

FIRST PHILADELPHIA PREPARATORY  
CHARTER SCHOOL  
4300 TACONY STREET  
PHILADELPHIA, PA 19124

**BOARD OF TRUSTEES MEETING**

LOCATION:  
ZOOM CONFERENCE

DATE & TIME:  
AUGUST 27, 2025  
6:00 P.M.

**Minutes**

**SECTION I: CALL TO ORDER**

*Opening Colloquy*

This meeting of the First Philadelphia Preparatory Charter School Board of Trustees is hereby called to order. The time is 6:03p.m. My name is Anita Vega-Kaiser. I am the President of this Board of Trustees, and I will facilitate this meeting.

This meeting is being held via teleconference. This is a public meeting that was properly noticed in the Philadelphia Daily News and pursuant to the Pennsylvania Sunshine Act. The public notice included instructions for how the public could participate in tonight's meeting.

All members of the public are welcome to sit and listen to the Board of Trustees conduct its business tonight. Members of the public who have registered with the Administrative Office to participate in public comment by 5:00 p.m. on the day before this scheduled meeting may participate in public comment. At this time, I would ask that the Executive Administration submit the list of commenters to our General Counsel. Comments will be limited to three minutes unless the Board decides to grant additional time.

At this time, I will ask that Roll Call be taken.

**A. ROLL CALL**

<b>Board Members Present:</b>	<b>By Invitation: Non-Board Members:</b>
Anita Vega-Kaiser – President Dr. Martha J. Ritter – Vice-President MyDirah Littlepage-Saunders ShoShana Skates – Secretary  <b>Board Members Absent:</b> Teresa Grumbrecht - Treasurer	Deborah Smith Deanna Smith Jennifer Marisco Dr. Erina Pearlstein  Ashley Redfearn Kristine Magargee Scott Kramer  Peter Costa  Dean Krebs, Esq. Nick Bednarek, Esq.  Pablo Mateo  Khalad Ashraf

**B. DISCLOSURE: EXECUTIVE SESSION BY ANITA VEGA-KAISER**

*I would like to state, for purposes of the Minutes of this meeting, that the Board of Trustees did not meet in Executive Session prior to this meeting.*

**C. APPROVAL OF AGENDA**

MOTION: **R250827.01 Approval of the August 27, 2025 Agenda**

SS RESOLVED, that the Board of Trustees of First Philadelphia  
 SECOND: Preparatory Charter School hereby approves the August 27, 2025  
 MR Agenda.

VOTE: ***Notes of Discussion / Advance Regulatory and Financial Comment:***

[ X ] PASS

[ ] FAIL

<b>Who</b>	<b>What</b>
<i>Board</i>	<i>General discussion</i>

MOTION: **R250827.02 Minutes of the June 25, 2025 Meeting**

SS

SECOND:  
MR  
VOTE:  
 PASS  
 FAIL

RESOLVED, that the Board of Trustees of First Philadelphia Preparatory Charter School hereby approves the Minutes of the June 25, 2025 meeting of the Board of Trustees of First Philadelphia Preparatory Charter School.

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<b><i>Who</i></b>	<b><i>What</i></b>
<i>Board</i>	<i>General discussion</i>

**SECTION II: REPORTS**

**A. COMMUNITY COMMENT**

<i>None</i>
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***Notes of Discussion / Advance Regulatory and Financial Comment:***

<b><i>Who</i></b>	<b><i>What</i></b>
<i>Board</i>	<i>General discussion</i>

**A. FIRST PHILADELPHIA PREPARATORY CHARTER SCHOOL**

- a. *Ms. Deborah Smith, CEO of FPPCS*
  - i. *Reviewed and discussed with the Board the August 2025 CEO report, previously disseminated to the Board;*
  - ii. *Informed the Board that enrollment was at 1881 with an additional 21 recently admitted;*
  - iii. *Informed the Board that Kindergarten studnets can sometimes come to FPPCS already being identified with Early Intervention, which then is converted to a school-age IEP;*
  - iv. *Shared new teacher orientations;*
  - v. *Shared update for 4311 Tacony, noting upcoming meeting; and*
  - vi. *Introduced Principals to share school data and future plans to make progress.*
- b. *Ms. Jessica Marsico, Principal of FPPCS*
  - i. *Reviewed and discussed with the Board the August 2025 CEO report, previously disseminated to the Board;*
  - ii. *Shared Grade 3-4 PSSA scores, and credited scores with having appropriately certified teachers;*
  - iii. *Shared plan to continue making data driven decision making, including having professional development focused on data; utilization of Lexia and Zearn to facilitate small group instruction; shared show all six (6) new*

*teachers will undergo professional development with ELA and Math curriculum coaching and informal/formal classroom observations;*

- iv. Shared that there will be curriculum fidelity through weekly check-ins and professional development sessions, among other initiatives;*
- v. Noted stronger focus on MTSS within each PLC; teachers will continuously monitor, review and plan data; and will keep track of data weekly.*
- vi. Shared how maximum instruction time will be implemented through utilization of daily schedules, with struggling teachers being provided engaging support; and ongoing professional development; and*
- vii. Answered Board questions about implementing of these initiatives and programs.*

*c. Ms. Deanna Smith, Principal of FPPCS*

- i. Reviewed and discussed with the Board the August 2025 CEO report, previously disseminated to the Board;*
- ii. Shared that 5 certified teachers were added to Staff*
- iii. Shared 5-8th Grade PSSA scores;*
- iv. Shared efforts to improve community involvement at the school;*
- v. Shared academic plan to improve outcomes, including dedicated data team which meets biweekly to review student performance, pre-analyzing data and refining MTSS strategies to ensure timely, with targeted interventions for all learners.*
- vi. Shared utilization of new ELA curriculum: fisbtank;*
- vii. Shared action plan including bi-weekly review of lesson plans; curriculum walkthroughs; student work analysis; principal reviews on homework completion; student growth tracked on STAR; principal check-ins; and student led conferences to review profess and ensure understanding of scores*

*d. Dr. Erina Pearlstein, Principal of FPPCS*

- i. Reviewed and discussed with the Board the August 2025 CEO report, previously disseminated to the Board, including in those areas and categories described above but for high school grades.*

## **B. BUSINESS CONTROLLER**

*a. Mr. Peter Costa*

- i. Reviewed and discussed with the Board the June 2025 Financial report;*
- ii. Noted working budget will be shared with Finance committee in September; and*
- iii. Noted consolidated grants allocation have been received;*

## **C. AMERICAN PARADIGM SCHOOLS**

*a. Scott Kramer*

i. Reviewed and discussed with the Board the August 2025 APS report, previously disseminated to the Board

**D. GENERAL COUNSEL**

**SECTION III: OLD BUSINESS**

MOTION:  
SS  
SECOND:  
MR  
VOTE:  
 PASS  
 FAIL

**R250827.03 Election of Pablo Mateo as Trustee**

RESOLVED, the Board of Trustees of First Philadelphia Preparatory Charter School hereby elects Pablo Mateo to the Board of Trustees of First Philadelphia Preparatory Charter School, effective August 27, 2025; and

FURTHER RESOLVED, that the Board term of Pablo Mateo is ratified and approved as follows:

Cohort III

August 27, 2025 – June 30, 2026

FURTHER RESOLVED, that Pablo Mateo shall be administered the oath of office by legal counsel.

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>General discussion</i>

**SECTION IV: NEW BUSINESS**

**A. RESOLUTIONS**

MOTION:  
PM  
SECOND:  
SS  
VOTE:  
 PASS  
 FAIL

**R250827.04 Report of the Business Controller**

RESOLVED, the Board of Trustees of First Philadelphia Preparatory Charter School accepts the Financial Report of the Business Controller and all documents submitted thereby, which shall be incorporated into the record of this meeting.

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>General discussion</i>

MOTION:  
 MLS  
 SECOND:  
 PM  
 VOTE:  
 PASS  
 FAIL

**R250827.05 Human Resources Resolution**

RESOLVED, that the Board of Trustees of First Philadelphia Preparatory Charter School accepts the Human Resources changes, modifications, and additions, as presented.

<b>HIRES / RATE CHANGE / POSITION CHANGE / RETURN LOA</b>		
<b>NAME</b>	<b>TITLE</b>	<b>START DATE</b>
Ashley Mendoza (new hire)	IA	8/25/25
Nina Lopez (new hire)	MS SPED Teacher	8/21/25
Joseph McGee (new hire)	HS Social Studies Teacher	8/21/25
Naheem Brittain (new hire)	NTA	8/25/25
Aalliyah Moss (new hire)	IA	8/25/25
Aubrey Beckler (new hire)	ES Teacher	8/1/25
Priscilla Afful (new hire)	IA	8/18/25
Karen Diehl (new hire)	MS ELA	8/1/25
Rachel Banks (new hire)	ES Teacher	8/1/25
Tanola Bartley (new hire)	IA	8/18/25
Benjamin Slater (new hire)	MS SPED Teacher	8/1/25
Bryn Diehl (new hire)	MS Music Teacher	8/1/25
Angelica Melvin	ES Teacher	8/1/25

(new hire)		
Bri'Yanna Edwards (new hire)	IA	8/18/25
Sophia Schurr (new hire)	ES Teacher	8/1/25
Carahlyn Lewis (new hire)	ES Teacher	8/1/25
Hannah Micciolo (new hire)	ES Teacher	8/1/25
Siani Neal-Campbell (new hire)	HS Counselor	8/1/25
Harry Palumbo (new hire)	MS Social Studies Teacher	8/1/25
Ashley Tepper (new hire)	HS Art Teacher	8/1/25
Naomi Louis (new hire)	MS SPED Teacher	8/1/25
Jillian Hart (new hire)	ES Teacher	8/1/25
Camelia Edwards (new hire)	Fiscal Officer	8/25/25

<b>TERMINATIONS / RESIGNATIONS / LOA</b>		
<b>NAME</b>	<b>TITLE</b>	<b>EFFECTIVE DATE</b>
Brittney Burgos (termination)	Math Teacher	8/1/2025
Joleen Raup (termination)	SPED Teacher	8/13/2025

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<b><i>Who</i></b>	<b><i>What</i></b>
	<i>Noted will discuss in executive session if Board desires</i>

MOTION:  
 MR  
 SECOND:  
 SS  
 VOTE:  
 PASS  
 FAIL

**R250827.06 Professional Services Contract/s Resolution**

RESOLVED, the Professional Services Contract/s and associated report/s listed below are hereby accepted and ratified;

FURTHER RESOLVED, the CEO, Business Controller, and General Counsel are hereby authorized and directed to negotiate contract/s for the professional services described below;

FURTHER RESOLVED, the President is authorized to execute any document or delegate any task necessary to effectuate this resolution.

Contractor	Amount	Comment: Terms and Conditions
BAYADA Health Care Inc.	RN: \$56/hr LPN: \$50/hr	Staffing services  2025-26 SY
Pediatric Therapeutic Services, Inc.	BCBA: \$88.50/hr  LBS: \$78.99/hr  RBT: \$58.99/hr  BT: \$37.50/hr  OT: \$79.99/hr  PT: \$105.99/hr  SLP: \$81.99/hr  SLP – Bilingual: \$98.99/hr  Psychologist: \$93.99/hr  SPED Teacher: \$66.99/hr	Staffing services  2025-26 SY
School Force Solutions	TBD	Staffing services  2025-26 SY

Soliant Health	OT: \$104.45	Staffing services 2025-26 SY
Spectrum Staffing	PCA: \$29/hr NTA: \$29/hr Substitute: \$300/day	Staffing services 2025-26 SY
Team Tutor	Tutor Academic Subjects: \$70/hr Wilson Reading; OG; Structures Literacy Program: \$85/hr Test Prep: \$90/hr Small Group: \$150/hr IEP Attendance: \$70/hr	Staffing services 2025-26 SY
Center School	\$76,950 / Students (2) \$54,550 / Student (1)	Private Placement 2025-26 SY Three (3) Students total
Fairwold	\$71,151.07/student	Private Placement 2025-26 SY One (1) Student
Freedom Academy	\$58,644.99/student	Private Placement 2025-26 SY One (1) Student
Green Tree	\$407.04/day/student	Private Placement 2025-26 SY Four (4) Students

Y.A.L.E.	\$79,415.70 /student (3) \$68,070.60 (1)	Private Placement 2025-26 SY  Four (4) Students total; includes ESY for three (3) students.
Elliot-Lewis	\$29,143.00	Hardware/Software installation/replacemen t regarding temperature control

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<b><i>Who</i></b>	<b><i>What</i></b>
<i>D. Smith</i>	<i>Noted import of replacing control board</i>

MOTION:

**R250827.07 Approval of 2025-26 Employee Handbook**

MLS

RESOLVED, that the Board of Trustees of First Philadelphia Preparatory Charter School hereby approves of the 2025-26 Employee Handbook.

SECOND:

SS

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<b><i>Who</i></b>	<b><i>What</i></b>
<i>Board</i>	<i>General discussion</i>

VOTE:

PASS

FAIL

MOTION:

**R250827.08 Approval of 2025-26 Student Handbook**

MLS

RESOLVED, that the Board of Trustees of First Philadelphia Preparatory Charter School hereby approves of the 2025-26 Student Handbook.

SECOND:

SS

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<b><i>Who</i></b>	<b><i>What</i></b>
<i>Board</i>	<i>General discussion</i>

VOTE:

PASS

FAIL

MOTION:

**R250827.09 Approval of TSI Title I School Plan, 2025-26**

MLS

RESOLVED, that the Board of Trustees of First Philadelphia Preparatory Charter School hereby approves of 2025-26 TSI Title I School Plan, as presented.

SECOND:

SS

VOTE:

***Notes of Discussion / Advance Regulatory and Financial Comment:***

[X] PASS

[ ] FAIL

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>General discussion</i>

MOTION:

**R250827.10 Approval of Khalad Ashraf as Member of Advisory Board**

MLS

RESOLVED, that the Board of Trustees of First Philadelphia Preparatory Charter School hereby approves of Khalad Ashraf as a Member of the Advisory Board of First Philadelphia Preparatory Charter School.

SECOND:

SS

VOTE:

***Notes of Discussion / Advance Regulatory and Financial Comment:***

[X] PASS

[ ] FAIL

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>General discussion</i>

UPON MOTION BY MARTHA RITTER AND SECOND BY SHOSHANA SKATES, THE BOARD UNANIMOUSLY VOTED TO ENTER INTO EXECUTIVE SESSION FOR PURPOSES DESCRIBED UNDER 65 PA.C.S. § 708(A)(4)(5) AND OTHER CONFIDENTIAL MATTERS. SPECIFICALLY, REGARDING RESOLUTION R250827.11 - 12 BELOW WHICH PERTAINS TO CERTAIN ALLEGED COMPENSATORY EDUCATION CLAIMS.

UPON MOTION BY MARTHA RITTER AND SECOND BY SHOSHANA SKATES, THE BOARD UNANIMOUSLY ENTERED INTO OPEN SESSION.

Ms. MYDIRAH LITTLEPAGE-SAUNDERS, TRUSTEE, LEFT THE MEETING AT 7:51PM

MOTION:

**R250827.11 Confidential Settlement and Release Agreement for Student No. 10164971**

SS

SECOND:

RESOLVED, the Board of Trustees of First Philadelphia Preparatory Charter School hereby approves of the Confidential Settlement and Release Agreement between itself and Student No. 10164971, pending final legal review.

PM

VOTE:

***Notes of Discussion / Advance Regulatory and Financial Comment:***

[X] PASS

[ ] FAIL

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>General discussion</i>

MOTION:

**R250827.12 Confidential Settlement and Release Agreement for Student No. 10005142**

SS

SECOND:

PM

VOTE:

PASS

FAIL

RESOLVED, the Board of Trustees of First Philadelphia Preparatory Charter School hereby approves of the Confidential Settlement and Release Agreement between itself and Student No.1005142, pending final legal review.

***Notes of Discussion / Advance Regulatory and Financial Comment:***

<b><i>Who</i></b>	<b><i>What</i></b>
<i>Board</i>	<i>General discussion</i>

**B. DISCUSSION AND ANNOUNCEMENTS**

NEXT BOARD MEETING: SEPTEMBER 24, 2025 AT 6:00 P.M.

**ADJOURNMENT AT 8:00 P.M.**

MOTION:

SS

SECOND:

PM

VOTE:

PASS

FAIL