

Philadelphia Hebrew Public (PHPCS) Board of Trustees Meeting

August 7, 2025

5:30 pm

Virtually via Zoom

Minutes

Trustees Present

Trustees Not Present

Hedra Packman	Daniel Bell
Klissa Thomas	
Katy Tipson	
Keli McLoyd	

Also Present

Elyssa Yuen, PHPCS, Head of School

Emily Hurst, Managing Director of Strategic Initiatives, Hebrew Public

Robert Keogh, Vice President of Finance, 4th Sector Solutions

Lauren Murphy, Director of External Relations, Hebrew Public

Emily Fernandez, Chief Schools Officer, Hebrew Public

I. Welcome and Approval of Prior Meeting Minutes (Schedule A)

- Klissa Thomas called the meeting to order at 5:35 pm. Hedra Packman made a motion to approve the agenda for today's meeting minutes. Katy Tipson seconded the motion, and it passed unanimously.
- Hedra Packman made a motion to approve the June 18th meeting minutes. Katy Tipson seconded the motion, and it passed unanimously.

II. Leadership & Board Reports (in presentation)

- SY26 Dashboard
 - Emily Hurst presented the SY26 dashboard, which focused on enrollment and staff hiring, and retention. Enrollment remains strong overall, with targeted increases in certain grades to maintain healthy class sizes. Middle

school enrollment is impacted by the citywide loss of busing for 7th graders, with many students facing multiple SEPTA transfers; the Operations team's individualized outreach helped minimize losses, but the transportation barrier remains a challenge. Staffing efforts are active, with 36 hires planned, including new positions such as substitutes, over-hires, and a culture assistant. As of the morning, all lead teacher positions were filled, but late resignations and candidate withdrawals (a growing trend) have created last-minute vacancies. Recruitment for paraprofessionals remains difficult, prompting greater reliance on contracted services.

- SY26 Staff Institutes & Priorities
 - Elyssa Yuen previewed her upcoming Monday Professional Development kickoff for staff, reflecting on the school's growth since its 2019 opening with 20 staff and 156 students to today's 90 staff and 642 students. She celebrated a charter renewal and programmatic milestones, including the launch of middle school. Staff survey results showed strong pride, purpose, and satisfaction with growth areas in building cohesive systems and improving team climate. This year's priority is "owning the work together" through clarity, consistency, and shared accountability. The PD is designed for alignment, cohesion, and extensive practice, ensuring all staff leave with a shared blueprint for the first six weeks of school.
- Federal Funding
 - Emily Hurst shared context with the board on the ongoing Pennsylvania state budget impasse, which is delaying payments to school districts and affecting essential services.

III. Board Reports & Actions

- Approval of 2025-26 Organizational Chart
 - Keli McLoyd made a motion to approve the 2025-26 Organizational Chart. Hedra Packman seconded the motion, and it passed unanimously.
- Approval of SY26 Staff Contracts (Schedule B)
 - Hedra Packman made a motion to approve the SY26 Staff Contracts (Schedule B). Keli McLoyd seconded the motion, and it passed unanimously.

- Presentation and Approval of Revised Enrollment Policy (Schedule C)
 - Keli McLoyd made a motion to approve the revised enrollment policy (Schedule C). Katy Tipson seconded the motion, and it passed unanimously.
- Presentation and Approval of RFP Cybersecurity Software and Installation (Schedule D)
 - A board discussion ensued.
 - Katy Tipson made a motion to approve the Approval of RFP Cybersecurity Software and Installation (Schedule D). Hedra Packman seconded the motion, and it passed unanimously.
- Approval of SY26 Related Services Contract – CORA (Schedule E)
 - Katy Tipson made a motion to approve SY26 Related Services Contract – CORA (Schedule E). Hedra Packman seconded the motion, and it passed unanimously.
- Approval of MACCS: Health Services Contract (Schedule F)
 - Keli McLoyd made a motion to approve MACCS: Health Services Contract (Schedule F). Katy Tipson seconded the motion, and it passed unanimously.
- Approval of Stepping Stones Contract (Schedule G)
 - Katy Tipson made a motion to approve the Stepping Stones Contract (Schedule G). Hedra Packman seconded the motion, and it passed unanimously.
- Approval of MOA Nutritional Development Services Contract (Schedule H)
 - Keli McLoyd made a motion to approve the MOA Nutritional Development Services Contract (Schedule H). Katy Tipson seconded the motion, and it passed unanimously.
- Approval of Instructional Coaching Contract with Jounce (Schedule I)
 - Hedra Packman made a motion to approve the Instructional Coaching Contract with Jounce (Schedule I). Keli McLoyd seconded the motion, and it passed unanimously.
- Approval of the Revised ESL Policy (Schedule J)
 - Katy Tipson made a motion to approve the Revised ESL Policy (Schedule J). Keli McLoyd seconded the motion, and it passed unanimously.

V. Public Comment

None.

VI. Executive Session

Klissa Thomas made a motion to enter into executive session at 6:39 pm, Katy Tipson seconded the motion, and it was passed unanimously.

Emily Fernandez presented the Head of School evaluation and a compensation review.

Klissa Thomas made a motion to exit the executive session, Katy Tipson seconded the motion, and it was passed unanimously.

VII. Closing and Adjournment

Klissa Thomas adjourned the meeting at 7:22 pm.