

**LINDLEY ACADEMY CHARTER SCHOOL AT BIRNEY**  
**900 W. Lindley Avenue**  
**Philadelphia, PA 19141**  
**BOARD OF TRUSTEES MEETING**  
**NOVEMBER 20, 2019**  
**5:00 PM**

LOCATION:  
8101 CASTOR AVENUE  
PHILADELPHIA, PA 19152

**MINUTES**

**SECTION I: CALL TO ORDER**

*Opening Colloquy*

This November 20, 2019 Board of Trustees meeting of the Lindley Academy Charter School at Birney Board of Trustees is hereby called to Order. The time is 6:03 pm. My name is Lisa Johnson. I am the President of this Board of Trustees and I will facilitate this meeting.

This is a public meeting of the Board of Trustees of the Lindley Academy Charter School at Birney that was properly advertised pursuant to the Pennsylvania Sunshine Act. The public meeting schedule is posted at the school and on the website in the monthly calendar.

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 pm on the day before this scheduled meeting may participate in public comment. At this time, I would ask that executive administration submit the list of commenters to our legal 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**

Lisa Johnson — President  
Jane McAndrew — Treasurer  
Ana Christina Melhor — Secretary  
Barbara Saunders — Vice President

**Board Members Present:**

Lisa Johnson  
Ana Christina Melhor  
Barbara Saunders

**By Invitation: Non-Board Members:**

Dr. Margery Covello, Interim CEO  
David Hussey, Esq.  
Gerald Santilli, President & CEO, APS  
Ashley Redfearn, Executive Director, APS

**Board Members Absent**

**B. Chairperson's Disclosure: Executive Session**

*I would like to state, for purposes of the Minutes of this meeting that on November 20, 2019, the Board of Trustees met in Executive Session for the following purposes under 65 P.S. § 708:*

(x) Consultation with Professional Advisor or Attorney. To consult with its attorney or other professional advisor regarding information or strategy in connection with litigation or with issues on which identifiable complaints are expected to be filed.

(x) Discuss Confidential Matters. To review and discuss agency business which, if conducted in public, would violate a lawful privilege or lead to the disclosure of information or confidentiality protected by law, including matters related to the initiation and conduct of investigations of possible or certain violations of the law and quasi-judicial deliberations.

*Upon Motion by B. Saunders, seconded by A. Melbor, the Board voted to enter into Executive Session at 6:14 pm to discuss consult with legal counsel and discuss confidential matters.*

*Upon Motion by B. Saunders, seconded by A. Melbor, the Board voted to adjourn from Executive Session at 7:40 pm.*

**C. Approval of Agenda**

MOTION  
ACM  
SECOND  
BLS  
VOTE:  
[X] PASS  
[ ] FAIL

**Resolution 19112001  
Approval of the Agenda**

RESOLVED, that the Board of Trustees of Lindley Academy Charter School at Birney hereby approves the **November 20, 2019** Agenda.

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

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>Reviewed the agenda</i>

**D. Approval of Minutes**

MOTION  
ACM  
SECOND  
BLS  
VOTE:  
[X] PASS  
[ ] FAIL

**Resolution 19112002  
Approval of the October 15, 2019 Board Meeting Minutes**

RESOLVED, that the Board of Trustees of Lindley Academy Charter School at Birney hereby approves the Minutes of the **October 15, 2019** meeting of the Board of Trustees of Lindley Academy Charter School at Birney.

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

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>Reviewed the October 15, 2019 minutes</i>

**SECTION II: Reports**

A. Community Comment

*Community Comment Colloquy (General Counsel)*

Good Evening, my name is David Hussey with Sand & Saidel, P.C., General Counsel to the Lindley Academy Charter School at Birney Board of Trustees. Will you please state your name for our records?

You will have three minutes to address the Board of Trustees. Any documents or communications that you might supplement your comment with should be submitted to me. I will keep the time and notify the board when three minutes have elapsed.

This Board may choose not to comment, question or respond in any way to your public comment. I will begin the time now.

<i>Who</i>	<i>What</i>
<i>None</i>	<i>None</i>

B. Lindley Academy Charter School at Birney CEO

+ *Dr. Covello presented the written report of the CEO, a copy of which was disseminated in advance and incorporated by reference herein.*

C. American Paradigm Schools

+ *G. Santilli and A. Redfearn presented the written report of American Paradigm Schools, a copy of which was disseminated in advance and incorporated by reference herein.*

D. Business Controller

+ *P. Costa presented the written report of the business controller, a copy of which was disseminated in advance and incorporated by reference herein.*

**SECTION III: UNFINISHED BUSINESS** — NONE

**SECTION IV: NEW BUSINESS**

A. RESOLUTIONS

MOTION  
BLS  
SECOND  
ACM  
VOTE:  
[X] PASS  
[] FAIL

**Resolution 19112003 Approval of Reports**

RESOLVED that the Board of Trustees of Lindley Academy Charter School at Birney hereby accepts the report of the CEO of Lindley Academy Charter School at Birney and hereby incorporates into these minutes by reference the written report and the documents presented by the School Administration to the board;

FURTHER RESOLVED, that the Board of Trustees of Lindley Academy Charter School at Birney hereby accepts the report of American Paradigm Schools and hereby incorporates into these minutes by reference the written report and the documents presented by American Paradigm Schools; and

FURTHER RESOLVED, that the Board of Trustees of Lindley Academy Charter School at Birney hereby reviews and accepts the Financial Report of Peter Costa and hereby incorporates into these minutes by reference the Treasurer’s Report and the documents presented by Peter Costa to the board.

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

<b><i>Who</i></b>	<b><i>What</i></b>
<i>Board</i>	<i>Reviewed the written reports which were disseminated in advance</i>

MOTION  
ACM  
SECOND  
BLS  
VOTE:  
[X] PASS  
[] FAIL

**Resolution 19112004 Human Resources**

RESOLVED, the Board of Trustees of Lindley Academy Charter School at Birney accepts the human resources changes, modifications and additions as presented below.

**New Hires                      Position                      Start Date**

Marquis Leonard Keels	Instructional Assistant	11/14/19
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**Terminations**

*∟*

**Resignations                      Position                      End Date**

Disa Swanson Bub	8 <sup>th</sup> Grade ELA Teacher	10/1/19
Tiffany Chen	SPED Teacher	10/4/19

**Salary Changes                      Position                      Effective Date**

Taneisha Brown	Instructional Assistant	8/19/19
Sharon Parker	Instructional Assistant	8/19/19
Rashad Hill	NTA	9/17/19
Yasmeen	NTA	8/19/19

McPhaul

Zaire Geathers Maintenance Support 8/19/19

Courtney Wells Attendance/ Front Entry Coordinator 10/1/19

Simone Knight Substitute Teacher 8/19/19

Akelia Burke Social Worker / Homeless Liaison 8/19/19

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

<i>Who</i>	<i>What</i>
Board; M. Covello	Discussed and reviewed the proposed human resources changes, including salary adjustments; and discussed the school's goal of ensuring a qualified and diverse staff

MOTION  
ACM  
SECOND  
BLS  
VOTE:  
[X] PASS  
[ ] FAIL

**Resolution 19112005 Amended Bylaws**

RESOLVED, the Board of Trustees of Lindley Academy Charter School ratifies and approves the Amended Bylaws, as presented.

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

<i>Who</i>	<i>What</i>
Board	Discussed and reviewed the proposed Amended Bylaws

**By Roll Call Vote:**

Lisa Johnson — *aye*  
Jane McAndrew — *absent*  
Ana Christina Melhor — *aye*  
Barbara Saunders — *aye*

TABLED

**Resolution 19112006 Parent Trustee**

WHEREAS, the Amended and Restated Bylaws of the Lindley Academy Charter School require that at least one (1) person serving on its Board of Trustees be the parent of a child currently attending Lindley Academy Charter School;

RESOLVED, that the following person shall be the parent trustee as more fully enumerated at Section 4.2 of the Amended and Restated Bylaws:

(Slot #1)

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

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>Discussed a potential candidate for the parent trustee position</i>

MOTION  
ACM  
SECOND  
BLS  
VOTE:  
 PASS  
 FAIL

**Resolution 19112007 Board of Trustees Terms**

WHEREAS, the Amended and Restated Bylaws of the Lindley Academy Charter School directs the Board to determine the Terms of the Existing Incumbent Trustees;

WHEREAS, the Board desires to implement staggered Terms when determining the Terms of the Existing Incumbent Trustees by dividing the Trustees into three approximately equal Groups, with Group 1 initially serving a 1-year Term, with Group 2 initially serving a 2-year Term, and Group 3 initially serving a 3-year Term; and

RESOLVED, that the Board of Trustees of Lindley Academy Charter School ratifies and approves that Group 1 shall consist of the following Trustees of Lindley Academy Charter School who shall serve an initial one-year term, beginning August 1, 2019 and ending July 31, 2020:

Jane McAndrew — Slot #2  
Vacant — Slot #3

FURTHER RESOLVED, that the Board of Trustees of Lindley Academy Charter School ratifies and approves that Group 2 shall consist of the following Trustees of Lindley Academy Charter School who shall serve an initial two-year term, beginning August 1, 2019 and ending July 31, 2021:

Ana Christina Melhor — Slot #4  
Vacant — Slot #5  
Vacant — Slot #6

FURTHER RESOLVED, that the Board of Trustees of Lindley Academy Charter School ratifies and approves that Group 3 shall consist of the following Trustees of Lindley Academy Charter School who shall serve an initial three-year term, beginning August 1, 2019 and ending July 31, 2022:

Lisa Johnson — Slot #7  
Barbara Saunders — Slot #8  
Vacant — Slot #9

**By Roll Call Vote:**

Lisa Johnson — *aye*  
Jane McAndrew — *absent*  
Ana Christina Melhor — *aye*  
Barbara Saunders — *aye*

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

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>Discussed trustee terms</i>

MOTION  
ACM  
SECOND  
BLS  
VOTE:  
 PASS  
 FAIL

**Resolution 19112008 Election of Officers**

RESOLVED, that the below Trustees are hereby elected as Officers of Lindley Academy Charter School in accordance with the by-laws thereof for their respective Officer position, beginning August 1, 2019 and ending July 31, 2020:

President — Lisa Johnson  
Vice President — Barbara Saunders  
Secretary — Ana Christina Melhor  
Treasurer — Jane McAndrew

**By Roll Call Vote:**

Lisa Johnson — *aye*  
Jane McAndrew — *absent*  
Ana Christina Melhor — *aye*  
Barbara Saunders — *aye*

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

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>Discussed the election of officers</i>

MOTION  
ACM  
SECOND  
BLS  
VOTE:  
 PASS  
 FAIL

**Resolution 19112009 Permanent Committees**

WHEREAS, Section 5.1.1. of the Bylaws of Lindley Academy Charter School directs the Board to establish a number of Permanent Committees in accordance with the Bylaws;

RESOLVED, in accordance with the Bylaws, the Board of Trustees of Lindley Academy Charter School hereby establishes the following Permanent Committees, as presented;

FURTHER RESOLVED, in accordance with the Bylaws, the President of Lindley Academy Charter School appoints the following individuals to the Permanent Committees, as presented.

FURTHER RESOLVED, the Board of Lindley Academy Charter School ratifies and accepts the President's appointment of the following individuals

to the Permanent Committees, as presented.

<b>ACADEMIC DATA AND CURRICULUM COMMITTEE</b>	
<b>NAME</b>	<b>TITLE</b>
Barbara Saunders	VICE-PRESIDENT
Dr. Margery Covello	CHIEF EXECUTIVE OFFICER
Jane McAndrew	COMMITTEE MEMBER
Ana Christina Melhor	COMMITTEE MEMBER

<b>PERSONNEL COMMITTEE</b>	
<b>NAME</b>	<b>TITLE</b>
Ana Christina Melhor	SECRETARY
Dr. Margery Covello	CHIEF EXECUTIVE OFFICER
Vacant	COMMITTEE MEMBER
Vacant	COMMITTEE MEMBER

<b>ADMINISTRATIVE SERVICES COMMITTEE</b>	
<b>NAME</b>	<b>TITLE</b>
Barbara Saunders	VICE-PRESIDENT
Vacant	COMMITTEE MEMBER
Vacant	COMMITTEE MEMBER

<b>AUDIT COMMITTEE</b>	
<b>NAME</b>	<b>TITLE</b>
Vacant	COMMITTEE MEMBER
Vacant	COMMITTEE MEMBER
Vacant	COMMITTEE MEMBER

<b>FISCAL COMMITTEE</b>	
<b>NAME</b>	<b>TITLE</b>
Jane McAndrew	TREASURER
Peter Costa	BUSINESS CONTROLLER
Lisa Johnson	COMMITTEE MEMBER
Barbara Saunders	COMMITTEE MEMBER

**By Roll Call Vote:**

Lisa Johnson — *aye*  
 Jane McAndrew — *absent*  
 Ana Christina Melhor — *aye*  
 Barbara Saunders — *aye*

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



MOTION  
 ACM  
 SECOND  
 BLS  
 VOTE:  
 PASS  
 FAIL

<i>Who</i>	<i>What</i>
<i>Board</i>	<i>Discussed and reviewed the appointment of committee seats</i>

**Resolution 19112010 Holiday Bonus**

RESOLVED, the Board of Trustees of Lindley Academy Charter Schools ratifies and accepts the following holiday bonus for full-time and part-time employees of Lindley Academy Charter School, as follows:

Full Time Staff: \$250

Part Time Staff: \$150

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

<i>Who</i>	<i>What</i>
<i>Board; M. Covello</i>	<i>Discussed the proposed holiday bonus</i>

MOTION  
 ACM  
 SECOND  
 BLS  
 VOTE:  
 PASS  
 FAIL

**Resolution 19112011 SpringBoard MOU**

RESOLVED, the Board of Trustees of Lindley Academy Charter Schools ratifies and accepts the SpringBoard Memorandum of Understanding, as presented.

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

<i>Who</i>	<i>What</i>
<i>Board; M. Covello</i>	<i>Discussed the proposed SpringBoard program</i>
<i>Board; G. Santilli</i>	<i>Discussed initiatives to monitor student performance of students who participate in the SpringBoard program</i>

MOTION  
 ACM  
 SECOND  
 BLS  
 VOTE:  
 PASS  
 FAIL

**Resolution 19112012 Proposed Charter Agreement**

RESOLVED, the Board of Trustees of Lindley Academy Charter School authorizes the use of the proposed charter agreement, as presented, during charter renewal negotiations with the School District of Philadelphia.

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

<i>Who</i>	<i>What</i>
<i>Board; Legal Counsel</i>	<i>Discussed and reviewed the proposed charter agreement in Executive Session</i>

**SECTION VII: DISCUSSION AND ANNOUNCEMENTS**

❖ NEXT BOARD MEETING: WEDNESDAY, DECEMBER 4, 2019 @ 6PM

**Adjournment @ 8:05 pm**

BLS  
SECOND  
ACM  
VOTE:  
 PASS  
 FAIL

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