



March Board Meeting, March 27, 2023

<p>Board Members Present: Herb Fixler Nicholas Ober Ruth Jarmul Susan Engel Deborah Dumont Thomas Sturtevant Tony Stoupas</p> <p>Board Members Not Present: Herb Kaplan Susan Fine David Schatsky</p>	<p>Others in Attendance: Celia Sosa, Executive Director Lex Zain, CAO Stephen Trowbridge, CFO/COO Keveney McCrillis, Executive Assistant to the Senior Leadership Team</p>
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Herb Fixler, Chairman of the Board, called the meeting to order at 6:11 pm. There was a quorum. The meeting was held in person at 830 Hunts Point Avenue, Bronx, NY.

There was a discussion of the Executive Director’s Goals which were shared before the meeting via email. One member mentioned that the goals aren’t the whole story, and there is a quality of leadership that isn’t captured there. There was a suggestion that perhaps we should fold in or measure leadership in a capacity beyond numbers. There was an appreciation for the comment, but the measurable numbers of the job can be telling. There was a question about where the school is currently regarding the goals (how close to them we currently are). Previous to the meeting, there were several revisions done around the goals, and the choice to weigh the goal of outperforming the district on state tests more than others is an important shift to make sure that we meet the needs of the school and institutional priorities. Overall, there was support for the goals as they are.

A board member mentioned wanting more information about where seniors go after graduation.

There was a question about exit interviews once teachers leave, how often they happen, and what data they capture. A suggestion was made to have an NPS survey (Net Promoter Score definition and formula based on the following idea: NPS is a highly regarded loyalty metric that companies use to collect the customer feedback they need to inform their business strategy) of faculty and staff as part of a regular touch point. There was a discussion about the school’s retention committee and the survey that they sent out.

Herb Fixler called for a vote on the February 27th Board Meeting Minutes, which were shared before the meeting via email. Susan Engel seconded. There was unanimous approval of the minutes.



Herb Fixler called for a vote on reelecting Trustees Ruth Jarmul and Tony Stoupas. Susan Engel seconded. Both were unanimously approved.

Celia Sosa gave her Executive Director's report, which was shared before the meeting via email. She reviewed the changes we made in admissions processes and software. Trustees had questions about our local competition and population. There was a suggestion to gather data about why students and families might turn down an offer from us and choose to go to another charter school. Then Celia discussed some ways we are institutionalizing policy and practice, specifically regarding the finance dashboard and ways we've incorporated different data points to give faculty job offer letters. Celia then reported out on projected staff retention at each division. There were no questions about these facts. Celia reviewed where we are in the search for a new elementary school director for the 23/24 school year.

There was a question from a board member about summer school and what we are planning. Celia reported that the current plan was to house all summer school programming in the high school building because of the closure at 730 Bryant and that we have submitted the Bloomberg grant for funding.

Celia ended her report by sharing the recent curiosity seminar that she planned for and conducted. There was discussion about how that affects the staff culture. There was a question about the dashboard that Jim Ford is developing.

Tony Stoupas left the meeting at 7 pm.

Deborah Dumont, chair of the Education Committee, reported on their meeting this month. She shared that there was a deep dive into the sample dashboard. There was feedback during that meeting about the type of data they wanted to see and what they wanted a summary report about. There was also a discussion about how often data should be looked at. Deborah also shared that there was a meeting conducted with Ashley Cadwell with the Ed Committee Chair and Executive Director about the types of professional development they could conduct and how they could support us in the classroom redesign project with pedagogical shifts. There were no questions.

Deborah Dumont left the meeting at 7:06 pm, and we no longer had a quorum.

Celia Sosa shared out about the Facilities Committee meeting that happened this month. During this meeting, they discussed the problems we've been having with broken light fixtures at 730 Bryant Ave. We have been getting more consistent reports from the School Construction Authority. Co-located schools have received information that they would be housed at PS 48, but the official report that the 730 Bryant building would be closed for the summer has not been given to us yet. There was a discussion about space allocation at 730 Bryant and the steps we have taken to achieve more space in that building for our students. There was a suggestion that we look at original founding documents to find more information about founding space allocation, perhaps the licensing agreement. Later in the meeting, we circled back to facilities as we were reminded that there was a break-in at the high school building this month. We discussed the ways we were addressing this concern. There was a suggestion for reinforcing our glass with 3m film that can



make windows bulletproof. The facilities committee will put this on their agenda.

Ruth Jarmul reported on the Development Committee meeting that took place this month. She stated that we need an increased focus on individual giving. She reminded the board of the friendraiser on April 20th. She also prepared the board that we would need to fill in the gap in foundation funding next year, as the Bloomberg foundation money will be running out. Ruth also reported that we are using a Google Ad campaign and its effect on admissions numbers. There was a question from a board member about why individual giving has tapered off. There was discussion about whether this happened, in part, because we changed our name or because the board's contacts are retired now, and we aren't replacing them with younger donors. A board member suggested having a dinner for the Associate Board members to encourage them to reach out to their matching foundations. There was a suggestion to invite Associate Board members to an event at the school/with school members. Ruth then announced that we are preparing for a Spring Fundraiser to honor Chairman Herb Fixler.

Stephen Trowbridge presented the Finance Report, which was shared before the meeting via email. He updated the board on the re-forecasted budget; we are favorable. He also mentioned that he and his team are doing more budgeting earlier in the year to deliver a better operating budget for next year. This is needed as we come down off the slope of federal funding. There were no questions about budgets. Stephen then reported on his meeting with Neuberger Berman and the draft investment policy they have put together. Stephen will call a meeting of the finance committee to review that and give feedback. There was a question about the possibility of hiring an advisor for the retirement plan - similar to how we have engaged Neuberger Berman to assist in oversight. It was suggested that this would be a good policy for the board to review yearly and/or to hire an advisor to do so.

The Development and Marketing report, which was shared before the meeting via email, was reported on earlier in the meeting during the Development Committee meeting presentation.

There was no other business from the committee, but a board member brought up the Tennessee school shooting that happened on this day. There was discussion about the prevalence of gun violence.

There were no public comments.

Herb Fixler motioned to adjourn the meeting at 7:55 pm, and Susan Engel seconded. The meeting was adjourned.

Board of Trustees Meeting Schedule - 2022-23

July 25	November 28	March 27
August 22	December 19	April 24
September 19	February 4	May 22
October 15	February 27	June 26



October 17

Board of Trustees Proposed Meeting Schedule - 2023-24

July 24th	August 28th	September 25th	October 23rd
November 20th	December 18th	January 23rd	February 27th
March 26th	April 23rd	May 21st	June 25th

Notes prepared by Keveney McCrillis and Reviewed by Stephen Trowbridge.