New Heights Board of Trustees

October 29, 2019

Starting Time: 5:30pm

Dinner Served: 5:00pm

Location:1690 Main Street, Brockton, MA

1. Call to Order 5:31pm
2. Roll Call
   1. Michael Sullivan
   2. Rick Schwartz
   3. Vinnie Marturano
   4. Ollie Spears
   5. Gregory Phillips
   6. Stephen Bernard
   7. Kimberly ZouZoua, Absent
   8. Nick Christ, Absent
   9. Manny Daphnis, Absent
   10. New Heights Staff members in attendance
       1. Omari Walker
       2. Janice Manning
       3. Suzanne Graham
       4. Timberly Robinson
3. Reading and Approval of Minutes from October 1 Board Meeting
   1. Mike makes motion to approve meetings. Motion seconded. Motion passed unanimously.
   2. Reports of Officers, Boards, and Standing Committees
   3. Chairperson’s Report
   4. Executive Director’s Report
      1. CSP Grant of $100,000 has been awarded to school with one-time opportunity to purchase vehicles. Money must be spent by November 30, 2019.
         1. $65,000 has been set aside for Three 10-passenger Transit vans will rid budget of one bus/day and will give room for basketball teams. Will save school $247/day.
            1. Vinnie explains that YMCAs are not allowed to use the 14-passenger vans; instead use an 8-passenger van and would like to see specs to check “in danger” lists.
            2. Conversation around insurance, Old Colony van and buses
            3. Teachers will not be compensated for driving to/from locations. Ollie suggests paying stipend to teachers who drive vans.

Admin will be driving and have not been paid stipend previously.

* + - * 1. New Heights will continue to purchase 1 bus/day to travel to MCC this year.
        2. Will MCC give us parking? Student parking lot.
        3. Who will make decision on which Admin drives the vans?
        4. Policy must be written around cell phones, eating/distraction while driving, and no personal use.
      1. $25,000 will be spent on Marketing
      2. $10,000 will be spent on Textbooks
      3. Motion made to approve use of CSP grant money. Motion seconded. Ollie would like to add a stipend for the drivers. Vinnie suggests leaving the stipend as an open item to avoid conflict. Motion passed unanimously.
    1. Teacher Retention
       1. We have lost 2 teachers this year due to resignation, both 8th grade teachers.
          1. One teacher became certified, then offered job by BPS.
          2. One teacher was concerned with discipline system and lack of structure. This teacher had effective practice and students made large gains in the classroom.
       2. We have terminated one 9th grade teacher.
          1. Students were not learning in the classroom. NH coached and supported teacher but no progress was made.
       3. Staff retention is a problem in charter schools.
          1. Does not offer union or tenure.
          2. We not attracting veteran/experienced teacher
          3. How many brand-new teachers can we coach and retain?
          4. Possibility of offering a multi-year contract to talented staff.
       4. Discussion Questions from the Board members
          1. are teachers working “above their pay grade”? Does this cause the problem of retention?
          2. What other incentives could be offered? This impacts what we could do as a school.
          3. Could offering continuing education with Fitchburg State be a long-term incentive? This could help us keep teachers for a minimum of 2 years.

Chapter 70 increase could help defray the costs of graduate program.

Provided that teachers will stay 2 years past program, then they do not have to pay back school.

* + 1. Dr. Robinson presents MCAS Data (handout)
       1. What information should be posted to website?
       2. MCAS SGP by 10th grade show that students are prepared for college courses.
    2. Travel
       1. ED is taking Early College Team to LaGuardia Middle College in Brooklyn, NY from Nov 13-15. This will help expand our horizon of knowledge.
       2. We would like to form a partnership with LaGuardia to complete a service project.
    3. Staff Profiles presentation was shared with families.
       1. How do we inform our staff to relate to our student population which looks different?
       2. Aggressive visits to recruit teachers from HBCUs
          1. possible moving stipend will be discussed in future meetings.
          2. Vinnie has woman who could help with diversity recruitment
          3. Bridgewater State University partnership

1. Reports of Special Committees
   1. Academic Excellence Committee (Pastor Manny)
      1. N/A
   2. Building Committee (Rick)
      1. Facilities Plan (handout)
         1. Do we require CORI check and Fingerprinting?
            1. If our children are in the building, then this is a non-negotiable.
            2. Solicitation/Unionization: Who do you allow access to the building? With application process and the right to ask questions, then members agree we should be covered. Vinnie suggests getting counseling to look into risk
            3. $100 Deposit seems low for rental of space. $1M for insurance
            4. We will not advertise our space for rent.
         2. Discussion around Church use, reciprocity of bathroom.
         3. Do we want to rent space?
            1. Advantage of school’s name used in community
            2. Members agree that facilities plan should not include space for rent at any of New Heights’ location. Memorandum of understanding between 2 parties.
         4. Motion made to add rental agreement. Motion seconded. Vote declined 1:4, 1 abstains.
         5. Motion made for Board adopt memorandum of understanding that captures the relationship between NH and co-tenant at 661 Centre Street. Motion seconded. Discussion around co-tenants. Motion passes 4:1, 1 abstains.
      2. Rick passes out *Plotting the Future Physical Plant of New Heights Charter Schoo*l (handout) to encourage members to come to Building Committee meeting
         1. Staff should bring information from bank and Mass Development
         2. Proposal to begin next Board meeting earlier (5pm)
            1. Ollie will not be available for next 2 meetings but should receive all information.
            2. Next meeting: November 19

Finances will not be a focus

* 1. Finance Committee (Nick)
     1. Ollie presents September 19 finances
     2. Tuition rates are not yet finalized
     3. Budget line items have been moved; flexibility has been granted by the Board.
     4. Motion made to accept the financial report. Motion seconded. Motion passes unanimously.
  2. Governance Committee (Vinnie)
     1. N/A
  3. Fundraising Committee
     1. N/A

1. Special Orders
2. Good of the Order
   1. Announcements
      1. Ollie is doing Thanksgiving Day Dinner for community and would like donations.
         1. Greek Orthodox Church morning of Thanksgiving for volunteers.
      2. Discussion of Canned Goods Food Drive
3. Meeting Adjourned at 7:44pm.