



**Brooklyn Urban Garden Charter School**

**Board of Trustees Meeting**

**March 22, 2022**

**6:30pm - 8:00pm**

**Brooklyn Urban Garden Charter School, 500 19th Street, Brooklyn, NY**

<https://meet.google.com/iww-pkee-pye>

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**Members Present:** Charles Hertzog, Felice Ekelman, Don Mabrey, Hallie Iannoli, Jackie Piccolo, Jamal Deek, Christine Kang, Regina Fechter, Ana Bast, Louis Green, Erin Walker

**Others present:** Susan Tenner (BUGS Executive Director), Wynette Caesar (Principal), Susan Bakst (BUGS Director of Marketing and Outreach), Lydia Bailey (Director of Operations), Cay Tolson (Assistant Director of Operations)

**I. Welcome and Approval of the Minutes**

- A. The meeting was called to order at 6:37pm
- B. Susan Tenner led a Mission Moment to celebrate Lydia Bailey and the impact she has had on BUGS. The Board also shared their appreciation for Lydia and her leadership and wished her luck in her new position at a not-for-profit in Washington, DC.
- C. Louis Green made a motion to approve the February minutes, Felice Ekelman seconded, and all approved.
- D. Susan Tenner requested two board members to volunteer for upcoming events; Don Mabrey volunteered to attend the lottery and Jackie Piccolo agreed to speak at the NYSED hearing about revisions to the BUGS mission.

**II. Education and Accountability**

Susan Tenner provided the committee report focused on talent management.

- A. BUGS is preparing for the arrival of the two new Assistant Principals and acquired information about how to best get them prepared for success through focus groups and surveys with staff.
- B. A major consideration for the committee is teacher retention and developing a compensation matrix that is competitive with the DOE.
- C. The Education and Accountability committee will consult with the Finance Committee and provide an update about the salary matrix at the board meeting in April.
- D. The board was also updated about other operations team staff changes and initiatives.

### **III. Finance Report**

Jamal Deek reported on behalf of the finance committee:

- A. Jamal noted points of interest regarding deferred revenue, facility funding, and slightly lower instructional expenses. He also provided an update on CARES funding and the expected increase in per pupil funding.
- B. The lease negotiations are still ongoing.
- C. Staffing and compensation structures are being discussed at committee meetings.
- D. The draft for next year's budget is expected in April. The board will meet to review and discuss at the May board meeting and will vote on the budget in June.

### **III. Governance and Nominating Committee**

Regina Fechter reported on behalf of the committee:

- A. Regina provided an update on board recruiting and urged board members to reach out to friends and colleagues who would be a good fit with BUGS and the board. There was also a discussion about cultivation strategies and opportunities.
- B. The Executive Director annual review is in process. Work will be shared with the board prior to completion.

### **IV. Executive Director Report**

There was a discussion about FRPL data and comparisons between BUGS and CSD 15.

There was no Public Comment.

At 7:46pm Don Mabrey made a motion to adjourn the meeting. Regina Fechter seconded and all approved.