



The February meeting of Coney Island Preparatory Public Charter School was held on Tuesday, March 1, 2022, at 5:00 pm.

Board Members Present

Josh Wolfe
Julie Goran
Joe Herrera
Nkonye Okoh
Leslie-Bernard Joseph
Jacob P Mnookin
Joe Talia

Guest Present

El Gilbert
Ross Thomason
KC Klegar
Brian Buckmire

Absent:

Samantha Tweedy
Shona Pinnock

Quorum Present: Yes

I. Minutes Leslie-Bernard Joseph, CEO, presented the Board with the January 25, 2022 Board Meeting Minutes for approval.

Voted: Joe Herrera made a motion to approve the Board Meeting Minutes, and Ms. Goran seconded the motion. It was approved unanimously.

II. Governance

Mr. Wolfe made a motion to re-nominate Ms. Okoh and Ms. Tweedy to the Board for a second three year term. Mr. Mnookin and Mr. Herrera. seconded. The Board approved unanimously. Mr. Wolfe then discussed the candidate of and nominated Mr. Brian Buckmire onto the board, replacing Jen McArdle. Ms. Goran seconded the motion. It was approved unanimously.

III. Schools Update

Mr. Joseph briefly discussed the incident involving a middle school and high school student on the train. Incident updates included one student was formally charged by the police and recommended by his counsel at Legal Aid to voluntarily withdraw from Coney Island Prep. In response to the incident, Mr. Joseph shared the DOE's recommendation to incorporate random security scanning which will also require additional school safety officers. CIP will partner with Rachel Carson High School and IS 303 for new scanning procedures.

Mr. Joseph also provided further information regarding the staff member involved in the NY Post story which resulted in immediate termination. Crisis Communication with the Robin Hood Foundation and SKDK will be made available for 6 months to assist in developing a rapid response communications playbook in crisis management.

Mr. Joseph requested permission to engage in a \$156,000 contact with Executive Excellence, a recruitment firm that works with other charters and non-profits in the city, specializing in mid-level talent searches. The contract would include a 3 month commitment to fill a number of critical roles across schools..

Mr. Herrera motioned in favor of the contact with Executive Excellence and Ms. Goran approved. The decision was approved unanimously.

IV. Compensation Strategy

Mr. Joseph shared a compensation proposal, mapping out important details as it pertains to new hires and existing staff salaries. The CIP Leadership team reviewed research on pay for performance, literature from Daniel Pink, read *Primed to Perform* on motivation and compensation. The Competitive Compensation initiative and multiple focus groups with staff revealed teachers prefer a lock-step compensation table (transparent and predictable)



salary increases are not directly tied to their observation “scores.”

Chief People Officer Ross Thomason and Chief Schools Officer Eldrige Gilbert provided further details explaining how salary differentials will be evaluated based upon rubric, which included a rubric process, 4 observations per year, focus groups and precise feedback to assist. To remain competitive, Mr. Joseph requested a \$67,500 starting salary for new teachers.

Mr. Herrera motioned in favor of the new starting salary and Ms. Goran approved. The decision was approved unanimously.

V. COVID Updates

Mr Joseph shared the recent mask mandates announced by Mayor Eric Adams that will end in city public schools effective Monday, March 7, 2022. CIP will continue to mask through the end of the month and move to optional masking Monday, April 4, 2022.

COVID testing is now optional for staff and random testing is conducted for 50% of the student population for the remainder of March. Beginning in April, CIP will require on 25% of the student population to be tested at random.

VI. Fundraising Updates

Chief Development Officer Hallie Hanson updated the Board on her fundraising success. CIP has already raised \$1.06M and reached over 70% of our total FY22 fundraising goal of \$1.456M (excluding Shelby Collum Davis funds). This is largely as a result of anticipated foundation grant payouts from Walton, Robin Hood, Cummings, and Lincoln



Fund. We anticipate at least another \$106,000 payment from Robin Hood, rounding out their one year grant and our budgeted foundation revenue for FY22.

In terms of individual giving (i.e. non-foundation), so far we raised approx. \$130,000 to date (Jan 20). When compared to the same point in FY21, we raised about the same amount from individuals.

Finally, with another successful fundraising year well within reach, we still need to raise at least \$110,000 to account for our “board spring event” goal. We are currently brainstorming some approaches for closing this gap, which includes a more direct major donor appeal, or asking anyone who has a lifetime giving of \$5,000 or more to renew or stretch their giving to support some of the ambitious goals we have in the pipeline. Stay tuned!

VIII. Adjournment

The meeting was adjourned at 6:00pm.

I hereby certify that these are a true and correct copy of the minutes that were adopted by the Board of Trustees on March 1, 2022.

Jacob Mnookin, Secretary