



# FREIRE

## CHARTER WILMINGTON

### MEETING OF THE BOARD OF DIRECTORS

**FEBRUARY 17, 2022 | 8 AM**

**VIA ZOOM VIDEO CONFERENCE CALL**

**MEETING ID: 820 9361 3570 | PASSWORD: 514631**

Board Members Present: Sheela Dattani, John Kane, Robert Mansell, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, Nathan Will

Others Present: Emmanuel Akande (12<sup>th</sup> Grade Student, Freire Wilmington), Leigh Botwinik, Olivia Burgess, Kelly Davenport, Nate Durant, Jilian Mackenzie (Potential Board Member), Paul Ramirez, Bill Ray, Melanie Reiser, Maddie Weckel

Meeting Start, 8 AM

#### I. Public Comment

- a. There is no public comment at this time.

#### II. Resolutions

- a. Resume of Robert Mansell, New Board Member (Attachment 1)\*
  - i. The board reviews Robert Mansell's resume.
  - ii. Mark Stellini makes a motion to approve the appointment of Robert Mansell to the Board of Director of Freire Wilmington. David Singleton seconds.
  - iii. Sheela Dattani, John Kane, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, and Nathan Will vote in favor of the motion. There are no votes against and no abstentions.
- b. Authorization of Real Estate Documents (David Singleton)\*
  - i. The board votes to appoint David Singleton as the liaison for the Freire Charter Wilmington and Freire Charter Newark during any upcoming meeting regarding real estate, hiring of engineers or consultants in a non-binding negotiating agreement. Once cleared and confirmed with the landlord(s), David is to report back to the board for final voting approval.
  - ii. As it pertains to Freire Charter School Wilmington, Nathan Will makes a motion to approve. Nathan Moser seconds.
  - iii. As it pertains to Freire Charter School Newark, Mark Stellini makes a motion to approve. Nathan Will seconds.
  - iv. Sheela Dattani, John Kane, Robert Mansell, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, and Nathan Will vote in favor of the motion. There are no votes against and no abstentions

#### III. Executive Session

- a. Building and Real Estate
  - i. The board makes a motion to move into Executive Session at 8:03 AM to discuss Building and Real Estate inquires for both Freire Wilmington and Freire Newark.
  - ii. The board makes a motion to adjourn Executive Session at 8:23 AM.
  - iii. Sheela Dattani, John Kane, Robert Mansell, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, and Nathan Will vote in favor of the motion. There are no votes against and no abstentions.

#### IV. Review & Approval of Minutes

- a. Minutes from Board Meeting on December 16, 2021 (Attachment 2A)\*
  - i. **The board reviews the minutes from December 16, 2021.**
  - ii. David Singleton makes a motion to approve. Nathan Will seconds.
  - iii. Sheela Dattani, John Kane, Robert Mansell, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, and Nathan Will vote in favor of the motion. There are no votes against and no abstentions
- b. Minutes from Board Meeting on January 27, 2022 (Attachment 2B)\*
  - i. **The board reviews the minutes from the January 27, 2022, Special Meeting.**

- ii. David Singleton makes a motion to approve. Nathan Will seconds.
- iii. Sheela Dattani, John Kane, Robert Mansell, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, and Nathan Will vote in favor of the motion. There are no votes against and no abstentions

## V. School Report

### a. Staff Retention Committee Report

- i. Kelly Davenport shares at the last board meeting, she requested a Staff Retention committee convene to help our heads of school retain staff and ensure increased new staff retention. The committee discussed a myriad of ideas including an increase to staff base salary of 5%, retention bonuses, hiring additional para-professional and co-teachers to increase the time full-time teachers have to prepare, offering scholarship money for staff to pursue higher education, etc.
- ii. Dragon U Scholarship is being brought back for the staff to ensure the schools/network is continuing to support our evolving and growing staff. The plan is to pay the equivalent of Temple University tuition for our staff members who want to advance their professional education which would cover up to 3 courses a year.
- iii. Maddie extends her gratitude for Sheela, Bill, and Nate for their efforts in helping out with the committee.

### b. Staff Update

- i. Nathan Moser shares his praise for the staff and students who have participated in the after-school programs especially the Blackout Experience which is run by Alexis Prince (Freire Wilmington Alumni/Staff). The program allows the students to show their differences in cultural backgrounds.
- ii. The gym program will be executed soon in the newly renovated basement, and certain sports programs will be held in the location but as for physical contact sports, the schools is locating different parks in the area for the students. Dragon Day will be held tomorrow, and this is a big community event for the students, which allows the students to compete against each other
- iii. Rethinc PD last week was a huge success for the Freire Wilmington staff, Nathan notes even though the work is hard or nerve racking it was a safe space for all to express themselves.

### c. Student Update

- i. Nathan Moser introduces Emmanuel Akande (12<sup>th</sup> Grade Student, Freire Wilmington). Emmanuel shares his excitement to participate in the Blackout Experience and Dragon Day. He shares this school year has been going well for him and he praises how amazing Freire Wilmington treats the staff and students. Emmanuel extends an invitation to the board to come watch him perform in the Blackout Experience and he shares the tremendous support from Nate, Maddie and the staff have shown with setting up the program.

### d. Admissions Update

- i. Nate Durant shares Freire Wilmington is taking a holistic approach to get higher enrollment for the school and outreach within the Wilmington community. He praises both Katie Pollard and Aisha Monroe for all the hard work and dedication they have put into the open houses and reaching out to parents. Last month Freire Wilmington held Instant College Decision Day was a success and helped a lot of individuals find their home for college.
- ii. Outreach within the Wilmington community continues to be a success especially due to the Blackout Experience held each year. Freire Wilmington is apparently the only high school in the district who does anything in the community or hold any big theatrical productions.
- iii. Care Force MD has collaborated with Freire Wilmington to host weekly vaccination clinics to ensure all staff, students and members of the community can get vaccinated while spreading the cultural branding behind what being at Freire Wilmington means.

### e. Heads Report

#### i. Freire Network Dashboard (*Attachment 3A*)

- Maddie Weckel shares at the end of January 2022, all students participated in the second round of STAR Benchmark testing for Math & English. There is noticeable growth within the 8<sup>th</sup> and 10<sup>th</sup> grade classes.
- Student attendance for the year is low, with many students marked absent due to quarantine. Katie Pollard has been formulating a team to identify and address barriers around the consequences and failures to attend school daily.
- Nate Durant shares the level of conflicts have not been high which has allowed the staff to lean into the students.

### f. Proposal to Change Mission Statement (*Attachment 3B*)

- i. During the December board meeting, Kelly proposed a change to the mission statement for Freire Wilmington. After evaluating the feedback from the board, Melanie Reiser explains more in depth the

reasoning behind the words “love” and “equity” proposed in the new statement.

- ii. The board revisits the pros and cons of changing the mission statement.
- iii. Kelly Davenport, after hearing the opinions of the board, proposes holding on a vote to update the mission statement until the summer months when there is more bandwidth from all stakeholders to entertain a thoughtful conversation around the mission.

#### VI. Advancement

##### a. Advancement Report (*Attachment 4A*)

- i. As of January 31, 2022, we have raised \$200,688 in donations and pledges toward our \$400,000 network-wide unrestricted fundraising obligation to the schools, leaving \$199,312 left to raise by June 30, 2022. This places Freire Schools ahead of it’s typical level of fundraising at this time of year. Additionally, our reach goal is to raise 10% more than we did in FY21 (a target of \$481,088); we are \$280,400 from that goal.
- ii. Board giving across the board is at 61%, which is way higher than expected at this time.
- iii. The Advancement Committee will meet on March 9, 2022, to discuss a possible spring event.
- iv. The Freire Foundation has secured a P.O. box for all future checks and advancement mail.

##### b. Talking Points (*Attachment 4B*)

- i. Melanie reviews the talking points with the board.

#### VII. Financials

##### a. December 2021 Financial Report (*Attachment 5A*)\*

- i. Bill Ray reviews the December 2021 Financial Report noting that Freire Wilmington’s cash on hand as of December 31, 2021, is \$4,930,000, which projects the school to end the year with \$1,720,000 representing an increase of about \$120,000.
- ii. Once the ESSR funds deplete, Bill, Maddie and Nate will brainstorm what the next 3 years of Freire Wilmington will look along with planning the budget for next year.
- iii. All financial ratios have been met.
- iv. Mark Stellini makes a motion to approve. David Singleton seconds.
- v. Sheela Dattani, John Kane, Robert Mansell, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, and Nathan Will vote in favor of the motion. There are no votes against and no abstentions.

##### b. CBOC Update

- i. There is no update at this time.

##### c. FY 2021 Form 990 (*Attachment 5B*)\*

- i. Form 990 is an information return that Freire Charter School Wilmington is required to submit annually to the IRS due to their status as a non-profit. This document will be available to the public.
- ii. Mark Stellini makes a motion to approve. David Singleton seconds.
- iii. Sheela Dattani, John Kane, Robert Mansell, Nathan Moser, David Singleton, Mark Stellini, Clint Walker, and Nathan Will vote in favor of the motion. There are no votes against and no abstentions

#### VIII. Governance

##### a. Clearances & Trainings for Board Members

- i. Olivia Burgess thanks all board members for completing all outstanding trainings and overdue clearances.

#### IX. Midtown Brandywine Committee Update

- a. Kelly Davenport shares the new head of the neighborhood committee has reach out and has inquired about sitting on the board.

Meeting Adjourned, 9:16 AM