

**Minutes of Grand Concourse Academy**  
**Board Meetings #2 and #3-October 25, 2022**

**Board in Attendance:** Arlene Hall, Richard Conley, Felix Mohette

**Staff:** Martin McDowell and Ira Victor

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**Meeting #2 of the School Calendar Year**

The meeting started at 6:30 PM.

As Jaye Fox had resigned from the Board, it was agreed a quorum was present with Arlene Hall, Richard Conley and Felix Mohette constituting a majority of the Board, with two members absent, Howard Banker and Valerie Cesca.

**The Minutes of the August 30, 2022, Meeting #1 of the Calendar Year**, were reviewed and approved.

The Board approved to recommend acceptance of Walder Thame-Turner to the Board. Her paperwork will be submitted to SUNY.

**Report on the Financials:**

Martin McDowell discussed the rent/Bond payment and agreed to request clarity on what was included in the rent payment. Debt payment, tax escrow, insurance and other escrows need to be quantified.

**GCA Foundation:** To establish the GCA Foundation 9 Board members must be appointed by the GCA Board. Currently recommended include Ira Victor, Richard Conley, Arleen Hall, Felix Mohette, Lois Harr, Jaye Fox, Howard Banker. This will be settled at the next meeting as the Board must be established so that the Tax Exemption can be finalized.

**Funding Foundation:** Unrestricted non-public funds can be transferred to the foundation. Martin will continue to consult with the GCA accountant to identify funds for transfer.

**School Expansion:** Ira discussed meetings with roof insulation vendors. He is waiting on our owner's representative, Gary Zimberg, for his input. Ira indicated that the timeline for undertaking the improvements is still achievable.

Meeting #2 was moved adjourned by Arleen Hall, Richard Conley seconded, and the Board approved at 7:40PM

### **Meeting #3 of the School Calendar Year**

**Board in Attendance:** Arlene Hall, Richard Conley, Felix Mohette

**Staff:** Martin McDowell and Ira Victor

Arleen Hall called the meeting to order at 7:45PM.

### **Test Scores**

Mr. Victor discussed current State test score and how GCA measures up to the scores. The pandemic has had a negative impact on State scores but GCA scores remain significantly higher than State averages. Mr. Victor stressed that it is important to manage teachers and to remove and replace the lower performers to maintain student performance.

### **Human Resources**

Ira Victor discussed efforts underway to incentivize teachers to achieve higher standards, including bonuses and pay increases.

The employee manual has been updated.

GCA teachers have been given a 4 to 7% raise. This compares to the BOA increases of 2 to 3%. The higher GCA range promotes retention and performance. Teachers have also been given a travel allowance based on the price of gas. The Board agreed with these actions.

### **Litigation**

Mr. Victor gave a brief update on litigation GCA is involved in.

Richard Conley moved to end the meeting at 8:15pm and Felix Mohette seconded.

The next meeting is scheduled on November 15, 2022. It can be remote.

