

APPROVED



City on a Hill Charter Public School

Minutes

June 2021 CEO Support Committee Meeting

Date and Time

Wednesday June 16, 2021 at 4:00 PM

This meeting took place remotely pursuant to An Act Extending certain COVID-19 Measures Adopted During the State of Emergency signed into law by Governor Baker on June 16, 2021.

Committee Members Present

Jacqueline Bennett (remote), Melisa Lemire (remote)

Committee Members Absent

Sarah Griffin

Guests Present

Jordan Lopez (remote), Kevin Taylor (remote), Maddie Collins (remote), Melody Chestnut (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Jacqueline Bennett called a meeting of the Executive Director Support And Eval Committee of City on a Hill Charter Public School to order on Wednesday Jun 16, 2021 at 4:31 PM.

C. Approve May 2020 Meeting Minutes

Melisa Lemire made a motion to approve the minutes from May 2021 CEO Support Committee Meeting on 05-12-21.

Jacqueline Bennett seconded the motion.

The committee **VOTED** to approve the motion.

Roll Call

Sarah Griffin	Absent
Melisa Lemire	Aye
Jacqueline Bennett	Aye

II. CEO Evaluation

A. CEO Evaluation

Jacqueline Bennett, Committee Chair, opened discussion with restating the goals of the June 2020 CEO Support Committee meeting, which include reviewing the CEO Evaluation results as a means to determine if the Committee's overall perception of Kevin T. Taylor's performance was generally aligned with that of all Board members and direct reports of the CEO, before reviewing goals set by the CEO and Committee.

The Committee discussed the sections of the evaluation that were scored by direct reports and Board members. The Committee then highlighted that while some sections were scored lower than others, Kevin Taylor, Chief Executive Officer, was scored as "Meets Expectations" or "Exceeds Expectations" in all categories but academic achievement.

Bennett then presented the following goals for discussion:

1. Demonstrable progress towards successor BTU agreement (existing agreement with Unit A expires at the end of SY20-21);
2. Following through on next steps related to the City on a Hill charter probation;
3. Following through on next steps related to Boston Private forbearance agreement and associated provisions;
4. Refinance Circuit Street debt with Boston Private or another lender;
5. Develop stronger relationships with staff and students;
6. Achieve a balanced SY20-21 budget.

The Committee reviewed each goal. In reference to goal number one, Taylor shared that at the June 2021 Board Meeting Board members will receive more details about the progress of ongoing union negotiations for Unit A and B. The Committee discussed that while specific details are being shared at the June 2021 Board Meeting, ongoing effort towards this goal has been communicated and evident by the CEO.

In reference to goal number two, City on a Hill Circuit Street charter probation, the Committee discussed that City on a Hill has met the conditions of all time-bound conditions of the school's probation, except demonstrating academic growth evidenced by the results of the Massachusetts Comprehensive Assessment System (MCAS). In the absence of MCAS, City on a Hill has administered administered NWEA's MAP Test, a nationally-normed growth-based test, to share with the Department of Elementary and Secondary Education (DESE) to demonstrate the School's progress to goals.

In reference to goals number four and five, the Committee discussed the refinancing of the Circuit Street building debt with Boston Private, with which the Board voted to authorize the signature of a debt agreement to allow allow for a position to have debt refinanced on favorable terms.

In reference to goal number 5, the Committee discussed Taylor's efforts to develop stronger relationships with staff and students by sending both staff and student cards to celebrate life milestones that were paid for and mailed by Taylor during School Year 20-21.

In reference to goal number six, the Committee discussed that there are more students than City on a Hill has budgeted for and the School Year 21-22 budget that was reviewed and approved by the Board in May 2021 puts City on a Hill in a much stronger financial position than in recent past.

Kevin Taylor left at 4:32 PM.

Given this, the Committee agreed that all goals had been completed to the Committee's satisfaction and that the Committee would vote to recommend to the Board that 100% of the CEO bonus should be paid out.

Bennett then shared that she will be connecting with Taylor to look more deeply at the evaluation of Board members and direct reports and discuss individual feedback. Jacqueline Bennett made a motion to vote to recommend approval of the School Year 2020-21 Chief Executive Officer Evaluation with 100% of the potential bonus outlined in the CEO Contract.

Melisa Lemire seconded the motion.

The committee **VOTED** to approve the motion.

Roll Call

Jacqueline Bennett	Aye
Melisa Lemire	Aye
Sarah Griffin	Absent

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 4:58 PM.

Respectfully Submitted,
Jacqueline Bennett