

**FOLK ARTS-CULTURAL TREASURES CHARTER SCHOOL
BOARD OF TRUSTEES MEETING**

Wednesday, March 15, 2023, 6:30 p.m.
1023 Callowhill Street/Philadelphia, PA 19123

MINUTES

Present: Pooja Agarwal, Jeff Koung, Xu Lin, Nancy Ngyen, Alan Phan, Thierry Saintine, Allaire Wohlgemuth

Absent: Selina Morales, Neeta Patel

Board Member on Leave of Absence: Leana Cabral

Staff Present: David Brown, Pheng Lim, Ellen Somekawa

I. **Call to Order:** Thierry Saintine

Share something that pleasantly surprised you this week

II. **Public Comment**

- None

III. **Principal's Report** Pheng Lim

Founders Day

- Founders Day: A day when we revisit the founding of FACTS. This year the 6th graders presented it to the school instead of the staff. It felt good to have this level of involvement from students.
- Students for the Preservation Of Chinatown: 2 FACTS Alumni founded a college student organization to oppose the arena. They came to present and share with sixth grade social studies classes for their Community Organizing. Sixth graders, in turn, created presentations to share with students in other grades.
- Sharing the Morning Meeting Message for Founders Day written by a FACTS alum, Teacher Olivia:

"Good morning, FACTS friends and family! If you didn't already know, I am a FACTS alum and decided to come back to teach. I am proud to say that I am a founding student. I attended FACTS back in 2005 when it was first located on Market Street. I was just a 7 year old girl looking forward to entering 2nd grade at a new school. I have spent countless Founders Days here at FACTS. Every Founders Day reminds me of the hard work and dedication that was spent on opening this school. One of my favorite lines from the school pledge is, "We learn to help ourselves and our community." FACTS will always be my family. The teachers here inspired and influenced me beyond academic achievement. I am happy to be back as a teacher and to give back to my community, just like teachers here at FACTS have done for me. Happy Founders Day!"

Hiring: Context of teacher shortage. Expect a rough hiring year. In other schools, as well, not just FACTS. SDP expects that they might need to close some classrooms. We are bracing ourselves for a challenging hiring year.

2022-23 Staffing Updates

- Teacher Kenny will be the permanent substitute for third grade for the remainder of the year
- Teacher Lisa, Special Education Supervisor, has accepted a position outside of Philadelphia. Her last day is April 14th. Teacher Galen will support as the coordinator and Pheng will support as supervisor and manage interpersonal concerns and issues involving parents, families and students.
- K Special Education Assistant position remains open.

2023-24 Open Positions

- (2) Maternity Leaves
- 3rd Grade
- Special Education Supervisor
- Folk Arts Education Specialist
- Special Education Teacher
- Special Education Assistant
- 7th/8th Grade Math
- Building Substitute

2023-24 Filled Positions

- 1st Grade
- Associate Director

Discussion:

- Are there any partnerships with universities and colleges? [We work with Drexel, Swarthmore, and Temple. We are working to strengthen relationships. We have found strong teachers who were interns and student teachers. It is helpful when we can get the attention of some faculty members to point their advisees our way.

PSSA's April 25 to May 10:

- These are state standardized tests. They are high stakes tests for Philadelphia because they can determine eligibility for special admissions schools.
- We are trying out electronic testing in third graders (a low stakes year). We are piloting to learn if we want to move to online testing.

New Standards are coming out for Science, Technology & Engineering, Environmental Literacy & Sustainability (STEELS)

- The new standards will be fully integrated into classroom instruction by the 2025-26 school year.
- Teacher Judy, Science Coordinator, and Principal are researching and working on how to integrate the required new standards into FACTS.
- 2021-22 overall proficient and advanced was at 67%. In 2018-19 we were 82%.

Discussion:

- Was the choice to go to electronic PSSAs the school's choice or Philadelphia's or PDE's? Is it adding an additional challenge to test taking? [We are giving students an opportunity to practice on their Chromebooks. We are trying it out to see how it goes.]
- How long is the test? [It isn't a timed test.]
- 7th grade PSSAs are high stakes because they are used for high school selection.

Executive Director's Report

Ellen Somekawa

IV. Approval of the Minutes

1. BE IT RESOLVED that the Board of Trustees of the Folk Arts-Cultural Treasures Charter School approves the Board of Trustees Meeting Minutes of February 15, 2023.

- Moved: Pooja Agarwal
- Seconded: Jeff Koung
- Voted Yes: Pooja Agarwal, Jeff Koung, Xu Lin, Nancy Nguyen, Alan Phan, Allaire Wohlgemuth
- Abstained: Thierry Saintine

V. Finance Report

Finance Committee Report

David Brown

Enrollment continues to fluctuate but it is up and more stable than last year. Currently we have 493 students. A lot of cash came in from federal sources (money that we spent last year but it is coming in now). We moved more funds from our operating accounts to our Asian Bank "sweep" in order to make sure that it is FDIC insured. Asian Bank called to assure that our money is safe. WSFS also reached out with assurances. News came out that Shapiro is increasing funding for schools, but it isn't clear how it will impact FACTS. Our budget is based on the previous year of the School District's spending.

2. BE IT RESOLVED that the Board of Trustees of the Folk Arts-Cultural Treasures Charter School approves the financial statements of February 28, 2023.

Discussion:

- What will happen if the per pupil is reduced again next year? Will we be okay? [We have been saving ESSER funds to help reduce deficits that we anticipate in the next few years.]
- Costs of unionization? Will there be additional costs of unionization coming from our consultants? [There will be additional lawyers' fees and the need for stipends or compensation for administrators on the bargaining team]

Moved: Allaire Wohlgemuth

Seconded: Pooja Agarwal

Voted Yes: Pooja Agarwal, Jeff Koung, Xu Lin, Nancy Nguyen, Alan Phan, Thierry Saintine, Allaire Wohlgemuth

VI. Approval of the 990

Presentation

David Brown

The Board's Responsibility in Approval of the 990

Much of the 990 is about whether we are in compliance with the rules of being a 501c3.

Discussion

- Why are the liabilities so huge? [Accounting rules require that school employers must record on their books the portion designated to them of the unfunded liability of the PSERS system. There are also new rules regarding how we record what we owe on our leases]

Moved: Nancy Nguyen

Seconded: Pooja Agarwal

Voted Yes: Pooja Agarwal, Jeff Koung, Xu Lin, Nancy Nguyen, Alan Phan, Thierry Saintine, Allaire Wohlgemuth

3. BE IT RESOLVED that the Board of Trustees of the Folk Arts-Cultural Treasures Charter School approves the submission of the Form 990 for the year ending June 30, 2022.

VII. Committee Reports

- Nominations Committee Xu/Allaire
There are two of candidates that the committee is meeting with
- Development Committee Alan/Allaire/Nancy
 - There is a draft proposal that will be presented in the May meeting. April 11 will be a meeting that will inform the draft. In June, Nancy will be the chair. The committee has been having one on one conversations with other charters or organizations that have done capital campaigns. Identifying potential consultants.
 - Can there be early information about the 5K? Corporate sponsors need a longer runway. Ricque is training Michelle on the logistics. Sponsorship materials. Will use the same materials.

VIII. Staff Contracts for 2023-24 Issued as a placeholder issued as a placeholder for a forthcoming contract resulting from collective bargaining and budget approval.

Presentation on NLRB Rules

David and Ellen

Discussion:

- The importance of how we communicate with non-unionized staff. Need for face to face meetings. Pooja will help draft some contract language. But we will need to discuss it with people.

- The union leaders understand rules around status quo, but the membership has not been educated about “status quo.” We should present at a staff meeting. We should see if union leadership will present it at a staff meeting together with a member of Admin.
- Is it certain that no employee in the bargaining unit would receive less compensation as a result of collective bargaining than we are offering based on our current salary scale? For example, for employees at the top end of the Teacher Salary Scale might be making more now than they would under a new collective bargaining agreement. The word, “minimum” should be struck from the proposed contract language.
- How do benefits figure into the compensation and how does collective bargaining on benefits or hours, for example, impact those not in the bargaining unit?

4. BE IT RESOLVED that the Board of Trustees of the Folk Arts-Cultural Treasures Charter School approves contracting with the following employees for the 2023-24 school year.

10 Month Employees		
Name	Generic Title	Salary
Asplundh, Marley	Teacher	\$ 49,489.44
Benowitz, Jill	Academic Coordinator	\$ 75,770.70
Britwell, Brindusa	Teacher	\$ 51,963.91
Broadhurst, Dewi	Food Services Staff	\$ 53,914.86
Buozis, Alison	Special Education	\$ 71,595.08
Cavanagh, Lily	Teacher	\$ 56,663.74
Della Velle, Teresa	Interventionist	\$ 50,000.00
Dodordas, Lindsay	Specials Teacher	\$ 55,663.74
Dougherty, George	Special Education	\$ 61,457.27
Fan, Janice	Academic Coordinator	\$ 79,591.62
Gilfond, Gwen	Teacher	\$ 44,320.00
Huynh, Judy	Teacher	\$ 69,595.08
Imm, Amber	ELD Teacher	\$ 55,663.74
Joselyn, Eric	Specials Teacher	\$ 89,531.52
Kim, Elizabeth	Teacher	\$ 61,457.27
Lee, Jennifer	Special Education	\$ 75,916.07
Lei, Biaohua	Specials Teacher	\$ 70,595.08
Liang, Dinh	Teacher	\$ 44,320.00
Ling, Daisy	Specials Teacher	\$ 60,252.23
Lingenfelter, Jill	Special Education	\$ 57,277.02
Louie, Weixia	Special Education	\$ 35,000.00
Lunstead, Jenny	Program Support Staff	\$ 70,420.80
Mack, Olivia	Interventionist	\$ 46,226.40
Mai, Qilian	Food Services Staff	\$ 40,204.32
Megill, Lucinda	ELD Teacher	\$ 68,853.79

Min, Melissa	ELD Teacher	\$ 60,070.81
Morris, Trish	Program Support Staff	\$ 64,945.93
Mrljak, Sara	Special Education	\$ 63,686.41
Park, Hye-Jung	Teacher	\$ 55,663.74
Pickering, Catherine	Teacher	\$ 61,252.23
Rosales, Alondra	ELD Teacher	\$ 57,777.02
Sandy Tu	Kindergarten Assistant	\$ 35,000.00
Seidel, Rachel	Teacher	\$ 47,132.80
Smith, Samantha	Interventionist	\$ 45,206.40
Solitrin, Katie	Teacher	\$ 59,070.81
Song, Kenny	In House Sub	\$ 36,720.00
Strother, Lucia	Teacher	\$ 56,777.02
Strube, Tom	ELD Teacher	\$ 66,218.95
Stuebben, Nicolle	Program Support Staff	\$ 51,963.91
Thompson, Nahfesse	Teacher	\$ 50,963.91
Wai, Linda	Teacher	\$ 59,070.81
Wilkinson, Gabrielle	Teacher	\$ 55,663.74
Williamson, Mia	ELD Teacher	\$ 50,489.44
Ziebel, Rachel	Special Education	\$ 60,070.81
12 Month Employees		
Barton, Michelle	Admin & Operations Staff	\$ 83,000.00
Brown, David	Admin & Operations Staff	\$ 91,895.24
Centeno, Elizabeth	Admin & Operations Staff	\$ 50,111.91
Deafenbaugh, Linda	Program Support Staff	\$ 64,945.93
Fitzpatrick, Galen	Program Support Staff	\$ 83,232.00
Griffin, Jacquelyn	Program Support Staff	\$ 89,760.00
Lei, Wen Chao (Vince)	Program Support Staff	\$ 63,672.48
Lim, Pheng	Admin & Program Support Staff	\$ 117,227.58
Nguon, Sam	Admin & Operations Staff	\$ 59,686.39
Somekawa, Ellen	Admin & Operations Staff	\$ 109,677.44
Wong, Patty	Admin & Operations Staff	\$ 48,960.00
10 Month Hourly Employees		
Name	Generic Title	Salary
Chen, Melin	Food Services Staff	15.50/hr
Eubanks, Lauren	Program Support Staff	15.50/hr
Jones, Tunai	Program Support Staff	17/hr
Lukito, Melly	Food Services Staff	17.50/hr
Martin, Kenneth	Program Support Staff	16.50/hr
Tan, Jian (Tracey)	Food Services Staff	16.50/hr
Yeung, Mei	Food Services Staff	18/hr

Moved: Xu Lin

Seconded: Alan Phan

Voted Yes: Pooja Agarwal, Jeff Koung, Xu Lin, Nancy Nguyen, Alan Phan,
Thierry Saintine, Allaire Wohlgemuth

IX. Adjournment

Moved: Xu Lin

Seconded: Nancy Nguyen

Voted Yes: Pooja Agarwal, Jeff Koung, Xu Lin, Nancy Nguyen, Alan Phan,
Thierry Saintine, Allaire Wohlgemuth