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, Iva, 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.