



New Heights Board of Trustees
January 28, 2020
Starting Time: 5:30pm
Dinner Served: 5:00pm
Location: 1690 Main Street, Brockton, MA

- I. Call to Order
- II. Roll Call
 - A. Emmanuel Daphnis
 - B. Judge Gregory Phillips
 - C. Rick Schwartz
 - D. Ollie Spears
 - E. Stephen Bernard
 - F. Kimberly ZouZoua (phone-in)
 - G. New Heights Staff in Attendance
 - 1. Omari Walker
 - 2. Suzanne Graham

Absent Members: Michael Sullivan, Nick L. Christ, Vinnie Marturano

- III. Reading and Approval of Minutes from November Board Meeting
 - a. Mistake in date noted. Approval from November 19 Board Meeting
 - b. Minutes accepted.
- A. Reports of Officers, Boards, and Standing Committees
- B. Chairperson's Report
 - 1. N/A
- C. Executive Director's Report
 - 1. Enrollment
 - a) Current enrollment is 623
 - b) 6 and 7 grade waitlist, but no other waitlist.
 - c) ED suggests to not bring on anymore students because 6 and 7 are overenrolled causing high class numbers.
 - 2. Student Recruitment
 - a) Dr. Taylor hired as Enrollment Specialist to recruit staff and students. Meeting on Thursday 1/30 to discuss strategies.
 - (1) Discussion around NH experience, including teachers and behaviors.
 - (2) Ollie suggests having student representative on the Board, may help change culture of school. Members of the Governance Committee are considering a student (grade 10).
 - (3) Rick asks if NH has Exit Interviews for students who are leaving.



3. State Visit

- a) Discussion around positive state visit in January. Staff seemed more prepared and stabilized.
- b) Rigor was evident in classrooms and High rate of suspensions.
 - (1) Kimberly asks, “What is discipline philosophy of NH?” ED explains that we use restorative practices as noted in Rethinking Discipline document. NH is getting better at this work.
 - (2) Kimberly asks, “Are we tracking data to see what classrooms these students are being sent out of?” Mr. Klayman is coaching teachers with highest numbers of referrals to help classroom management.
 - (3) NH should expect report from state within 6-8 weeks.

4. Door-to-Door Transportation

- a) NH provides transportation for students who are homeless
- b) Grade 11 student who requires transportation due to IEP. ED would like to discuss this issue with BPS.
 - (1) Stephan Bernard motions that ED has ability to fight this issue with BPS. Motion seconded. No Discussion. Motion passes unanimously.

5. Long-Term Suspensions

- a) ED reviews drug policy, especially marijuana. According to handbook, any student who brings marijuana to school is suspended 90 days (LTS). ED has reviewed other schools policy for possession. Board questions possession vs usage. ED discusses ramifications of this policy, including Special Ed and tutoring services.
- b) Rick Schwartz motions to follow the lead (policy) of 3 districts: Brockton, Randolph, and Taunton. Motion seconded by Judge Phillips. Discussion clarifies motion, specifically using policies to inform NH. ED does not feel comfortable giving different consequences and suggests a standard policy. Motion withdrawn by Rick Schwartz.
- c) Stephan Bernard motions that suspension for possession of marijuana be 5 days. Motion seconded. Discussion around shift in time. Motion amended to use tiered consequences: 1st offense= 5 days, 2nd offense= 10 days, 3rd offense up to 90 days. Motion amended to include marijuana(flower / plant) marijuana product and edible, marijuana vape and alcohol. Amendment accepted by Stephan Bernard. Motion



amended to include amount, “dealing/distribution.” Discussion around who determines amount. Motion seconded. Motion passes unanimously. Motion: Suspension for possession of marijuana(flower / plant), marijuana product and edible, marijuana vape and alcohol. School will use tiered consequences: 1st offense= 5 days, 2nd offense= 10 days, 3rd offense up to 90 days.

d) ED will present tobacco policy at next Board meeting

IV. Reports of Special Committees

A. Academic Excellence Committee (Pastor Manny)

1. December and January Meeting
2. Use of data at meetings
3. Matter of getting more college gear for students. Rick is writing a letter on behalf of school to colleges for donations.

B. Building Update (Omari)

1. Parking
 - a) JK Holgrem Engineering was able to draw parking plan with 279 spots.
 - b) BPS will be coming up to ZBA.
2. Building Update
 - a) ED discusses meeting with bank and Mass Development to purchase building at approximately \$6M. Benefits of mortgage payments vs. lease.
 - b) Rick motions to engage in lease discussions with landlord to Main Street building. Motion seconded. Discussion to remind that no decision will be made by ED without Board approval. Possibility of hiring a consultant to help with negotiations. Ollie would caution the Board and ED to look for another building in case deal falls through. Meeting with Building Committee will be held next week. Motion withdrawn.
 - c) Rick motions to approve ED and whichever agent he chooses to discuss lease negotiation as they relate to the Main Street building. Motion seconded. No discussion. Motion passes 5 Yes:1 No

C. Finance Committee (Rick)

1. Finance Report
 - a) Discussion of handout
2. Q2 Tuition Reduction
 - a) ED and staff cut \$318k from FY20 budget.
 - (1) Personnel cuts
 - (2) Instructional cuts
 - (3) Occupancy cuts



- b) Rick motions to to accept cuts as is and leave Operating surplus at -\$66,092 in budget. Motion seconded. No discussion. Motion passes unanimously.
- D. Governance Committee (Stephan)
 - 1. ED Evaluation
 - 2. Officer Terms
 - a) 2 members whose terms expire before the end of this month. Approve a 2 or 3-year term for each member: Rick and Ollie.
 - b) Stephan Bernard motions to accept a 3-year term for Rick Schwartz. Motion seconded. No discussion. Motion passes unanimously.
 - c) Stephan Bernard motions to accept a 3-year term for Ollie Spears. Motion seconded. No discussion. Motion passes unanimously.
 - 3. New Officer Recommendations
 - a) Governance Committee is currently reviewing applications.
- E. Fundraising Committee
 - 1. N/A
- V. Special Orders
 - A. Invitation to Community and Family Center 1/30 at 6:30pm at North Middle School.
 - B. MCC women's basketball game 2/6 at 5pm.
- VI. Good of the Order
 - A. Announcements
 - 1. ICE policy. Currently no policy. Ollie motions that NH Board discuss dealing with ICE and student records/information. Motion seconded. No discussion. Motion passes unanimously.
- VII. Meeting adjourned at 7:24pm