



Renaissance Charter High School for Innovation
Meeting of the Personnel Review Committee of the Board of Trustees
February 23rd, 2015
410 East 100th Street, New York, NY 10029

Redacted Meeting Minutes

1. Roll call

Chairperson Frank Saia called the Personnel Review Committee meeting to order. Also present were Board members Sona Karia, Stacey Gauthier, and George Sarkissian as well as Principal Terence Joseph and Executive Director Stephen Falla Riff. Mr. Saia made a motion to enter into Executive Session for the purpose of discussing the performance review of the school Principal and Executive Director. The motion was seconded by Ms. Karia and carried unanimously.

2. Filing of Notice of Meeting

In accordance with the law, a notice of the meeting was published on the school's website, sent via email to the New York Times and posted publicly at the M99 School Building where Innovation HS is located, at 410 East 100th Street, New York, NY 10029.

3. Executive Session - Principal Review

A motion was made, seconded and unanimously passed to go into Executive Session to discuss the continued employment and compensation of the Principal.

[REDACTED]

After discussion of Mr. Joseph's performance and review of comparative compensation data, Ms. Gauthier made the following motion:

- Increase Mr. Joseph's base salary from \$130,000 to \$136,000 effective July 1st, 2014
- Provide Mr. Joseph with a \$10,000 performance bonus for the 2013-2014 school year based on his exemplary work in the charter renewal process
- The Board commits to providing Mr. Joseph the necessary financial support for a reasonably priced principal certification program, provided that Mr. Joseph makes a commitment to remain Principal at the Renaissance Charter High School for Innovation. The meaning of the terms "financial support" and "reasonably priced" shall be determined through further negotiation between Mr. Joseph and the Board or this Committee and Mr. Joseph shall not enroll in a program without prior authorization from the Board, if he intends to receive financial support.

The motion was seconded by Ms. Karia and carried unanimously. A motion was made, seconded and unanimously passed to come out of Executive Session.

4. Executive Session - Executive Director Review

Mr. Joseph recused himself and Mr. Falla Riff joined the meeting. Ms. Gauthier recused herself from the proceedings to avoid any conflict of interest due to her prior relationship with Mr. Falla Riff.

A motion was made, seconded and unanimously passed to go into Executive Session to discuss the continued employment and compensation of the Executive Director.

[REDACTED]

After discussion of Mr. Falla Riff's performance and review of comparative compensation data, Mr. Saia made the following motion:

- Provide Mr. Falla Riff with a 3% cost of living increase for the period of July 1st, 2013 – November 15th, 2013, at an annual rate of \$133,900 (noting that Mr. Falla Riff did not receive a cost of living increase previously).
- Provide Mr. Falla Riff a 3% cost of living increase for the period starting July 1, 2014, to an annual rate of \$154,500 (noting that Mr. Falla Riff became Executive Director effective November 16, 2013 at the rate of \$150,000 annually).
- Provide Mr. Falla Riff at \$25,000 performance bonus for the 2013-2014 school year, based on his exemplary work in the charter renewal process

The motion was seconded by Ms. Karia and carried unanimously. A motion was made, seconded and unanimously passed to come out of Executive Session.

5. Adjournment

Mr. Saia made a motion to adjourn the meeting, which was seconded by Ms. Karia and carried unanimously.