

**New Dawn Charter High School  
Board of Trustees Meeting  
Minutes**

**Place:** New Dawn Charter High School  
242 Hoyt Street  
Brooklyn, NY 11217

**Date:** June 4, 2014

**Time:** 3:00 p.m.

**Present:** Sara Asmussen, George Crowley, Lisa DiGaudio, Michelle D. Millán, Ronald Tabano, Leslie Winter, Phillip Weitzman (Skype)

**Absent:** Samir Souidi

Meeting came to order at 3:05 p.m. A quorum was present

**I. Resolution: Minutes from April Meeting**

Mr. Tabano asked if everyone was able to read the minutes and if anyone had anything else to add.

**Motion:** Mr. Crowley motioned that the minutes be accepted as written.

**Second:** Mr. Winter seconded the motion.

**Vote:** Unanimous

**II. Resolution: Compensation Committee Plan from November 2013**

**a. Career Ladder**

Last meeting, during Executive Session, detailed information was had about the career ladder and it needs to be voted on. Mr. Crowley asked that several changes be made, which Dr. Asmussen did. Mr. Tabano asked if Mr. Crowley was able to review those changes and if they are acceptable. One of the issues that Mr. Crowley had was about the raises. Dr. Asmussen stated that she took it out and only focused on the career ladder.

**Motion:** Mr. Crowley motioned to accept the Career Ladder

**Second:** Mr. Winter seconded the motion.

**Vote:** Unanimous

### III. Federal Monitoring Visit

SED was monitored by their federal monitors from WestTec and they chose us to look at our CSP (Charter School Program) books. They were the ones who provided the money for the school to open up. They provided the money for the building, lockers, etc. As far as we know, the visit went fine. Because the monitoring was not about the school, they don't have to submit a report to the school.

Dr. Asmussen stated that she received the draft from Vicki for the oversight visit from the state and it was very good. It is in draft form right now, so it can't be shared. She will be finalizing it and sending it to the Board Members.

### IV. Insurance

#### a. Health

There are several changes to the school's health insurance. The big difference is every plan now has a significant deductible for inpatient stays. Otherwise, everything remains the same. The plan is mapped to the school's current plan, to be as close as possible.

Dr. Asmussen suggested that the school stay with the similar plan even though it's slightly more expensive than the other plans. If we were to do this, everyone could keep their same doctors.

Mr. Tabano suggested that the school create a sub-committee that includes staff to review several plans and then come back to the board and make a suggestion for next year.

**Motion:** Mr. Crowley motioned to accept the suggested health plan.

**Second:** Mr. Winter seconded the motion.

**Vote:** Unanimous

#### b. Liability

Austin & Co

The building insurance is due July 1<sup>st</sup>. Some of the increases have to do with the increase in students; that will continually go up as the school increases.

Mr. Winter questioned why is car insurance included in the quote when the school does not have a car. Mr. Crowley stated that that is included to cover staff that uses their personal vehicles on behalf of the school.

Mr. Crowley pointed out that Student Accident is currently at \$0.00 deductible. He asked what would happen if the deductible was increased by \$500. Dr. Asmussen will look into this.

Mr. Crowley stated that the school should get bids from other companies every few years. He suggested that it be done early, so that the school does not get into a bind.

**Motion:** Mr. Crowley motioned to accept the policies as is, with the one caveat that Dr. Asmussen will look into the \$500 deductible.

**Second:** Mr. Winter seconded the motion

**Vote:** Unanimous

#### **V. Update on Collective Bargaining**

New Dawn attorneys and UFT representatives went before PERB. New Dawn's lawyers brought up the fact that there is a suit being brought as to whether or not PERB has jurisdiction or NLRB (National Labor Relation Board) has jurisdiction. Attorneys for New Dawn filed a stipulation asking the judge to allow us to work directly with the UFT in determining the jurisdictional issue. It was recommended that we sit down and try to cooperate and come up with a resolution with what we want to do with this situation. The response from the UFT was to put the case on hold status. Since then, the Hyde Charter School decision was ruled on and it was concluded that the NLRB has jurisdiction over charter schools. For now, the school is in a holding pattern. Again, Mr. Tabano stated that New Dawn is willing to negotiate, but have to make sure that we're negotiating with the right body.

Dr. Weitzman asked how does this affect the timeline for possible recognition and negotiate. Mr. Tabano stated that we're currently on hold, the school never said that they're unwilling to negotiate, we're just on hold right now.

The UFT representative wanted to clarify the process that the school could recognize the staff, regardless if it's PERB or NLRB. Mr. Tabano stated that he understood that, but it's the school's position to run the current course.

Dr. Weitzman asked if anything has come up yet regarding the scope of the bargaining unit. Mr. Tabano stated that with the new ruling everything is in a state of flux.

#### **VI. Financial Report**

Mr. Crowley reviewed the report, and showed where there were mathematical errors. Mr. Crowley received the budget and he sent it back with some comments on it. Dr. Asmussen

stated they will look at the next year's budget during the next meeting. She also stated that she put in the budget close to half a million dollars for moving costs.

Mr. Crowley asked for a copy of the audited financial statements because there's some confusion with the wording.

## **VII. Principal's Report**

### **a. Regent's Prep Update**

The Common Core Regents was administered yesterday, June 3, 2014. This is the first time that the Common Core test is being administered. This test was to test the test. The official test will be administered next year. If students did not do well, it would not be held against them. The student's didn't seem overwhelmed, the test seemed fair.

Mr. Tabano asked Ms. Trakhtenberg what she thought about the test based on her experience. Ms. Trakhtenberg thought it was a legitimate English exam and she liked it much better than the old version. Mr. Tabano stated that the students had choices they could relate to.

The math test on the other hand, seemed long. Ms. DiGaudio stated that students stayed for the complete test.

### **b. Institutional Rounds – Peer Version**

Closing out the instructional rounds, Ms. DiGaudio went to the final with PICCs and worked with Thomas Fowler Finn, who is one of the definitive voices on instructional rounds. This is something NDCHS will continue. Ms. DiGaudio met with Mr. Flory who is one of the leads at the school and they worked out a plan for the summer. Ms. DiGaudio stated that as observers, we tend to be evaluative on what the teacher is doing; this shifted the thinking into what the student is thinking. This will assure what is being taught is at grade level.

**Attendance:** Mr. Winter pointed out that April and May 2014 statistics did not include last year's attendance for a comparison. It's assumed that there's a huge drop in attendance. Dr. Asmussen stated that attendance was low and she will update that info for the next meeting. Mr. Winter asked what was going on with attendance. Dr. Asmussen stated that attendance has gone up a little, but not enough. A number of interventions have been put into place, for example, home visits and character development. Mr. Winter asked for the reason why attendance dropped suddenly in February. Mr. Winter asked Ms. Trakhtenberg if she had any ideas of why attendance dropped. Ms. Trakhtenberg stated that what's happening with the union is not helping with morale around the school. She stated she did not know if that's the only thing attributing to it because it didn't happen so quickly. She stated that there are several factors that go into a student's attendance. She stated that maybe what happened is that the teachers decided to create a union and there was an immediate schism

between Admin and the staff. Mr. Winter asked how that would play out with students. She stated that she did not know. Mr. Winter stated that he did not understand how the union formation and any administration and teachers difficulties are getting to the students. Ms. Trakhtenberg stated that it was not her opinion, but something that was cited to her as a possibility. She further stated there are a lot of things going on in the school that affects student attendance, i.e., regents, lack of accountability.

Mr. Crowley asked if the attendance is based both for attendance and internship. No, it's just classroom.

Mr. Crowley stated that May 2014 has 10 dropouts; he asked if that's something that should have been processed sooner. Dr. Asmussen stated that it should have been processed in January, but that is how long it takes the DOE to go through the papers and drop the student. Mr. Tabano stated that he's on a committee for charters to have the same rights on ATS as the DOE schools.

#### **VIII. New Business**

Relocation: Mr. Tabano stated that there is one possibility; NDCHS is waiting to hear back on this. Mr. Tabano and Dr. Asmussen will begin looking for a building over the summer. Mr. Tabano is also waiting to hear back from the Arch Bishop about the Catholic School. He also stated that they will go back to Bush Terminal. Mr. Crowley asked about the expected dated for the school to move. Dr. Asmussen stated by next summer. Mr. Tabano believes that that can also be a good possibility. Mr. Crowley asked when we need to approach the state for permission. Dr. Asmussen stated that she wrote a letter for next year stating that we're staying at this location.

Need to schedule a date for the next board meeting. The next board meeting is scheduled for June 17<sup>th</sup>.

The UFT organizer stated that several teachers wanted to address the board and asked if the Board could extend the meeting until the bell rings. Mr. Crowley suggested that the Board goes into Executive Session and come back to the regular meeting

The meeting was adjourned to go into Executive Session

#### **IX. Executive Session**

The meeting was called back to order at 4:14pm

Mr. Tabano asked for a motion to give teachers returning will be given a 2% raise.

**Motion:** Mr. Winter motioned to give the returning teachers a 2% raise.

**Second:** Mr. Crowley seconded the motion.

**Vote:** Unanimous

The teachers distributed a list and the following read sections of the list: Kathleen Desai, Chelsea Rissner, Dana Trakhtenberg.

Mr. Tabano thanked everyone for their opinions.

**X. Adjournment**

The meeting ended at 4:21 p.m.

The next meeting is scheduled for Tuesday, June 17, 2014 at 3:00 p.m. at New Dawn Charter High School.