

**MINUTES OF THE HELLENIC CLASSICAL CHARTER
SCHOOL BOARD MEETING
HELD ON October 23, 2017 AT 9:30 a.m.
AT
646 5th AVENUE, BROOKLYN, NEW YORK 11215**

MEMBERS AND STAFF

PRESENT

Nikolaos Leonardos	Treasurer
Christina Tettonis	Principal
Joy Petrakos	Director of Operations
Natasha Caban	Assistant Principal
Anastasia Etimos	Guidance Counselor
Stacy Kokkoros	Business Administrative Assistant

VIA SKYPE CONFERENCE

Charles Capetanakis	Chairman
Harvey Newman	Secretary
Effie Lekas	Member

ABSENT

Dean Angelakos	Member
Nik Mathews	Member
Dr. Liana Theodoratou	Excused

Charles Capetanakis chaired the meeting. Joy Petrakos acted as recorder.

The first item on the agenda is the approval of the minutes of the meeting on September 29, 2017. The minutes have been reviewed, transcribed and made available for public review. On a motion made by Mr. Newman and seconded by Mr. Leonardos, the minutes were unanimously approved. Mr. Capetanakis asked if there are any additions, deletions or corrections to the minutes from September 29, 2017. There are none. Mrs. Petrakos called the roll. The motion passed. The next item on the agenda is the Principal's report that has been disseminated to the Board beforehand and is quite apprehensive and will be accepted into the record. Mr. Capetanakis asked if there are any questions on the Principal's very thorough report. There are none. Mr. Newman noted that the principal's report was excellent.

DIRECTOR OF OPERATIONS REPORT

The next item on the agenda is the Director of Operation's financial report. Mrs. Petrakos began by pointing out a \$175,000.00 savings. She stated that

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the school is able to save since the expansion project ended. She stated to the Board that the expenses are a little high because of the beginning of the school year and we are paying off the vendors from the summer orders. The new health insurance will kick in on October 1st and will be reflected in the next financials. In September, the school paid \$100,000.00 she reported, with the old insurance company. Joining a PEO with Oasis will help decrease the health costs. We are confident that we will be able to save money and have a surplus soon. Mr. Capetanakis asked about the insurance carrier. Mrs. Petrakos responded that the health costs were sky rocketing up to 25% and we had to look for lower rates. As per her discussion with the Board she requested to change carriers. We received quotes from Little Byrd and our current broker Magii. Magii came back with a good plan with lower rates, saving us up to \$ 200,000. Mrs. Petrakos thanked our Operations Manager Christina Portelos, for working with her to find the best plan possible for our school. For the month of October our health costs were under \$45,000. Our new rates are secured until August 2018. Our team did a great job in asking the right questions and making the right moves to get the better plan for our employees. She thanked the Board for allowing her to do this.

Mr. Capetanakis asked for an update on the TCO. Mrs. Petrakos reported that there is not much movement from the last school board meeting. She will have more information this upcoming week.

Mr. Newman asked for any updates on the air conditioning situation. Mrs. Petrakos reported that the parent who had volunteered to give us an estimate has not gotten back to her. She asked if she can go ahead and ask the school's new company that is servicing our air conditioning units for an estimate. The Board told her to get an estimate from them. Mrs. Petrakos also stated that she will be meeting with Jennifer Gerakaris to plan accordingly with the approved mechanical plans. Mr. Capetanakis stated that since Mrs. Petrakos has the ability to save from time to time, maybe we can have the ability to self-fund part of the purchase of new air conditioning units and fundraise for the rest. Mrs. Tettonis stated that she appreciates the Board bringing this issue up again.

Mrs. Tettonis reported that sixteen students will take part in our new Ancient Greek Theater Program that will be going to Greece in February at the same time as the students from the National History Day Fair. We are very excited about the new program, she said. She reported that we will be asking the parents of these students to fundraise for this project. She asked the Board if they know of anyone who would like to give towards this project. She says, that we are hoping to be able to raise a good amount of money. This trip fits in perfectly with the mission of our school.

The next item that Mrs. Tettonis discussed is the renewal. She wants to make sure that it is okay with the Board that we go ahead and work with Ms. Carter from CEI.

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She reported that she has scheduled a meeting with Ms. Carter tomorrow regarding the renewal. Mrs. Petrakos and Mrs. Caban attended a meeting at the Charter Center regarding the renewal. She also reported that we did not meet the teacher retention goal as mandated by the DOE in our charter agreement. She also reported that she is very proud of the new teacher hires. We have had many visitors in the school and they all did a very good job. But, with new teachers, comes a lot of challenges and they are doing a great job.

Mrs. Tettonis stated that she has been working very closely with Mrs. Kakleas, the Dean of Academics, and the leadership support team. She believes in empowering teachers and compensating teachers on staff to act as lead teachers to support faculty as mentors. Mr. Capetanakis likes this idea because you are building a community. Mrs. Tettonis stated that it has been a challenging year since we added a science STEM teacher, a Math Coach and Literacy Coach. Mr. Newman responded that we recognize the school's efforts and we are just looking to try and support without taxing the leadership of the school. Maybe you can present to us at the next meeting viable alternatives.

Mrs. Petrakos pointed out that we were generous with the salaries this year. We have great teachers and we want them to continue on with us at HCCS. The main reason we have teachers leaving HCCS is the DOE pension. Mr. Capetanakis stated that he does not mind the attrition. If everyone stayed, we eventually could not afford their salaries. So, the ones that are staying and are in fact making the sacrifice are great because they are committed to the school and they recognize that a pension is not everything.

Everything is in thirds, hopefully one third will stay, one third will move on and the last third is half and half. It is difficult transitionally, but from an economic standpoint it is good. Mrs. Lekas stated that from her conversations with our teachers who stay, what trumps a pension is the atmosphere, the administration and the support. So we have a core of teachers who very much appreciate of HCCS and the opportunities offered to them and they are able to overlook the pension.

Mrs. Tettonis mentioned our SHSAT after school class. She expressed concern that a few students are not taking it seriously and it may be partly that the class is free to the families. We may think to change it up next year. Mr. Newman stated that we hear the problem and he welcomes an alternative. We have to develop a strategy and a response. Mr. Capetanakis stated that the goal is to have some kind of prep instead of having a class. Mrs. Lekas asked how much is the school paying for KAPLAN? Mrs. Petrakos answered that it is approximately \$30,000. Mr. Leonardos thinks we should continue with the prep but find a better way. Mrs. Caban would like to streamline it. She would like to take student grades into consideration. Mrs. Caban will analyze the data to see the attendance of the consistency of who came to our program and left. This will tell us who did or did not do well in the program.

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Mrs. Tettonis added that we also pay two staff members until 7:00 at night in addition to the KAPLAN teachers. Mr. Newman suggested that maybe we should teach one of our own staff members to teach the SHSAT prep. Mr. Capetanakis stated that we have an obligation to the families that cannot afford the one on one tutoring. Mr. Capetanakis likes the concept of an in house program. Mrs. Tettonis agrees but we do not have access to the materials that KAPLAN provides. They will look into this matter further.

Mr. Newman stated that if we have even enabled even one student to get into a specialized high school we have succeeded. Mrs. Tettonis replied that we will try to revamp the program.

Mr. Newman stated that Amy Shore will be sending a work plan concerning replication. Mr. Leonardos informed the Board that there is a broker looking in the area for a new site.

There being no unfinished business, Mr. Capetanakis asked for a motion to adjourn. The motion to adjourn was made by Mrs. Lekas. Mr. Newman seconded the motion. The meeting was adjourned at 9:50 a.m.

Harvey Newman
Harvey Newman, Secretary