



City on a Hill Charter Public School

Minutes

June 2020 CEO Support Committee Meeting #2

Date and Time

Thursday June 25, 2020 at 2:00 PM

This meeting took place remotely pursuant to the March 12, 2020 Baker-Polito Administration announcement of an emergency order temporarily modifying the state's open meeting law.

Committee Members Present

Cara Stillings-Candal (remote), Jacqueline Bennett (remote), Jordan Lopez (remote), Sarah Griffin (remote)

Committee Members Absent

Gary Morton

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Cara Stillings-Candal called a meeting of the Executive Director Support And Eval Committee of City on a Hill Charter Public School to order on Thursday Jun 25, 2020 at 2:03 PM.

II. CEO Evaluation Discussion

A.

CEO Contract Discussion

Cara Stillings-Candal, Chair, provided an overview of the CEO Evaluation Process, which included six personal goals created by Kevin Taylor, Chief Executive Officer, and anonymous feedback from the Board of Trustees and direct reports, and noted the evaluation determines the CEO's bonus earning. Stillings-Candal then presented the following goals for discussion:

1. Demonstrable progress towards finalizing a Union contract;
2. Following through on next steps related to the City on a Hill - Circuit Street charter renewal;
3. Successful wind down of the City on a Hill - New Bedford campus;
4. Successful consolidation of the City on a Hill - Circuit Street and City on a Hill - Dudley Square charters;
5. Satisfactory completion of the Boston Private Forbearance Agreement and related provisions; and
6. Achieve a balanced SY19-20 budget.

The Committee reviewed each goal, and noted that with the exception of goal #5, all had been completed to the Committee's satisfaction. Committee members discussed if they believed each goal should be weighted equally or if some goals were more important than others. The Committee agreed that weighting the goals would be helpful in the future, but in the spirit of transparency would not do so this year as it had not been discussed at the setting of the goals.

Given this, the Committee agreed that all goals would be weighted equally when calculating bonus, and that given the outstanding items related to the Boston Private Forbearance Agreement it would be treated as 75% met based on Stilling-Candal's account of the process.

Stillings-Candal then shared that she will be creating the CEO Evaluation Memo to discuss with Taylor, and will share out final results during the Committee Updates of the upcoming Board of Trustees Meeting.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 3:00 PM.

Respectfully Submitted,
Cara Stillings-Candal