

**Hyde Leadership Charter School
Trustees Meeting
March 24, 2014
Minutes**

Trustees Present: Herb Fixler
 Wilder Baker
 Deborah Dumont
 David Sachs
 David Steadly
 Dennis Mehiel
 Herb Kaplan

Trustees Absent: Jeanette Melendez

Also present: Elizabeth Olney, Head of School
 Craig Mills, Director of Development
 Michael McNamara, Chief Operating Officer
 Joanne Goubourn, Hyde Foundation
 Tom Sturtevant, Executive Director Candidate
 Maureen Singer, Young Professionals Committee member
 Warren Cathcart, Young Professionals Committee member

With a quorum present the meeting began at 6:03 PM, Mr. Fixler presiding.

1. February 24, 2014 meeting minutes

A motion was made and the Board unanimously approved the minutes from the February 24, 2014 meeting.

2. Development Discussion

Mr. Mills distributed the fundraising plan and asked that the Board determine if the target development goal for FY14-15 of \$550,000 was the official plan. Mr. Fixler asked for a board motion to approve a \$550,000 development goal for FY14-15. Mr. Mehiel moved that the motion be adopted. Mr. Steadly seconded. Motion was carried unanimously.

Dr. Sachs asked that the document be circulated in advance of the meeting for review and comment. Mr. Mills said he could do this and asked that Board trustees forward to him updates on action plans and other developments two weeks prior to the Board meeting.

Mr. Baker asked that the fundraising plan beyond FY15 be presented to the Board for discussion, revision and approval.

Mr. Mills provided a listing of Foundations that he is targeting to reach the \$225,000 component of the FY14-15 fundraising plan. Trustees discussed history with some of the Foundations on Mills's list. Mills asked that a similar list be developed for individual donors for each trustee.

Mr. Kaplan asked the likelihood of a grant from the Bronx would come in. Mr. Mills said there was a good possibility we would receive the grant. Mr. Steadly discussed Hyde's history in applying previously for a similar grant.

Mr. Mills summarized the results from the "March Madness" basketball tournament that was conducted in conjunction with the Young Professionals Committee. The event was well attended, and generated funding from several organizations Hyde is cultivating.

There are promising fundraising prospects in Hunts Point. Looking to approach a senior member of Baldor's management team to join Hyde's Leadership Council. Mr. Kaplan updated the Board on next steps with D'Arrigo Brothers, a generous, relatively new funder. He has also arranged a meeting with the President of the Chamber of Commerce. He described them as low-key meetings to see about getting more Hunts Point companies involved with Hyde. Kaplan offered to duplicate last year's request for area businesses to support Hyde's graduation.

Finally, June 18 and June 11 as potential dates for a Sponsors' event—donors, volunteers, YPC members.

Mr. Baker asked about ICAP and the potential to reach out to them again.

Mr. Steadly and Mr. Mills approached First Eagle Foundation who is potentially interested in iMentor or a direct contribution to Hyde. Mills met with a program officer from the Ford Foundation who provided some Foundations that Hyde could approach. Mr. Sturtevant said the Ford Foundation funds extended learning and asked if there was something Hyde could request for the longer school day it provides.

3. Head of School Report

Ms. Olney reminded the Board that the Lottery would be held on April 10 and we expect over 2,000 families to apply. We are working to recruit special education and English language learners. Next week. State exams start for K-8 students. Interim assessment data just received suggests Hyde students will show improvement from last year in Math and ELA.

She then discussed Hyde's involvement with the Community Charter Coalition, an independent charter school organization that is working cooperatively with DOE and the Mayor's office to present the charter view to city decision makers. The group has grown to 50 or more members and there seems to be progress in getting a better hearing with city leaders. The State budget is expected to be approved prior to the April 1 deadline and includes several positive initiatives for charter schools. Mr. Fixler agreed with Ms. Olney's assessment and is encouraged by recent development.

UFT appears to be targeting charter schools for collective bargaining agreements. Ms. Goubourn said Hyde Brooklyn had over 51% of teachers have signed up with the UFT. The union has not been recognized at this point by the Hyde Brooklyn Board of Trustees. Hyde Bronx has engaged the Jackson Lewis law firm to help school leadership formulate next steps.

Several expulsion hearings have taken place recently. One student has been recommended for expulsion.

K-8 family day last Saturday was very well attended and division retreats have been held recently.

4. Finance Committee

McNamara presented financial results for the month of February which showed a favorable variance compared with the budget. He followed with a summary of Civic Builders' proposal to amend Hyde's 830 Hunts Point Avenue lease to provide relief from the Lease Coverage Ratio covenant for the next several years. He expressed optimism that the proposal would be finalized and allow Hyde to continue its planned investment in strategies designed to improve academic outcomes.

McNamara informed the Board that the New York State Nonprofit Revitalization Act which goes into effect July 1, 2014 requires nonprofits with more than 20 employees or \$1 million in revenues to adopt a Whistleblower Policy. The Board reviewed the proposed policy and on the recommendation of the Chief Operating Officer, the Board moved to adopt the policy as presented. The motion was seconded and passed unanimously. McNamara then directed the Board's attention to the Code of Ethics which the Board adopted in August 2010. Individual trustees confirmed they had read, understood and complied with the Code of Ethics and the conflicts of interest provisions therein.

McNamara then provided the Board an update on the medical plan. He stated the Colonial Supplemental insurance which was designed to reimburse employees for higher out-of-pocket costs was not providing sufficient benefits to employees. He then proposed replacing the supplemental insurance with a Healthcare Reimbursement Account (HRA). After discussion, the Board approved moving forward with the HRA and instructed school leadership to research a plan to reimburse employees for additional out-of-pocket costs since the new medical plan was put in place in July 2013.

5. Nominating Committee

Nothing to report.

6. Human Resources Committee

The Committee is meeting March 25 to review the salary matrix for instructional staff.

7. Facilities Committee

Mr. Fixler asked if there were any new information about the health effects in the Bryant Avenue building. Ms. Olney reported that there continue to be health issues but no developments.

8. Education Committee

No report.

9. Hyde Foundation

Ms. Goubourn reported that Jenn Burns, who has worked closely with Hyde, is resigning from the Foundation. She said the Foundation is meeting to discuss a replacement for Ms. Burns.

10. Public Comments

None.

11. Executive Session

At 7:50 pm, the Board entered Executive Session to discuss a personnel matter.

12. Adjournment

The Board returned from Executive Session at 8:30 pm. A motion was made, seconded and unanimously passed to hire Thomas Sturtevant as Executive Director.

There being no further business, the meeting was adjourned at 8:35 pm.

Minutes prepared by Michael McNamara