

BOT Meeting, Tuesday July 9TH 2019 at 3:00 PM -Minutes

Board Members present: Jim Sander, Lucas Doe, Stephen Wasserman, Christopher Brignola (video conference), Fatoumata Camara, Ted Hurwitz (Ex-officio)

Administrators Present: Norma Hurwitz, Leena Varghese

3:26 PM - Call to order by Board Chair James Sander

- I. Approval of Minutes for Thursday, June 20th, 2019
Jim Sander motions to approve the minutes as corrected. Lucas seconds, all in favor.

- II. Discussion- Tuition Reimbursement for high performing teachers, establishing guidelines
 - Christopher Brignola's prior charter school offered \$1,500 for a semester
 - Degree had to be a program that would lead to certification or extension of certification.
 - Receipt/registration form was submitted and reimbursement check issued
 - Higher reimbursement can be offered for high needs areas such as Special Education.
 - Stipulations for years needed to work at the school upon completion of the degree will be embedded
 - We will design a formal contract, for example, teachers must work at the school for 2 years after payment is issued.
 - Retroactive tuition reimbursement will not be issued
 - Up to 2,500 can be issued for high needs areas such as Special Education, Mathematics and Science.
 - Jim Sander suggests having a scholarship fund with criteria which they apply for and it must get accepted before proceeding.
 - Ted Hurwitz suggested reimbursing teachers for prior courses.
 - 2 years of satisfactory experience and rating would be needed
 - Lucas DOE suggests having a broad outline which the leadership team refines
 - Jim Sander suggested creating a budget outline for the project as a whole and then creating the criteria along with teacher input.
 - The board proposes up to \$50,000 a year be budgeted for tuition reimbursement
 - Chris Brignola motions to approve \$50,000 a year for tuition reimbursement, meeting the guidelines discussed, Stephen seconds, all in favor.
 - The school's website will be updated and Christopher Brignola will help refine it. We will take additional pictures and post highlights and stories of students.
 - Norma mentioned that we put out a new mailing for students and we are getting additional applicants.

- Stephen Wasserman recommends a referral program from existing teachers. If teachers refer someone who gets hired and completes one full school year, teacher gets a bonus. \$500 for the person who referred it and \$500 for the person who signed on.

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III. Committee Reports

A. Finance Committee – Lucas Doe

- Stephen requested that we have a meeting once every quarter with Paul for the finance committee.

B. Real Estate Committee – Ted Hurwitz

- A meeting will take place tomorrow with the architects at their office at 10:30 a.m.
- This is the advancement of the schematic design phase.

C. Education Committee – Christopher Brignola

- The Department of Education released instructional reports that correlate closely to state exam scores and our students went up based on last year's instructional reports.

Motion to adjourn made by Lucas Doe at 4:49 p.m. all in favor.

Next meeting Thursday August 29, 2019 6:00 p.m.