

Esperanza Cyber Charter
Board Retreat of Trustees Meeting
August 12, 2021
9:30 AM to 3:30 PM

Board Members Present: Rev. Magaly Martinez, Mr. Jorge Calixto, Dr. David Hurtado, Ms. Carmen Infante, Ms. Judy Torres-Lynch, Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Board Members Absent: None

Staff/Management Present: Rev. Danny Cortes, Mr. Greg Artman, Dr. Jon Marsh, Ms. Jasmina Campos-Rivera, Mr. Joseph Papeika, Mr. John Madden, Mr. Daniel Schroeder, Mr. Artemio Rodriguez, Mr. Zachary Devlin, Ms. Amber Mendoza, Ms. Maryelis Santiago, Mrs. Heather High-Kennedy, Dr. Michelle Wiley.

WELCOME/GREETINGS

Rev. Magaly Martinez called the meeting to order at 9:30 AM.

ANNUAL ELECTIONS

Rev. Magaly Martinez recommended the Board elect the 2021-22 Officers as nominated.

Rev. Magaly Martinez moved, Ms. Judy Torres-Lynch seconded.

APPROVAL OF MINUTES

Ms. Judy Torres-Lynch recommended the Board approve the June 10th, 2021 Board Minutes as corrected.

Rev. Magaly Martinez moved, Mr. David Hurtado seconded.

Final Resolution: Motion Carries

Yea: Mr. Jorge Calixto, Ms. Carmen Infante, Ms. Judy Torres-Lynch, Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Nay: 0

Abstention: 0

PRESENTATIONS AND REPORTS

Grants, Initiatives, and the 2021-22 Path Forward Presentation

Dr. Marsh presented an overview of all the school's grants and how that ties into ECCS's long-term viability and the direction for the next two to three years. The first ESSER I grant was received as part was of the CARES ACT (Coronavirus Aid, Relief, and Economic Security Act). ECCS received \$235, 487 with a close-out date of 9/30/21. The funds were used to purchase COVID-related cleaning supplies and technology. The second grant received in January was the ESSER II grant with a funding amount of \$2,836,976. ESSER II is a two-year grant to be used by September of 2023. The third ARP (American Recovery Plan) ESSER funds received is a three-year grant. No reports have been submitted yet, however, plans are being made on how ECCS will be using those funds. ECCS is the highest funded per student cyber school in the commonwealth. This is primarily due to ECCS' economically disadvantaged student population. Ninety-five percent of students fall under the category of the free/reduced lunch program.

As part of the plan and direction for the next three years, three goals were created.

Goal 1: The Social Worker Initiative. The goal is to staff and implement a pupil services department with at least six social workers and supports, have staff in the field within the community engaging students and families, and decrease the number of disengaged students by half.

Goal 2: MTSS School Improvement goal.

By June 30, 2022, the goal is to have one year's worth of recorded/tracked assigned attendance tiers (severe, moderate, at-risk, satisfactory) and implement interventions. ECCS students have struggled to show attendance and academic growth. The plan is to improve attendance and academic growth significantly. The team moving this goal forward comprises an MTSS Coordinator, Reading Specialist, Math Specialist, and Puerto Rico team of Academic Specialist. Showing a year and halves growth academically would also remove ECCS from the CSI School designation.

Goal 3:Curriculum Development. The objective is to staff, implement and improve the online curriculum standardization process developed in the 2020-21 school year. The focus will be on increasing the blended percentage from ten percent to fifty percent and improving the cultural responsiveness of our online curriculum. Ms. Heather High-Kennedy is leading this initiative and writing a curriculum specifically for the ECCS student population.

Dr. Marsh reported the need for reserve because charter school funding rates will decrease by 10% every year (the equivalent of one million dollars). The plan is to allocate some of it for the reserves for three years. The American Recovery Plan does allow a portion of the funding to be used for reserves.

ECCS Board Retreat CSI Report

Mr. Jon Maddens shared the CSI presentation. Overall, ECCS maintained school performance during the COVID pandemic in attendance, test scores, staff retention. Attendance for the year remained concordant with reports of previous years. ECCS staff turnover was very low this year. Ninety percent of staff will be returning in the fall. CDT testing was administered in May 2021. The Math CDTs results indicated 90 percent of students were in the red, 9% in the green, and 1% in the blue. The ELA CDTs showed students scoring seventy-eight percent in the red, twenty-one percent in the green, and one percent of students scoring in the blue.

ECCS sent out two surveys. One for students and families and the other for the educators for the end-of-year feedback. Overall, both surveys were positive despite all the stress during the COVID pandemic. In the educator feedback, staff reported they continued to think highly of the school despite all the 2020-2021 school year challenges. Overall last year, ECCS lost 14 staff members mainly to relocation. The percentages for staff retention were very low in comparison to the local Philadelphia School District.

Action Item: Ms. Carmen Rocha would like to see a comparison between ECCS and other Cyber schools as opposed to just local community schools in the future.

ECCS is currently in phase two of the Comprehensive Plan (Comprehensive Plan), a three-year plan. Phase two focuses on implementing and showing the data results and analysis, which coincides with year one in the Comprehensive Plan. The goals are similar.

Main Concerns are:

- Grade 6-12 test participation rate strongly tied to Attendance and Passing Classes. Simply put, students who Pass Classes and Attend Consistently are also students who participate in State Tests
- 30-40% of students have active participation, consistent attendance, and pass classes.
- 30-40% of students log on but don't regularly participate, attend sporadically, and fail at least one class.
- 10-20% of students do not participate in any meaningful way, are considered chronically absent, and have under 10% grades in classes

Both the response plan and the CSI goals focus on attendance and academics. The goal in attendance is to have 67.4 percent of students demonstrating regular attendance by the end of June 30, 2022.

Elementary

The first year of kindergarten has been completed. There will be extra support such as a remediation period and a reading specialist that will provide guided reading and reading levels that tie into MTSS and competency-based education in the next school year.

Schoology will be used for the upcoming school year, which allows for a revamped elementary orientation that is bilingual.

Many students come to ECCS behind/midyear. A blended curriculum is in the process of being developed to help catch those students up. Teachers are also working on translating and modifying the already existing curriculum so that it will be bilingual. A great team of academic assistants also provides class, live translation for students who need extra support. Workbooks for each class and computers will be distributed Monday.

Secondary

ECCS is ramping up blended learning, ensuring that 100% of standards will be covered through 50% of learning modules being presented in a blended format by the end of the year. It gives the flexibility to provide synchronous, asynchronous, and independently paced curriculum while still covering all required content. This will mesh nicely with MTSS, competency-based education, and the social work initiative.

Ms. Abigail Huber has developed an International Studies social studies elective that touch on international issues that faculty and students have wanted to incorporate. A blended course on Lifetime Financial Literacy is also being added; it will support high school students in developing financial literacy.

The teacher evaluation protocol has been revised; it maintains the standards from Charlotte Danielson and iNACOL/Arora Institute while adding the element of teachers being co-owners of the larger organizational goals. As a result, each certified staff member has the opportunity to reflect on and join in the larger vision and goals by reporting on how they are moving those organizational goals forward.

Ms. Judy Torres-Lynch asked about how we are supporting teachers in getting their ratings up. Mr. Gregory Artman explained that staff is endowed with all staff development and individual coaching, specifically focused on new teachers at the beginning of the year. Then concentrate on teachers that are struggling by providing coaching and modeling to help bring up teacher ratings. Mr. Joseph Papieka added that formal action plans are presented as necessary in addition to Mr. Gregory Artman and the team of coaches. Meetings with supervisor and coaches with frequent

feedback for “needs improvement teachers.” An employee will not be separated until all opportunities have been exhausted to help teachers grow and change.

They are continuing the dual enrollment program with the college to provide at least 100 credits during two semesters. A second cohort will be added in January, and early reports about the current cohort are doing well so far. For example, an 11th-grade student is attending full-time at Esperanza College. She is on track to graduate in June 2023 with both a high school degree and an associate’s degree.

Mr. Joseph Papeika proposed that ECCS should lower the credit graduation requirement to 21. ECCS currently offers 24 credits to graduate; the state-required legal minimum is 21 credits. In general, the neighboring cyber schools do not require a full 24 credits for graduation. Moving to 21 credits allows us to focus our credits and time on the tested subjects and the core features of what is considered a college and career-ready student. The education and rigor are present, but our menu of electives is not as expansive as it could be if we stick with 24 credits. As it stands, the 24 credits stand as a barrier for many of our students rather than providing academic rigor. When students attend with us and engage with us, they have a positive and educational experience. The proposed 21 credits would eliminate the Spanish, computer science, and one elective credit requirement. These new requirements would not discontinue the Spanish and computer science classes, but they would give those students who need more wiggle room to graduate.

Ms. Judy Torres-Lynch expressed her concerns about the computer science credit being eliminated because it is an integral part of today’s society. Mr. Joseph Papeik explained that most students generally take the computer science course, but we could certainly make it more general in excluding two electives while requiring computer science.

Ms. Carmen Rocha explained that she is very concerned about eliminating that many credit requirements and asked for a list of the current electives offered. Mr. Joseph Papeika outlined the current electives offered: Health/Physical Education, Computer Science, Technology (Computer Science Part II), Engineering and Design (Computer Science Part III), three levels of Music, two levels of Spanish, Sociology, Digital Media, Creative Writing, Pre-Calculus, Consumer Math, Personal Finance Literacy, and International Studies. Mr. Joseph Papeika explained that no courses would be eliminated; however, the requirement to take and pass 24 credits will be changed. So students will continue to be enrolled in all offered courses. They just will not need to give them all to graduate. Rev. Danny Cortes asked how we codify the nuance of eliminating credit requirements but maintaining that students will still be enrolled in 24 courses. Dr. Jon Marsh clarified that not all students would be enrolled in 24 classes because they have failed courses in the past, and it would not be feasible.

Mr. Jorge Calixto expressed concern that students will seek out ECCS because we require fewer credits. He also wondered if we could add courses that are more engaging for students to want to attend. He also asked if there could be an amendment to the required amount of electives on a case-to-case basis. Mr. Jorge Calixto also wondered if the students have been surveyed to see what elective courses they would be interested in. Dr. Jon Marsh explained that the previously mentioned electives are those that our teachers offer, but there is the opportunity for students to take apex electives. He noted that the students coming to ECCS are generally one to one and a half years behind, limiting their pathway. Mr. Joseph Papeika mentioned that it is possible students would come to ECCS because of lower credit requirements but noted that the 24 credit requirement is likely pushing students to drop out. Dr. David Hurtado asked what the current dropout rate is at ECCS and mentioned that ECCS, at one point, did have a 21 credit requirement and asked what has changed to cause ECCS to go back to 21 credits. Rev. Danny Cortes answered the later question explaining that when ECCS was initially formed, the concept of cyber was not understood. The brick and mortar model was moved to the cyber. However, it did not consider the type of student that cybers draw. The Academy's mission is to get students to college, but ECCS was never that. It was a response to students in crisis. Dr. Jon Marsh showed the board the withdrawal data for 2020-2021 and noted that four seniors were dropped.

Action Item: Dr. David Hurtado stated that there needs to be a comparison of dropout rates with other cyber schools, particularly Aspira.

Rev. Danny Cortes noted that this is a justice issue, that ECCS needs to consider what external barriers are going to be placed on students in particular situations. Ms. Judy Torres-Lynch agreed, pointing out the importance of a high school diploma in careers after school.

Ms. Carmen Rocha asked what the logistics are of eliminating the Spanish I as a core subject. Dr. Jon Marsh explained that it is a bit of a challenge to keep it as a requirement because there would need to be another Spanish teacher to handle the load of students. Rev. Danny Cortes suggested we make course requirements more flexible so that administrators and teachers could better serve students. Ms. Carmen Rocha recommended that Spanish be kept as a core class to learn Spanish literature. From others' explanations, Dr. Jon Marsh stated that Spanish in high school is very different from the Spanish that most of our students speak. Dr. David Hurtado pointed out that most Spanish I classes do not cover literature. Rev. Danny Cortes pointed out that all curriculum needs to incorporate a Latinx perspective because most of our students are from that background.

Instructional Supports

Mr. John Madden noted that IXL would be used to track most of the CSI goals. These tests will be performed quarterly. Teachers can also assign specific content tests to individual students to

track progress. Mr. John Madden outlined the MTSS level descriptions broken down on a daily and weekly basis.

Mr. John Madden described the varying ways that attendance is tracked and interventions based on attendance will be implemented through MTSS.

He also explained the goals for both the ELD and Special Education programs and reported that the cyclical monitoring for Special Education went smoothly.

Ms. Carmen Rocha asked about the reward given to the students that came to ACCESS testing and where it was allocated in the budget. Dr. Jon Marsh explained that it was coded as technology. When they came to take the test, the students got their technology and received two \$25 gift cards. Dr. Jon Marsh explained that this would not continue during the school year.

Instructional Coaching

Mr. Gregory Artman overviewed the instructional coaching program focusing on professional development, small group support, and individual support to improve student outcomes by improving teacher effectiveness. This is the third year the instructional program has been used at ECCS. Teacher evaluations and surveys have proven the effectiveness of this program. Mr. Gregory Artman explained that instructional coaches are being empowered by getting more involved in professional development through summer preparation for staff onboarding/orientation.

Mr. Gregory Artman reported that there would be around 20 new staff members starting at the beginning of the school year. In addition, there are 10 Puerto Rico staff members, several from the last school year have moved to teacher status with PA certification, and several are on their way.

Family & Community Engagement

Ms. Maryelis Santiago explained that the FACE team wants to focus on family and student engagement by including more professional development and parent training. The team has been working closely with Anthony Roman, the Federal Programs Coordinator, to identify funding that can be utilized for the training and outreach. The FACE team is also working on finding community partners for the social work team to collaborate in presenting parent workshops.

Ms. Maryelis Santiago explained that the FACE team would be establishing a parent/guardian committee of at least five members. The team will also be compiling a parent/guardian resource library.

Ms. Judy Torres-Lynch asked where most of the ECCS students are coming from. Ms. Maryelis Santiago explained that most of the students from ECCS are from close surrounding zip codes. Therefore, the resources will target the specific needs of those communities.

Operations

Ms. Jasmin Campos-Rivera updated the board that 82% of ECCS students are confirmed to be returning next school year. She also asked the board's preference on Zoom or in-person meetings. Ms. Judy Torres-Lynch recommended that the board be treated as employees in regards to the COVID-19 policy. Therefore, all board members will be required to come onsite, and if unvaccinated, follow the procedure that employees follow. Rev. Danny Cortes agreed, stating that the policy speaks to the expectation of visitors and the requirement/expectations of the staff. Dr. Jon Marsh noted that the board meeting could now be done in the new cyber space. Ms. Amanda Roman stated that she would like the flexibility of doing the meetings virtually or in person.

Ms. Judy Torres-Lynch noted that 678 students are confirmed to be returning. She asked if it was anticipated that more students would enroll because of the pandemic. Ms. Jasmin Campos-Rivera stated that the enrollment number has since increased to 696 and expects enrollment to increase.

Technology

Mr. Daniel Schroeder explained the summer work that the tech department has been working on, including the back-end setup for all the new programs and preparing the technology for students and staff.

Mr. Jorge Calixto recommended a new program called ClassKick, where teachers could monitor students' lives and include student incentives. Mr. Daniel Schroeder stated that he would look into the program. Ms. Heather High-Kennedy explained that several of the teachers are using ClassKick and other math programs.

CEO Reports

Dr. Jon Marsh updated the board that he has been working with Walter on modifying the bylaws, some of which are outdated. One of the bylaws that ECCS would like to add is a board attendance policy, but it required a $\frac{1}{3}$ majority that was not expected for the board retreat. It is also necessary that the board has a 30-day notice of a change in the bylaws. He explained that this would be voted on in the next board meeting and several other bylaws that need updating. Walter Toliver will be working with ECCS on drafting up a resolution.

Dr. Jon Marsh discussed Act 84 of 2020 and Act 65 of 2021 and the new rules required of ECCS and the board. Ms. Judy Torres-Lynch asked if the board meetings were public. Dr. Jon Marsh stated that the board meetings are public and advertised on the website and let Ms. Judy Torres-Lynch know that community members could join board meetings by reaching out to get the meeting link or coming onsite (when that commences).

CONSENT AGENDA

2021-22 Assistive Technology Policy
2020-21 Annual Report
2021-22 Technology Resource Student-Parent Handbook

Ms. Judy Torres-Lynch asked who had reviewed the annual report to verify it was correct. Dr. Jon Marsh explained that Anthony Roman puts it together and is approved by the CEO. It is a count of what the ECCS population is. This is the first year that it is being required to be approved by the board before August 1st.

Rev. Magaly Martinez recommended the Board approve the Annual Report.
Mr. Jorge Calixto moved, Ms. Judy Torres-Lynch seconded.
Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Rev. Magaly Martinez recommended the Board approve the Assistive Technology Policy and Technology Resource Student-Parent Handbook.
Ms. Judy Torres-Lynch moved, Dr. David Hurtado seconded.
Final Resolution: Motion Carries

Yea: Mr. Jorge Calixto, Rev. Magaly Martinez, Ms. Carmen Infante, Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Monthly Financial Statements

Mr. Artemio Rodriguez reviewed the preliminary reports of the financial statement as of June 30, 2021. Ms. Judy Torres-Lynch asked about the cash increase. Mr. Artemio Rodriguez explained that this was mainly because of the rise in enrollment.

Dr. Jon Marsh presented the preliminary monthly finance report variance narrative of July 2021-June 2021. Ms. Judy Torres-Lynch requested a forecast for the end of the year budget.

Rev. Magaly Martinez recommended the Board approve the April Financial Statements. Mr. Jorge Calixto moved, Mrs. Carmen Rocha seconded.
Final Resolution: Motion Carries

Yea: Ms. Judy Torres-Lynch, Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Improvement Plan

Dr. Jon Marsh explained the updated CSI plan that has been submitted. Then, Mr. John Madden broke down some of the essential elements of the plan.

Rev. Magaly Martinez recommended the Board approve the revised CSI Plan. Ms. Judy Torres-Lynch moved, Mrs. Carmen Torres seconded.
Final Resolution: Motion Carries

Yea: Mr. Jorge Calixto, Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Mrs. Carmen Rocha, Ms. Amanda Roman Canales

Nay: 0
Abstention: 0

New Business

Contracts

Dr. Jon Marsh and Mr. John Madden presented the contracts for approval.
Rev. Magaly Martinez recommended the Board approve all presented contracts.
Mr. Jorge Calixto moved, Ms. Amanda Roman Canales seconded.

Final Resolution: Motion Carries

Yea: Ms. Judy Torres-Lynch, Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante,
Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Health and Safety Plan

Dr. Jon Marsh explained the health and safety plan that was required for one of the ESSR grants.
It outlines safety guidelines for those staff members onsite and students onsite.

Rev. Magaly Martinez recommended the Board approve the Health and Safety Plan.
Ms. Judy Torres-Lynch moved, Mr. Jorge Calixto seconded.

Final Resolution: Motion Carries

Yea: Ms. Amanda Roman Canales, Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante,
Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Curriculum Approval

Dr. Jon Marsh presented the curriculum-related applications/programs that needed approval.
Rev. Magaly Martinez recommended the Board approves the curriculum-related application/programs.

Mr. Jorge Calixto moved, Ms. Amanda Roman Canales seconded.
Final Resolution: Motion Carries

Yea: Ms. Judy Torres-Lynch, Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante,
Mrs. Carmen Rocha, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Curriculum Development

Dr. Jon Marsh outlined the curriculum that was written over the summer for board approval. Ms. Heather High-Kennedy will be working closely with all the teachers that wrote the curriculum going forward.

Rev. Magaly Martinez recommended the Board approve the summer curriculum development. Mr. Jorge Calixto moved, Dr. David Hurtado seconded.
Final Resolution: Motion Carries

Yea: Ms. Judy Torres-Lynch, Rev. Magaly Martinez, Ms. Carmen Infante, Mrs. Carmen Rocha, Ms. Amanda Roman Canales, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Response to Law Enforcement Activity Policy

Dr. Jon Marsh presented the response to law enforcement activity policy for board approval.

Rev. Magaly Martinez recommended the Board approve the law enforcement activity policy. Mrs. Carmen Rocha moved, Mrs. Carmen Torres seconded.

Final Resolution: Motion Carries

Yea: Ms. Judy Torres-Lynch, Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Mr. Jorge Calixto

Nay: 0
Abstention: 0

The Discipline of Student Convicted of Sexual Assault Policy

Dr. Jon Marsh described Act 110 of 2020 Discipline of Students Convicted of Sexual Assault Policy. Ms. Judy Torres-Lynch commented that this policy alarmed her in that the student convicted of sexual assault is just being pushed into another school. Dr. Jon Marsh informed her that the sexual assault record would follow the student once expelled. Ms. Amanda Roman asked if ECCS would be responsible for transitioning the student, and Dr. Jon Marsh stated that would be more than likely.

Rev. Magaly Martinez recommended the Board approve the discipline of students convicted of sexual assault policy.

Ms. Judy Torres-Lynch moved, Mrs. Carmen Rocha seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Mr. Jorge Calixto, Mrs. Carmen Torres

Nay: 0

Abstention: 0

Enrollment Policy

Dr. Jon Marsh presented the updated enrollment policy drafted by a solicitor. This policy included the discipline of students convicted of sexual assault policy.

Rev. Magaly Martinez recommended the Board approve the enrollment policy.

Mr. Jorge Calixto moved, Mrs. Carmen Torres seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Ms. Judy Torres-Lynch, Mrs. Carmen Rocha

Nay: 0

Abstention: 0

Parent Student Handbook

Dr. Jon Marsh overviewed the parent-student handbook for board approval. He explained that the credit requirements in the handbook need to be revised. The board discussed their disagreement on whether to move forward with a 21 credit requirement. Dr. David Hurtado recommended that the computer science and Spanish credits remain a requirement and eliminate three electives. Mr. Jorge Calixto expressed hesitation about eliminating three because it is harder to add more credit

requirements once removed and suggested that the requirement be 22 credits and revisited next school year. Rev. Danny Cortes stated that an amendment needs to be voted on the current request for 21 credits.

Rev. Magaly Martinez recommended the Board vote on the amendment for a 21 credit requirement to a 22 credit requirement.

Mr. Jorge Calixto moved, Ms. Amanda Roman seconded.

Discussion on the amendment commenced; Ms. Judy Torres-Lynch expressed great concern about students' ability to get employment without diplomas. Ms. Amanda Roman noted that 21st Century Cyber Charter School is currently at 22 credit requirements, and 22 credit requirements could be a good compromise. Dr. Jon Marsh clarified what the top three cyber charter schools were and have renewed charters because of their test scores. Rev. Danny Cortes noted that those schools' student population is much different than ECCS. Dr. Jon Marsh confirmed, stating ECCS has the highest ELD student population of the named cyber charters. Dr. David Hurtado recommended that ECCS offer an honors diploma with 24 credits and a standard diploma be at 21 credits. Ms. Judy Torres-Lynch asked how many of the students close to graduation for the 2021 school year were 22 credits. Mr. Joseph Papeika could not answer off the top of his head.

Final Resolution of amendment: Motion Failed

Rev. Magaly Martinez recommended the Board approve the revision of the credit requirements in the handbook from 24 credits to 21: eliminating three electives.

Dr. David Hurtado moved, Ms. Judy Torres-Lynch seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Mrs. Carmen Torres, Ms. Judy Torres-Lynch, Mrs. Carmen Rocha, Mr. Jorge Calixto

Nay: 0

Abstention: 0

Rev. Magaly Martinez recommended the Board approve the parent-student handbook.

Mrs. Carmen Torres moved, Mr. Jorge Calixto seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Ms. Judy Torres-Lynch, Mrs. Carmen Rocha

Nay: 0

Abstention: 0

Code of Conduct

Dr. Jon Marsh explained that the only thing added to the code of conduct was the discipline of students convicted of sexual assault policy.

Rev. Magaly Martinez recommended the Board approve the code of conduct.
Ms. Judy Torres-Lynch moved, Mr. Jorge Calixto seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Ms. Judy Torres-Lynch, Mrs. Carmen Rocha, Mrs. Carmen Torres

Nay: 0
Abstention: 0

Personnel Actions

Ms. Amber Mendoza presented the new hires, transitioning staff, and departures. She also proposed a Parent and Family Enrollment Coordinator position and outlined the open positions.

Rev. Magaly Martinez recommended the Board approve the new hires and the addition of the Parent and Family Enrollment Coordinator position.

Mrs. Carmen Rocha moved, Dr. David Hurtado seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Ms. Judy Torres-Lynch, Mrs. Carmen Torres, Ms. Judy Torres-Lynch, Mr. Jorge Calixto

Nay: 0
Abstention: 0

Dr. Jon Marsh outlined the COVID -19 Vaccination Policy for board approval. The policy will be the same as Esperanza Inc. Ms. Judy Torres-Lynch asked if exemptions are offered. Dr. Jon Marsh confirmed that religious and medical exemptions will be provided and that ECCS reserves the right to terminate if an employee does not get a vaccination or exemption. It was also noted that staff would not work remotely because they did not want to be vaccinated.

Rev. Magaly Martinez recommended the Board approve the new hires and the addition of the Parent and Family Enrollment Coordinator position.
Ms. Judy Torres-Lynch moved, Mr. Jorge Calixto seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Mrs. Carmen Rocha, Mrs. Carmen Torres, Dr. David Hurtado

Nay: 0

Abstention: 0

Dr. Jon Marsh presented the educator handbook and explained that all highlighted items had been changed. He also noted that a work from home policy was added and a \$500 internet stipend. Mr. Jorge Calixto asked about the removal of teachers not needing to use school-issued computers. Dr. Jon Marsh explained that there were some teachers who preferred their own devices.

Carmen Rocha recommended the Board approve the educator handbook.
Dr. David Hurtado moved, Ms. Carmen Torres seconded.

Final Resolution: Motion Carries

Yea: Rev. Magaly Martinez, Dr. David Hurtado, Ms. Carmen Infante, Ms. Amanda Roman Canal, Mrs. Carmen Rocha, Mrs. Carmen Torres, Dr. David Hurtado, Ms. Judy Torres-Lynch, Mr. Jorge Calixto

Nay: 0

Abstention: 0

Next Meeting Announcements

The next regular Board meeting is scheduled for Thursday, October 21, 2021, at 3:30 PM.

ADJOURNMENT

The meeting was adjourned at 4:00 PM.

Minutes were taken by Ms. Amber Mendoza.

