

**Hyde Leadership Charter School  
Trustees Meeting  
March 23, 2015  
830 Hunts Point Avenue Bronx NY 10474  
Minutes**

Trustees Present: Herb Fixler  
Deborah Dumont  
David Steadly  
Jeanette Melendez  
Dennis Mehiel  
Wilder Baker  
Herb Kaplan  
Oz Hanley

Trustees Absent: David Sachs  
Robert Kramer

Also present: Thomas Sturtevant, Executive Director  
Michael McNamara, Chief Operating Officer  
Josh Williams, Development Associate Director

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

**1. January 10, 2015 meeting minutes**

A motion was made, seconded and unanimously approved by the Trustees present to approve the minutes from the January 10, 2015 Board meeting.

**2. Committee Membership**

At the Board meeting/retreat January 10, Mr. Fixler asked Trustees to review their Committee assignments and propose any changes. The following changes were requested:

Dave Steadly	remove from Government Relations Committee
Jeanette Melendez	add to Education Committee
Oz Hanley	add to Nominating Committee
Wilder Baker	replace Susan Marber as Chair of Marketing/PR/Advertising Committee
Mike McNamara	add as Staff to HR Committee

The Finance and Investment Committee be combined. A motion was made, seconded and approved unanimously by the Trustees present at the meeting to make these Committee changes. A new Committee Organization Chart is attached to this month's minutes.

### **3. Development Committee**

Mr. Fixler requested an effort be made to contact donors who have given to Hyde in previous years but did not contribute to the FY15 Annual Campaign. He promised to forward a draft letter to the Trustees that they could modify for this purpose.

Mr. Williams reported that year-to-date February donations were up 39% from the same time in FY14 but were just 39% of the full-year budget for FY15. Mr. Mehiel commented that the targets for Individual, Board, Events, and Corporations were reasonable and Hyde still had ample opportunity to meet or near those targets. He did not believe the Foundation target was achievable this year.

Mr. Fixler called on the Board Trustees to make donations this fiscal year. Ms. Dumont requested Mr. Williams forward pledge forms to each Trustee.

Mr. Kaplan asked what it would take to have better success with Foundations. Mr. Sturtevant stated that it came down to individual connections—someone a Trustee knew who was in a position at a Foundation to make or advocate for Hyde. Mr. Hanley noted that real estate and finance were the New York City-based industries with the highest number of wealthy people. He said he had contacts through real estate lawyers to target that industry. He asked if we could identify developers who were working in the Bronx to see if he had any connections to them.

Mr. Williams reported on a potential partnership with New York Junior Tennis and Learning that could result in an after-school program valued at up to \$180,000. He also reported on the successful "Walk a Mile" outing with local police that was organized by Hyde eighth graders and said it would be profiled in upcoming marketing materials.

Mr. Baker asked if a school Open House could be organized for sometime in May.

### **4. Executive Director's Report**

Mr. Sturtevant reported that a request from DOE for follow up information from their Charter Renewal visit was completed. He thought Hyde made a good K-12 case for charter renewal. He laid out the schedule for state testing in April and answered numerous questions from Trustees regarding how Hyde pre-tests students and address deficiencies identified in those assessments.

Sturtevant summarized a half-day meeting with the Senior Leadership team around Strategic Planning. He laid out these strategic objectives:

- (1) Consistent K-12 student experiences;
- (2) Focus on improving the environment (particularly 1<sup>st</sup> Floor) at 730 Bryant;
- (3) Technology in the Classroom;
- (4) Teacher Retention;
- (5) Data-driven instruction.

He noted that High School Career Day and Middle School Family Day were great successes.

**5. Finance Committee**

McNamara reported on favorable financial performance to budget for the month of February and for the eight months ending February 28. He updated the Trustees on the plan to modify the retirement plan match to withhold the school's match until new teachers pass their 2<sup>nd</sup> anniversary dates as Hyde employees. The employees who made it to their 3<sup>rd</sup> school year at Hyde would be credited the match back to their original start dates but staff who resigned prior to starting their third year would forfeit the match. The objective was to help teacher retention and not to cut retirement plan spending.

He reported on the Summer Climb K-2 technology camp that is being funded largely through a private foundation of Trustee Robert Kramer. He informed that the program would be run as a Hyde program in order to take advantage of its insurance and risk-management programs.

**6. Education Committee**

Ms. Dumont reported she has been very involved in curriculum development for the Summer Climb program.

**7. Facilities Committee**

No report.

**8. Other Business**

None.

**9. Public Comments**

None.

**10. Adjournment**

There being no further business, the meeting was adjourned at 8:06 pm.

Minutes prepared by Michael McNamara