

New Heights Board of Trustees

Governance Committee

August 14, 2019

1. Meeting Begins at 4:13pm
2. In Attendance:
	1. Vinnie Marturano
	2. Judge Phillips
	3. Stephen Bernard
	4. New Heights Staff: Omari Walker

III. Annual Performance Review of ED

1. Management of Staff
	1. Discussion around staff issues. What is the learning that comes out of this? Are there policies in place to prevent relationships amongst staff? Administrators cannot date teachers. No policy to prevent Administrators dating other Administrators, or teachers dating teachers. Board will look at *Nepotism clause* for further information. The Board will revisit.
2. Staff Retention
	1. Beneficial to remove “at-will” clause, add transparent payscale to teacher contracts, restructure school day to end at 3:27pm. Teachers leave for better working conditions.
	2. Unforeseeable consequences: hiring Science, Math, Special Education has become difficult. High needs areas require more money.
3. Hiring Diverse and Qualified Administrators
	1. This year we received so many resumes of diverse and qualified people. We hired 4 new Deans, all people of color and Ph.D.
	2. Discussion around members of school community, including Principal and CFO.
4. Fundraising
	1. We need to do more fundraising. Wellington Foundation will be coming to our school. Resiliency Foundation Board would like to step out of school matters. The Board should complete a form to ensure this separation can happen.
	2. College Success is high. Our students are working hard, and MCC professors have appreciated our students in the classroom.
5. Facilities
	1. Rick Schwartz will report on this.
	2. Consultant is a great asset to the school/ED.
6. Early College Model
	1. We are doing something that no other school has done. Out of state EC models require students to prequalify. We have more than 50% of our students on track to get an Associate’s Degree in the next 2 years.
7. Two School Model
	1. NHCS is moving to one school two-campus model. Maria Fernandes does not have Principal title but is head of campus at Centre Street
8. Use of Data
	1. State asked specific questions about data after unpacking. Missing information was eye-opening, and required school to hire a Dean of Data and Accountability. We are in a good position for next year.
9. Budget Management
	1. OW scored self at 4 out 5. CFO had monthly meetings with OW, giving each department a budget.
	2. We do have debts that need to be paid out, but will be done within the next 22 months.
10. Targeted Site Visit
	1. The third year report was to look at areas that needed to be improved.
	2. Consultant hired to condense three years of the site visits to a simple to read document, with bullet-point recommendations. How will our school adopt this plan?
	3. Board will have to decide if we want to go charter renewal February 2020 or February 2021. How public of a process is renewal?

**Questions:**

* Do you think you have made significant improvements since last year?
* Disclosure and Conflict of Interest?

IV. Board Review of ED

1. Areas of Discussion:
	1. Board discussed low rating in staff retention, including transparent pay scale.
	2. ED’s transparency has been beneficial.
	3. Conflict of Interest: Policy should be put in place where “if perception of a conflict, party needs to disclose.” Party must leave the room if issue comes up in meeting, etc.
2. Terms of BOT members
	1. Expire this year: Manny, Nick L Christ, Mike
	2. Sometime between now and June 2020, Board needs to renew these terms (3 year periods).
	3. Vacancy: Maria, Taisha, and Pat. Can have up to 15 members, seeking nominations.
		1. Looking to discuss more instructional achievements. Board member in education.