

Philadelphia Hebrew Public (PHPCS) Board of Trustees Meeting

December 2, 2021

5 PM

Virtually via Zoom

Minutes

Trustees Present	Trustees Not Present
Maria Pajil Battle	Chanel Ward-Biddle
	Jon Rosenberg
Hedra Packman	
Klissa Thomas	
Fernando Treviño-Martínez	
Max Weisman	

Also Present

Madison Gould; Director of Operations, Philadelphia Hebrew Public (PHPCS)
Elly Rosenthal; Chief Financial Officer, Hebrew Public
Soren Barnett; Operations Associate, Philadelphia Hebrew Public (PHPCS)

I. Call to Order & Adoption of Agenda.

Klissa called the meeting to order at 5:03 pm.

II. Approval of Prior Meeting Minutes – November 9, 2021 and October 28, 2021

Hedra Packman made a motion to approve the meeting minutes for November 9, 2021 AND for October 28, 2021. Maria Pajil Battle seconded the motion and it passed unanimously.

III. Board Reports

- I. Hedra Packman presented the finance committee report from October 31, 2021
 - a. Preliminary 4-month projection showing benchmarks remaining strong

- b. Enrollment decrease expected, and resultant budget decrease
- 2. Hedra Packman presented the final reports from the Fiscal Year End 2021 audit performed by Mengel, Metzger, Barr & CO, LLP.
 - a. Auditors issued an unqualified opinion with no material weakness or sufficient deficiencies.

IV. Leadership Reports

- I. Emily Hurst shared the Performance Dashboard Reflections
 - a. Enrollment
 - i. Had 17 withdrawals, almost all for relocations
 - ii. Aim to enroll new cohort, 15 students in January
 - b. Strong applications for SY22
 - c. Staffing: talent shortage and several position openings
 - d. Leadership Team stepback and workshop in November to understand and problem-solve unique challenges this year
 - i. Challenges in strained team and adjusted student capacity
 - ii. Challenges to building family partnerships within Covid regulations
 - iii. Challenges within student culture & academics
 - iv. Challenges posed by current facilities
 - e. Action plans to address challenges
 - i. March 2020, waiver (Act 13) passed in PA that allows an adjustment to the school year given Covid challenges. PHP has an adjusted schedule for the 2021-2022 school year based on feedback from staff and families to provide for additional professional development days and staff care days in order to improve team capacity
 - 1. Such days are being attached to breaks to reduce family impact
 - 2. An asynchronous learning schedule will provided as optional for students
 - ii. Hiring to fill positions
 - iii. Revising class schedule to better meet teacher and student needs
 - iv. More team-building time
 - v. Strengthening family partnerships
 - 1. Beautification of physical spaces
 - 2. Family volunteer opportunities
 - 3. Family tours (starting in January)
 - 4. Family workshops - helping families to understand math at PHP
 - vi. Addressing student culture & academic needs

1. Bringing on additional counselor through an agency and hiring culture associates
 2. Creating joy and community opportunities for students
 - vii. Improving 3rd floor space, hallway spaces, and Nurse-related protocols
2. Virtual shuk launched and planning a final annual appeal before winter break

V. Board Actions

1. October 31, 2021 Finance Report
 - a. Maria Pajil Battle made a motion to approve the October 31, 2021 Finance Report. Max Weisman seconded the motion and it passed unanimously.
2. June 30, 2021 Audit Report
 - a. Maria Pajil Battle made a motion to approve the June 30, 2021 Audit Report. Fernando Treviño-Martínez seconded the motion and it passed unanimously.
3. Two new full-time Culture Associate positions
 - a. Maria Pajil Battle made a motion to approve two new full-time Culture Associate positions, effective immediately. Max Weisman seconded the motion and it passed unanimously.
4. Amended 2021-2022 calendar
 - a. Fernando Treviño-Martínez moved to approve the amended calendar for the 2021-2022 School Year. Max Weisman seconded the motion and it passed unanimously.

VI. Public Comment

VII. Executive Session

VIII. Closing and Adjournment

Klissa Thomas moved to adjourn the meeting at 6:02 pm.