



**Governing Board Minutes
January 10, 2019**

Board Members in Attendance

Greg Caruso - Faculty Representative
Tasha Crichlow - Vice Chair, Community Representative
Zachary Gale-Day - Treasurer, Community Representative
Aubrey Goodman - Secretary, Community Representative
Emily Hanke - Faculty Representative
Kevin Lownds - Co-Chair, Community Representative
Pauline Lugira - Principal
Meghan McGoldrick - Administrative Representative
Ivelisse Sanchez - Co-Chair, Community Representative
Sharif Williams - Faculty Representative
Kareen Wilkinson - Faculty Representative

Ex-Officio Members

Emmanuel Tikili - Community Member

Participating Staff

Hai Son
Michelle O'Neil-Turner

Additional Staff in Attendance

Steven Benjamin, Alex Chang, Lisa Callow, Jennifer DInes, Emily Dixon, L Garcia, Christina Kostaras, Alice Laramore, Tajah Ross, Michelle Sathan, Nyree Smith

Meeting called to order at 6:06 p.m. by Ivelisse Sanchez

- **December 2018 Meeting Minutes**
 - Approved (with edits to attendance and projected enrollment)
- **Election to Work Agreement**
 - Three options: Option 1: mission and faculty competency language is separated from the EWA. Option 2: faculty competency language is included but revised. Option 3: the EWA as-is.
 - Testimony in arbitration was related to inclusion services. Bullet points from EWA that came up in case were about being: 1) "willing to work toward becoming dually certified in Special Education and/or ESL..." and 2) "flexible regarding teaching assignments."
 - Option 2 (revised EWA) includes revisions of the above-mentioned bullets.
 - Comments:
 - Current contract assumes the generosity/openness of the current administration - an admin in the future may not be the same.
 - Pilot status relies on the context provided in the mission, faculty competency expectations, etc.

- Voice of students is not heard - resources that would have gone to students were lost.
- Could this happen again? It is possible - cases like this happen on an ongoing basis.
- Language includes a risk - but also a value - including expectations for working in a pilot school.
- Language is not an issue among members of the school community - only an issue as a result of the arbitration. Even Option 1 includes the language- just in a separate section.
- Language helps with staffing decisions year to year.
- Language helps with idea that supporting students from Grove Hall requires licensure in these areas.

Vote:

- Option 1: Remove expectations and mission-based language from EWA and move into a separate document: 1 (Emily)
- Option 2: Modify the language to remove ambiguities: 7 (Greg, Ive, Zach, Kareen, Tasha, Aubrey, Sharif)
- Option 3: EWA as-is: 2 (Kevin, Meghan)

Abstention: Pauline

Option 2 passed with a vote of 1 - 7 - 2 (1 abstention).

- **Turnaround Update**

- School was informed it was designated turnaround school
- Shared information with staff, held focus group
- Met with DESE
- January 12 - first meeting of Frederick Redesign Team
- Turnaround School Visit - January 15 - AIR
- 3 Turnaround planning days: 1/12, 3/2, 3/18
- 5 Frederick planning team meetings:
 - Vision consultation
 - Strategy consultation
 - Action plan consultation
 - Measurable annual goals consultation
 - Collaborative review retreat
- Pauline will share updates at every board meeting
- Retreat days are open meetings - community members can be in audience separate from planning team
- Will follow up to discuss how Board can support (stakeholder engagement component)

- **Discretionary Funds**

- On 1/14 Pauline is going to central office for budget meetings re: discretionary funds
- 34 fewer students
- Discretionary funds are funds that are not designated through core compliance budget.
- Total all funds: \$5,973,523

- Discretionary categories: Title 1 (\$55,767 - restricted), homeless allocation \$31,753, partnerships (\$94,799)
 - Title 1 - mostly ELD 1, SLIFE (supports programming - not for creating new programs)
 - 65 homeless students and families (Catie's Closet items, supplies, etc. for students/families)
 - Partnerships - City Year, Tenacity, Boston Wrestling, etc.
 - a) Opportunity index changed the way funds were allocated (LGF gets less now)
 - b) If we do not do our own fundraising, we may need to cut programs/partnerships
 - Title 3 funding - Pauline will look into it
 - School leaders are in the process of evaluating partnerships, the value they bring to the school, and how to renew partnerships
 - Discretionary funding allocation approved
- **Staffing**
 - Enrollment projection: 480 students, decreased by 34 students
 - Program offerings remain the same
 - Budget decreased by \$288,140
 - Impacts staffing
 - Need to make changes to current staffing structure in response to budget
 - Focus groups about academic programs: move from Humanities to ELA and SS, maintain/create literacy block
 - Re-envision schedule to support instructional focus
 - Clearly define adult roles in each classroom space (e.g., paras, co-teachers) to support instructional focus
 - Pauline will follow up with staffing structure after meeting with the district
 - **Fundraiser Updates**
 - Logistics presentation is in Board folder
 - Follow up with Meghan on questions by end of weekend
 - Donation appeal: possibly after video
 - Kevin, Ive, and Pauline will coordinate their remarks
 - Change to schedule sequence: video: donation appeal (Emily), Organized Noize, Kevin will close silent auction
 - Meghan to get program printed Monday - send her edits within 24 hours of receipt of email
 - Current tickets: 56, silent auction: \$2068, donation: \$7415
 - 112+ people including all attendees

Meeting adjourned at 8:40 p.m.

Next meeting will be on January 31, 2019.