

**Philadelphia Hebrew Public (PHPCS) Board of Trustees Meeting**

PHPCS Board Meeting Minutes Oct 30, 2023  
5:30 PM

**3300 Henry Avenue and Virtually via Zoom**

**Minutes**

**Trustees Present**

**Trustees Not Present**

Klissa Thomas	
Jon Rosenberg	
Daniel Bell	
Hedra Packman	
Max Weisman	
Keli McLoyd	
Katy Tipson	

**Also Present**

Elyssa Yuen; Head of School, Philadelphia Hebrew Public (PHPCS)  
Emily Hurst; Executive Director, Philadelphia Hebrew Public (PHPCS)  
Madison Gould; Senior Director of Regional Operations, Hebrew Public  
Soren Barnett; Operations Coordinator, Philadelphia Hebrew Public (PHPCS)  
Members the Charter School Office

**I. Call to Order & Adoption of Agenda.**

Klissa Thomas called the meeting to order at 5:33 pm. Jon Rosenberg moved to approve the meeting agenda. Keli McLoyd seconded the motion and it passed unanimously.

**II. Approval of Prior Meeting Minutes – September 26, 2023**

Jon Rosenberg made a motion to approve the prior meeting minutes with the amendment clarifying language used to describe the contracts for Special Education and English Language Learning, as noted by Emily Hurst and Katy Tipson. Katy Tipson seconded the motion and it passed unanimously.

### III. Leadership Reports

- I. Jon Rosenberg, CEO of Hebrew Public and Board Member, presented the Situation in the Middle East
  - a. Hebrew Public is offering support to staff directly affected
  - b. Hebrew Public is providing support to teachers around addressing student questions and providing families with resources
  - c. Hebrew Public and Philadelphia Hebrew Public are leaning into OLAM values and the global citizenship mission and values to guide their responses
  - d. PHP offered a community of care option to staff
2. Emily Hurst, Executive Director, presented the Board Dashboard
  - e. Enrollment - currently 486 enrolled, 2 out of district
  - f. Attendance - goal this year - 93%, current at 93.7%
    - i. SY24 Goal - 93% average daily attendance with 50% of students meeting the 93% goal (current 53%); Currently at 93.7% average daily attendance with 53% of students meeting the goal
    - ii. PHP team focusing on accurate data capture and frequent outreach (parent notifications)
    - iii. Implementing MTSS to support students and create attendance improvement plans; Using ProjectGo as a last effort
    - iv. Future - planning for using the 21st century grant to support increasing Friday attendance with “Friday Academy” offsite after-school opportunities for 1:00 pm Friday dismissals
  - g. Jon Rosenberg, Hebrew Public CEO, presented Understanding the National Landscape
    - i. National and local fiscal cliff in 2024 - money put into education sector during Covid was used for Covid-specific needs, but also helped struggling budgets more generally
    - ii. During Covid, there was movement towards consulting, but demand is expected to fall as the budget for it declines
    - iii. Significant decrease in students studying education, teachers in the field, and therefore the quality of eligible teachers
    - iv. Increased polarization and hostility politically around charter schools
    - v. General public school enrollment is already struggling greatly in New York City and, while not yet seen acutely in Philadelphia, is expected to decline with national and local trends. Birthrate in the US has declined 27%
    - vi. In light of this national landscape, Hebrew Public and PHP have done strategic long-term planning to ensure financial sustainability and delivery of mission (e.g. piloting new programs around teacher recruitment and supports, etc.)

- h. Jon Rosenberg, Hebrew Public CEO, presented Teacher Leader Grant
  - i. Hebrew Public received a Federal Teacher and Leader Improvement grant for \$4.3 million over three years, which will support PHP's new teacher compensation model
  - ii. Grant will help attract and retain high quality teachers for the next 3-5 years
  - iii. Grant focuses on varied career pathways and growth areas within the school, encouraging the development of and investing in teachers
- i. Jon Rosenberg, Hebrew Public CEO, presented Network Evaluation
  - i. PHP contracts with the Hebrew Public network based on a management agreement
  - ii. Hebrew Public shares their evaluation of their service to PHP annually, upon which the PHP Leadership Team provides feedback
    - 1. Jon and Emily summarize the rating of categories
    - 2. Invite for board to share their remarks with Board Chair and Executive Committee and discuss any questions with Jon and Emily
    - 3. Final evaluation and vote will occur at December meeting
- j. Emily Hurst, Executive Director, presented Strategic Planning and Celebrations
  - i. First Fridays and monthly fun programming for students to add joy
  - ii. Big success so far of the GAMEtime program
  - iii. Healthy Newsworks partnership for 5th Graders

#### **IV. Board Reports**

- I. Hedra Packman, Board Treasurer, presented Finance Report
  - a. FY23 audit is on track and going well
  - b. July through September benchmarks were on track
  - c. Staff compensation is under budget due to still open positions
  - d. Per pupil revenue is under budget due to delay in truing up payment calculation (July – September payment based on last year's enrollment and does not account for growth)
  - e. Finance Team and Finance Committee underwent thoughtful budget revision to true up budget based on key revenue and expense factors
    - i. The School District's reimbursement rate was subject to possible or likely change, so PHP intentionally budgeted very cautiously in case of a rate change and a call back of funds (received a larger increase in funds than anticipated)
    - ii. Revised budget includes published per pupil rates with larger contingency line

- iii. Adjustments in expenses due to increase in contracts to support vacant leadership positions (but decrease in salary expenditure)
- iv. Special education services now includes 4010 seats for two alternative placements
- v. Plan to sunset ESSER funds at the end of 2024

## **V. Board Actions**

1. Approval of Finance Report (Schedule B)
  - a. Klissa Thomas made a motion to approve the Finance Report (Schedule B). Keli McLoyd seconded the motion and it passed unanimously.
2. Approval of Revised FY24 Budget (Schedule C)
  - a. Daniel Bell made a motion to approve the Revised FY24 Budget (Schedule C). Jon Rosenberg seconded the motion and it passed unanimously.
3. Approval of Assistant Head of School Position Profile (Schedule D)
  - a. The board requests a modification to add Principal Certification as a requirement and to make more clear and prominent the desire for a candidate to have experience in Special Education.
  - b. Jon Rosenberg made a motion to approve the Assistant Head of School Position Profile (Schedule D) contingent upon the above modification. Daniel Bell seconded the motion and it passed unanimously.
4. Approval of Related Service Provider Contract (Schedule E)
  - a. Cora staffs related services providers and their budget and insurance rates are consistent with the market.
  - b. Hedra Packman made a motion to approve the Related Service Provider Contract (Schedule E). Daniel Bell seconded the motion and it passed unanimously.

## **VI. Public Comment**

None.

## **VII. Executive Session**

## **VIII. Closing and Adjournment**

Klissa Thomas moved to adjourn the meeting at 7:23pm. Hedra Packman seconded the motion.