



MicroSociety Academy Charter School
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Governance/Human Resources Committee Meeting September 5, 2019 12:30 PM

Present: Barbara Halevi, Lisa Petralia, Don LeBrun, John Dagianis, Tom Malone & Amy Bottomley

The committee began a review of "to do" items that were raised as result of the August Board retreat.

Governance:

1. By-Law Revisions

Board Contributions

Terminating Board member Process

Trustee Orientation and Committee Preparation

Committee review the above briefly and some other issues that have come our way that needs to be rectified by By-Law changes. Barbara volunteered to review above and all the other by-laws issues we discussed. Motion made to delegate Barbara as a subcommittee to review by-laws and present a draft for the large committee to review before proposing it to the Board. She will check in with committee if she has further questions. Motion made by: Barbara, Seconded by: John, Approved unanimously.

2. Recruit up to 3 new Board members: Preferred background in Development/FR, IT, Facilities, Politics/Government, State Regs & DOE

--John is working to recruit an individual as a potential Board nominee. He is a new Nashua resident to Nashua with a varied professional background including IT/Facilities experience that might address two of our Board's needs. .

--Tom's potential nominee has withdrawn his interest so he can help out Windham Academy.

--The Committee and Board members will be asked to bring any other nominees forward to the Chair in timely manner so process can be completed in time for Annual Board meeting in January. It might also be possible to find potential nominees during

--Board parent representation was discussed in general and more specifically regarding our present configuration. The committee agreed that we need to maintain at least 25% parent representation and add other parent reps who addressed needed board skills.

General concerns may be addressed with potential changes to by-laws or policies.

Present parent representatives will be asked by Tom to determine what their next steps

might be when their present term ends in time to complete the nomination process for parent reps in time for Annual Board meeting in January.

3. Assure Board Leadership Succession

Committee discussed succession scenarios for January. Succession for position of Chair and Treasurer needs to be handled with particular care. .

4. Potential Board changes if MACS applies for replication grant??? Will be discussed further when we know more about the replication grant.

Human Resources:

1. Compensation and Benefits Improvements--postponed for next meeting

2. Admin. Succession Plan--Job Restructure & Career track--postponed for next meeting

Other?

At 1:45 Adjournment Motion made by: John, Seconded by: Lisa. Passed unanimously