



HARLEM HEBREW
LANGUAGE ACADEMY CHARTER SCHOOL

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Board Meeting via Zoom
Wednesday, August 11, 2021
6:30 pm

AGENDA

1. Call to Order & Reminder for Public Comment(s) Sign Up
2. Adoption of August 2021 Agenda
3. Approval of July 2021 Minutes
4. School Leadership Update
5. Action Items
 - a. Approval of the application for charter renewal certification
 - b. Approval of the application cover letter
6. Staff Vaccine Mandate
7. Network Update
8. Public Comments
9. Adjournment

Board of Trustees Meeting Via Zoom

Wednesday, July 14, 2021

6:30 pm

Minutes

Trustees Present

Vanessa Goldberg-Drossman
Sara Bloom
Linda Aristondo
William Allen
Rev. Linda Tarry-Chard
Scott Wickham
Tanya Jones

Also Present

Emily Carson, Head of School, Harlem Hebrew
 Jon Rosenberg, Chief Executive Officer, Hebrew Public
 Elly Rosenthal, Chief Financial Officer, Hebrew Public
 Lauren Murphy, External Relations Manager, Hebrew Public
 2 members of the public

I. Call to Order & Reminder for Public Comments

Vanessa Goldberg-Drossman opened the meeting at 6:33 pm and reminded everyone in attendance in order to sign up to make a public comment prior to our board meeting, email boardharlem@hebrewpublic.org. Members of the public who missed the public notices can sign up now by using the chat function. Members of the board and staff do not typically respond to public comments at the time they are made. However, unanswered questions will be responded to within a few business days.

2. Adoption of July 2021 Agenda

Vanessa Goldberg-Drossman asked for a motion to adopt, Linda Aristondo made a motion to adopt the July 2021 agenda. William Allen seconded, and the motion carried unanimously.

3. Approval of the June 2021 Minutes

Vanessa Goldberg-Drossman asked for a motion to approve, William Allen made a motion to approve the June 2021 minutes. Scott Wickham seconded, and the motion carried unanimously.

4. School Leadership Update

Emily Carson, Head of School informed the board of the following:

- 8th Grade graduation via Zoom
 - Over 100 participants
- Send off to staff
- Hiring new staff members
- Summer Projects
 - Deans of Culture, creating celebrations
 - Student of the month
 - Attendance
 - Bringing in joy
 - How to support teachers
 - Reading excitement
- Israeli Studies Planning
- Getting ready for Fall

5. PTO Update

No update was given at this time. Vanessa Goldberg-Drossman introduced the board and members of the public to Harlem Hebrew's new PTO President, Francia Peña.

6. Charter Revisions

Harlem Hebrew is approaching the end of its current four-year charter term and is preparing its renewal application for submission to the New York City Department of Education in August. The following revisions will be included. These proposed changes have been previously discussed at great length with the board, staff, and members of the school community prior to this meeting.

a. School Calendar/Early Dismissal on Fridays

The school calendar has been updated to reflect Harlem Hebrew's increased focus on staff professional development. The new calendar includes early student dismissal (at 1 pm) on

Fridays to allow for concentrated weekly staff training. Free childcare will be provided to those who need it. This change is consistent with the practices of many of the most academically successful charter school networks in the city.

Vanessa Goldberg-Drossman asked for a motion to approve the school calendar. Sara Bloom made the motion and Reverend Linda Tarry-Chard seconded, with no abstentions and no objections, the motion carried unanimously.

b. Decreasing the Maximum Enrollment

- i. Lower the max to 550 meaning anyone enrolled over 550 we would not receive any money for
- ii. Current 466 budgeted for
- iii. May be forced to amend again in the future
- iv. Under Enrolled, saturated with schools in Harlem
- v. Under 85%

Vanessa Goldberg-Drossman asked for a motion to approve decreasing the maximum enrollment, Scott Wickham made a motion, Tanya Jones seconded, with no abstentions and no objections, the motion carried unanimously.

c. Updating Key Design Elements

Harlem Hebrew’s charter lists a number of Key Design Elements (KDEs) that make the school distinct from other schools. Based on experiences over the first 8 years of Harlem Hebrew’s existence, and on input from both staff and families, there are several changes being proposed to the KDEs.

- OLAM values
- Modern Hebrew
- Differentiated Instruction
- Professional Development
- SEL
- Diversity, Equity, and Inclusion
- Harlem Studies
- Community Partnerships
- Partnership with Hebrew Public

Combined with Harlem Hebrew’s rigorous curriculum, it is believed these 9 proposed key design elements will help move the school community forward and will ensure that each child served thrives and succeeds at a high level.

Vanessa Goldberg-Drossman asked for a motion to approve the updated KDEs. Linda Aristondo made the motion to approve, and Reverend Linda Tarry-Chard seconded, with no abstentions and no objections, the motion carried unanimously.

d. Updating the Organizational Chart

Harlem Hebrew’s organizational chart has been updated to reflect the changes in leadership and staffing structure over the past several years.

Vanessa Goldberg-Drossman asked for a motion to approve the updated organizational chart. Scott Wickham made the motion, Sara Bloom seconded, with no abstentions and no objections, the motion carried unanimously.

7. NY State Data Privacy Requirements

The policy has been updated to reflect changes in New York law. Vanessa Goldberg-Drossman asked for a motion to approve:

- a. Adoption of Data Security and Privacy Policy
- b. Adoption of Parent’s Bill of Rights Data Privacy and Security

Sara Bloom made a motion to approve the documents described above, Reverend Linda Tarry-Chard seconded, with no abstentions and no objections, the motion carried unanimously.

8. Family Needs Initial Survey Results

Harlem Hebrew sent out a survey to all current and incoming families to gather information on the following areas of need:

Mental Health/Trauma

Child Care

Food Security

Clothing

Housing Security

Health/Medical Care

- Family Needs Taskforce
 - Newly Formed with a few board members, a Harlem Hebrew staff representative, and a Hebrew Public representative
 - Will meet to discuss recommendations for addressing how to best serve the needs of families in our school community
 - Open to support from other members of the community and the PTO
- Survey Results
 - Supplemental information was shared with board members prior to the meeting
 - Many of the families who completed the survey indicated more than one area of need

9. Network Update

Due to time constraints, the network update was skipped.

10. Staff Vaccinations

Jon Rosenberg, CEO, Hebrew Public shared the following:

- Continuing Staff Vaccination Campaign

- Hebrew Public continues to follow up with all staff members about vaccine status
- Internal efforts, 74% are fully vaccinated, 19% of returning staff has not been vaccinated. It is important to note, 82% are staff of color
- Mandating COVID-19 Vaccinations for Staff
 - Permissible with exceptions for religious and health reasons
 - EEOC Federal Guidance supports the mandate
 - School council advises it is permissible
 - Most charter networks and individual charter schools as well as NYC DOE have not.
 - Important Considerations
 - Health/safety of students, staff, and visitors in the building
 - No evidence of any COVID-19 transmission within the school buildings
 - Disruption to operations and academic programming:
 - When unvaccinated staff need to quarantine, other staff, must cover for them which creates a potential impact on staff morale of a vaccination requirement
 - Potential loss of staff
 - Challenges of hiring replacement staff, especially high-quality replacements during a difficult hiring season
 - Hebrew Public and School Leadership Inputs
 - Unanimously recommended not to proceed with a mandate at this time
 - When the vaccines become permanently authorized (as opposed to the current temporary use authorization), it will be revisited

The board members along with Jon Rosenberg and Emily Carson discussed mandating the vaccine for Harlem Hebrew staff members. Jon suggested revisiting this topic every month as the school gathers new data on vaccination status. Trustees also suggested pro-vaccine posters, banners, backpacking information home...etc.

Board member Scott Wickham proposed the following motion for the board to vote on: “As of August 30, 2021, a full COVID-19 vaccination will be a requirement for every employee of Harlem Hebrew, and every contractor to Harlem Hebrew who spends more than 5 minutes a day in the building. The people who are in the building for less than 5 minutes should be masked while they are there.” The motion was seconded by William Allen.

Vanessa Goldberg-Drossman called for a vote on the aforementioned motion:

In Favor	Against	Abstentions
Scott Wickham	Vanessa Goldberg-Drossman	Reverend Linda Tarry-Chard

William Allen	Sara Bloom Tanya Jones	Linda Aristondo
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With two trustees in favor, two abstentions, and two against, the motion proposed did not pass.

11. Public Comments

No public comments were made during this time.

12. Executive Session

No votes were taken during this time.

13. Adjournment

Vanessa Goldberg-Drossman motioned to adjourn the meeting, Tanya Jones seconded, the motion carried unanimously, and the meeting adjourned at 8:10 pm.