

**Hyde Leadership Charter School  
Trustees Meeting  
September 24, 2012  
Minutes**

Trustees Present: Herb Fixler  
Deborah Dumont  
Shara Freeman  
David Steadly  
Wilder Baker  
Herb Kaplan

Trustees Absent: None

Also present: Dennis Mehiel (Trustee nominee)  
Betsy Olney, Head of School  
Mike McNamara, Chief Operating Officer  
Staci Seeley, Director of Development  
Joanne Goubourne, Hyde Foundation  
Peter Anderson (K-8 Director)  
Celia Sosa (High School Director)

With a quorum present, the meeting began at 6:07 PM, Mr. Fixler presiding.

**1. August 2012 meeting minutes:**

The Board unanimously approved the minutes from the August 27, 2012 meeting.

**2. Head of School Report**

Ms. Olney, Mr. Anderson and Ms. Sosa presented academic priorities for the FY2012-13 school year. Ms. Olney summarized ELA and Math scores for 3-8 and outlined changes to management structure and priorities that began last year. Mr. Anderson followed with a discussion of the K-8 structure, the focus on curriculum support, a longer school day and expectations for homework and reading outside of school. Ms. Sosa reported strong results from the Regents testing and college-readiness plans for high schoolers.

A question and answer session followed with many parents asking about teacher retention, language instruction, consistency of teacher expectations and facility/co-location issues.

**3. Development Committee Report**

Ms. Seeley reminded Trustees of the date and time (October 24 at 8:30 am) for the Open House in the High School Library. She distributed invitations for Trustees to personalize and mail out. A separate mailing to Hyde's full donor database is being re-drafted and is expected to be mailed by Thanksgiving. Progress continues on the 2013 Campaign among other initiatives.

**4. Finance Committee Report**

Mr. McNamara presented year-to-date August 2012 financial results for both the 2012-13 fiscal year and the 2011-12 lease year. On both reporting bases, the financial results were in line with expectations.

McNamara presented a proposal to add new non-interest bearing bank accounts in order to increase the level of FDIC insurance for school cash balances. FDIC will insure no-interest accounts up to \$1 million. After discussion a motion was made, seconded and passed unanimously to allow Mr. McNamara to open up to two such accounts with Mr. Fixler, Ms. Olney and Mr. McNamara as signers.

## **5. Nominating Committee Report**

Jeannette Melendez, a Hyde parent, was introduced as a candidate for Board membership. She provided background on her years as a Hyde parent and expressed strong interest in becoming a Trustee. Mr. Fixler encouraged Trustees to reach out to Ms. Melendez and get to know her better.

## **6. Education Committee Report**

Ms. Dumont had nothing to report.

## **7. Facilities Committee**

There was discussion about school safety for the Bryant Avenue school and the feasibility of various alternatives for improving in-school and near-school security. Mr. Fixler offered to investigate whether private security was allowed in a DOE facility. Mr. Steadly suggested parents be enlisted to write letters of support for improving school security.

## **8. Human Resources Committee**

Ms. Dumont raised the issue of the employment term for teachers and the confusion around whether they were essentially 10 or 12 month employees. Mr. McNamara stated the employment letter sent to staff and signed by them accurately reflected payroll practice but that the pay policy was confusing. A number of ideas to clarify the pay policy were offered and will be quantified and a recommendation made to the Board.

## **9. Other Business**

Ms. Freeman called for greater financial resources to be identified and applied to the school's most pressing needs. She raised security as a priority area as well as additional teaching staff. Ms. Olney shared a prioritized list of additional hires and Mr. Fixler asked that she and the leadership at Hyde develop a plan of funding sources and spending priorities with the goal of emphasizing those with the most immediate impact.

At 9:43 PM, there being no other pressing business, a motion was made, seconded and carried to adjourn the meeting.

Minutes prepared by Michael McNamara