

**Board of Trustees Meeting**  
**Thursday, June 2<sup>nd</sup>, 2016**  
423 East 138<sup>th</sup> Street, Bronx, NY 10454

**AGENDA**

- I.** Call to Order
- II.** Public Comment
- III.** Resolution to Approve Minutes from May 5<sup>th</sup>, 2016
- IV.** Resolution to Re-Elect Board Members with Terms Ending on June 30<sup>th</sup>, 2016
  - A.** Serigne Gningue
  - B.** Eric Nadelstern
  - C.** Jodi Schneider
- V.** Finance Committee Report
- VI.** Resolution to Adopt the 2016 – 2017 Fiscal Year Operating Budget
- VII.** Personnel Committee Report
- VIII.** Resolution to Change Health Insurance Broker from Magii, Inc. to Austin & Co.
- IX.** Executive Director's Report
  - A.** Enrollment for 2016 – 2017 School Year
  - B.** Faculty Recruitment for 2016 – 2017 School Year
- X.** New Business
- XI.** Executive Session
- XII.** Adjournment



**Board of Trustees Meeting**  
**Thursday, June 2<sup>nd</sup>, 2016**  
**423 East 138<sup>th</sup> Street, Bronx, NY 10454**

**Trustees Present:** Nancy Biberman, Valerie Capers, Andrea Cohen, Felicia Franklin, Eric Nadelstern, Davon Russell

**Trustees Present by Phone:** Lori Chemla (did not participate in any votes)

**Trustees Absent:** Serigne Gningue and Jodi Schneider

**SBECA Staff Present:** Ric Campbell and Cat Eugenio

**Other:** Meredith Leverich, WHEDco Staff

**Call to Order**

Davon Russell called the meeting to order at 5:10 pm.

**Resolution to Approve Meeting Minutes**

Andrea Cohen made a motion to approve the minutes from the May 5<sup>th</sup>, 2016 Board of Trustees meeting. Nancy Biberman seconded, and the Board unanimously voted to approve the minutes.

**Resolution to Re-Elect Board Members with Terms Ending on June 30<sup>th</sup>, 2016**

Meredith Leverich reported that Serigne Gningue, Eric Nadelstern and Jodi Schneider were up for re-election, as a result of the Board's resolution to amend its by-laws and stagger Board terms during the July 14, 2015 Board meeting. At the time that resolution was passed, current Trustees were divided among three categories, with terms ending in June 2016, June 2017, and June 2018. Ms. Leverich said that the initial charter was used to categorize founding Trustees, and that Trustees elected after the charter was granted were assigned to alternating categories based on their election dates, in order to maintain three balanced groups. Currently, there are three Trustees in each category, which will help ensure continuity. If re-elected, these Trustees will serve full, three-year terms, expiring on June 30, 2019.

Felicia Franklin made a motion, Ms. Cohen seconded, and the Board unanimously voted to re-elect Serigne Gningue to the Board.

Ms. Franklin made a motion, Ms. Cohen seconded, and the Board unanimously voted to re-elect Eric Nadelstern to the Board. Mr. Nadelstern recused himself from voting.

Ms. Franklin made a motion, Ms. Cohen seconded, and the Board unanimously voted to re-elect Jodi Schneider to the Board.

### **Finance Committee Report**

Mr. Russell reported that the Finance Committee met with Digant Bahl from Accounting Solutions of NYC and Ric Campbell to discuss the year-end projections and the 2016-2017 school year budget. Mr. Russell said that, during the Finance Committee meeting, Ms. Cohen and he had raised some concerns about the budget as it has been presented then, including the costs associated with hiring additional administrative staff. He said that Mr. Campbell had instructed Mr. Bahl to reduce the number of new administrative staff to address those concerns, and that he felt that the revised budget was more conservative. The Board reviewed a revised version of the budget, and Mr. Russell recommended that the Board move to adopt the budget as presented.

Ms. Franklin made a motion to adopt the budget as presented on June 2, 2016; Mr. Nadelstern seconded, and the Board unanimously voted to adopt the budget.

### **Personnel Committee Report**

Mr. Campbell said that the Personnel Committee met to discuss staffing needs for the 2016 – 2017 school year. He reported that the school plans to expand its Special Education services by hiring eight new Special Education-certified teachers, who will be placed in each of the core classes in an integrated co-teaching model. Each classroom will have two teachers, in addition to graduate students placed in the classrooms through partnerships with NYU and Lehman College. Mr. Nadelstern added that, in his experience as a principal, a push-in model for Special Education works more effectively than pull-out models, which cause children to miss class time while receiving one-on-one services. He added that only 4% of students in self-contained special education classes graduate high school.

Mr. Campbell said that teachers who are certified in a subject area can take a test to become certified in Special Education, as well. Having a second teacher in the classroom will also help with general classroom management, which will allow for larger class sizes to reduce the number of sections needed, which in turn will foster additional planning and collaboration time among faculty, while also reducing the student:teacher ratio. He added that approximately 30% of current students qualify for specialized services, so, assuming the incoming class is similar, the school will receive enough additional per pupil funding to pay the salaries for all eight of these new faculty members.

Mr. Campbell added that the 2016 – 2017 school year would use an A/B class schedule with four sections of approximately 28 students per class. Core subjects will be offered in 90-minute blocks every other day, so teachers will teach two sections per day.

Mr. Campbell also reported that the Personnel Committee discussed the hiring of an Assistant Principal-type position, who would serve as another leader in the school, especially with the further development and implementation of the Discipline Policy. He said that adding this position would allow him to be a more effective educational leader, relieving him of some of the administrative duties that prevent him from spending time inside the classroom, co-teaching and working with faculty, which was the school's initial vision when hiring Mr. Campbell, given his expertise in teacher education.

Mr. Campbell reported that he had identified a candidate, Ariel Nadelstern, who shares his vision and holds significant classroom experience. Ms. Cohen asked whether it was a conflict of interest for the Board to approve the hiring of a Board member's relative, given that Ms. Nadelstern is Mr. Nadelstern's daughter. Mr. Campbell said that he had discussed this with NYSED, and they had advised that Mr. Nadelstern would have to recuse himself from any discussion or vote that pertained to his daughter, as well as submit an updated Conflict of Interest Disclosure Form to NYSED stating the relationship. Ms. Cohen requested further follow up with NYSED and confirmation that other Board members are not considered in conflict, given their professional relationship with Mr. Nadelstern as co-Trustees. Mr. Campbell said that he would write to the school's NYSED representative to receive further clarification. He also said that the Board did not have to pass a resolution to hire Ms. Nadelstern, since hiring is under the purview of the Executive Director and the Board authorizes him to manage day-to-day personnel decisions.

Mr. Campbell said that the salary for this position would be based on the NYC Department of Education's salary schedule for a new Assistant Principal with 15 years of classroom experience. The working title for this position is Director of Instruction and Planning.

#### **Resolution to Change Health Insurance Broker**

Mr. Campbell reported that the Board had previously approved purchasing health insurance through Magii, Inc., however, there were additional costs presented upon signing that had not been disclosed in Magii's initial proposal. He reported that the next best choice of the three initial bids solicited came from Austin & Co., which is the broker that provides the school's Directors and Officers Insurance. He said that Austin is able to provide the same plan that Magii offered, which is coverage through Oxford, but with smaller fees.

Nancy Biberman made a motion, Ms. Cohen seconded, and the Board unanimously voted to authorize Mr. Campbell to purchase health insurance coverage through Austin & Co.

#### **Executive Director's Report**

##### Enrollment

Mr. Campbell reported that 58 new incoming students have been officially enrolled following the lottery and that Cat Eugenio is now working through the wait list, following up with families to get their commitments for the 2016 – 2017 school year. He stated that the goal is to be fully enrolled by June 17<sup>th</sup>.

##### Faculty Recruitment

Mr. Campbell reported that three offers have been made so far and that there are 16 new positions to be filled for the 2016 – 2017 school year. He said that the open math teacher position was offered to one of the graduate student interns. He said that this type of hiring may be more frequent as the school grows and has a larger pool of interns spread out through the school. He added that additional interviews would be taking place in the coming weeks.

Mr. Campbell said that of the nine full-time teachers that joined the school for the first school year, eight of them have indicated that they will return for the 2016 – 2017 school year.

**Executive Session**

The Board voted to go into Executive Session to discuss Mr. Campbell’s performance review and salary. Mr. Campbell, Ms. Leverich and Ms. Eugenio left the meeting.

The Board came out of Executive Session and re-opened the public portion of the meeting.

**Executive Director’s Compensation**

The Board made a motion and unanimously passed a resolution to give Mr. Campbell a 3% merit increase in his salary, beginning at the start of the school’s next fiscal year on July 1, 2016.

**Adjournment**

The Board voted to adjourn the meeting at 6:45 pm.