

Headmaster
Lisa Parquette Silva
Director of Operations
Matthew Harrington



Master Teachers
Sheila Hopkins-Osnes
Olawa Gibson
Migdalia Vargas
Jennifer Trani
Erin Farley

TNAACS Board Meeting
Tuesday May 23, 2017
9301 Avenue B Brooklyn, NY 11236

Minutes

Attendees: Varleton (Mac) McDonald, Lorraine Scorsone, Kevin Monrose, Elizabeth DeAngelis
Lisa Silva, Matt Harrington, and Shimon Waronker

The meeting was called to order at 6:06 PM.

Decision Items

Matt Harrington reviewed the monthly financial report. He spoke about the compensation committee's recommendations and that they were presented to ELT. They are still working on recommendations but did recommend a retention bonus for those being offered a return contract. Matt worked Tina Spaic and Aida Sadr-Kiani and used their recommendation.

Mac recommended that a rationale is attached to and make the incentive a finite number and not a range. Questions were asked if it was a one-time bonus or if it is happening regularly.

Matt stated that it would be discussed each year, pending budget surplus as a discretionary bonus. Could it be attached to performance/effective instructional strategies?

Lisa spoke about making TNAACS competitive with other charters. Tied into evaluations later on will be tied to performance.

Lorraine asked if everyone this year would be receiving a bonus that is retained for the 2017-18 school year. Lisa said yes and Matt explained that a new evaluation is being created and then work toward a bonus attached to performance for future years. Lorraine spoke to offering bonus based on team's performance vs. individually.

Lisa spoke about the difficulty of attracting talent to charter schools. Lisa expressed how the team is looking to various rubrics for evaluation including Kim Marshall and Danielson. Mac spoke about incentivizing progress and agreed that it is important to recognize the work being done

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and being competitive with other charter schools. It is a consideration and let teachers know that is for their hard work and tell them that the hope is that it will be continued but be transparent and that it is on a year by year basis.

Lisa agreed for the need to be transparent and that the staff must know it is not a guarantee every year.

1. Monthly Financial Report

- a. Net projected surplus (after depreciation) estimate is \$391,398
- b. TNAACS considering retention bonus for returning staff to be included in the 2016-17 budget. Budget \$3,000-\$5,000 per employee
- c. Addition of \$100,000 to the budget to purchase new, higher-end, furniture for 5th and 2nd grade classrooms.

Matt spoke about visiting a furniture company with interesting ways to reconfigure the set up because of how they can open and close and that changing a furniture set up with this furniture was easy and convenient. He recommended this for Grades 2 and 5

Matt reviewed the budget for next year. He stated that he had worked with CSBM and sent a financial report electronically to all members. Matt answered all budget questions from board members including questions about special education students, food service, and addressed total income and expenses in the budget. Matt also discussed the potential for an increase in per student funding, which should be signed by the governor, but the budget is conservative and shown both with and without this additional funding.

2. 2017-2018 Budget Review and Approval

The board voted on the proposed budget and noted that the retention bonuses are not included and that it would be a discussion with the board at a later date. A motion was made to approve the budget; it was seconded and approved by the board unanimously.

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Discussion Items

1. Chancellor Farina complimented the school in the newsletter
Lisa spoke about how the Chancellor gave a shout out in Principal's Weekly about the collaboration between Lisa and Ms. Stevens (DOE principal) and their successful co-location.
2. State testing complete. ELA and Math testing is complete. No data until August. The students are preparing to take the Science exam both the hands on and written parts.
3. Hiring day on Wednesday May 24th and 12 candidates are coming. Visitors from NextJump will be attending the day. Charlie, Megan and a few people from their team will be at the Charter tomorrow.
4. Update on Renewal Consultant. Matt spoke with Simeon Soltzberg and said the consultant wants to be paid \$120 an hour, not to exceed 20 hours or \$2400. It was agreed that this was reasonable. Lisa stated that the draft would be written by TNAA Simeon would be providing feedback and recommendations
5. Update on window coverings. Matt recommended the bid from Elite Window Company for shades for classrooms.

The meeting was adjourned at 7:04PM.