions around the testing because of the significant drop in Grades 3-5 are currently taking place.

Pharos is looking to focus on supporting and increasing the performance for teaching staff.
New teacher placement and performance was observed with the effort tot support and increase performance for the next year. Summer and 3 Week PD training is available for teaching staff.

Board inquired regarding data related to new teacher versus experience teachers and how that information related to testing scores of the scholars .

Overall Pharos beat the State , City and District. Pharos will be pressing to raise the ELA scores for the new school year.

Math Examination exceeding City and State scores. Demographic details discussed in detail.
Pharos scores more than double in terms of performance. Pharos is performing above all, new teachers in this case were exceeding in mathematics performance.

Pharos is right in line with major schools in the area.

History of Proficiency was started with the Board from 2013-2014 Scores in comparison with 2025-2026 Scores. (19% -94% ; 11% - 80%)

VI. Executive Session

A. Legal Matter

Motion to move into Executive Sessions at 7:31 PM

Invited Into Executive Session:
Courtney Russell
Travis Brown
Maria Dorsey

Legal Matter discussed

B. Personnel Matter

VII. 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 7:54 PM.

Respectfully Submitted,
M. Dorsey