

Board of Directors Meeting Minutes

MADISON, WI

Thursday, January 14 (Virtual Meeting)

Attendees: Board Members (Chelsea Johnson, Penny Robbins, Zoe Wolfe, Ena Lee, Noelle Warnock Al-Adra, Eyal Karsh, Ben Williams, Debbie Hemb, Andy Mueller, Jennifer Johnson, Jenny Huffman, Erica Gittings, Adam Templar); Staff (Alice Sullivan, Zoe Wolfe)

Penny joins 6:36

6:30 – 6:05pm **Welcome and Approval of Minutes** (Chelsea)

- 1. Approval of Minutes/Welcome** (6:32 pm) - Motion to approve (Debbie Helm), seconded (Zoe Wolfe). All in favor - approval unanimous
 - o Chelsea Johnson calls to order

6:05 - 7:15 pm **New Business**

- COVID Task Force Update (Erica) – **closed session**
 - o Move to closed session (6:37 pm)
 - o Motion to move this discussion to executive session at 8:37 pm (Ben Williams, seconded (Andy Mueller). All in favor – approval unanimous.
- **The board voted to go into executive session to consult on family contract decisions with PSA. The executive session began at 6:37pm and ended at 6:48pm.**
- Director’s Report (Penny) at 6:48pm
 - o Seeking additional spots
 - o Addition of K-2 would be using MMSD standards, building out curriculum and idea
 - o Evaluating idea of referral bonuses for family
- Committee Updates
 - o Finance Committee (Adam) at 6:55pm
 - Ahead of budget based on report from N4N that was sent just now
 - Cash balance is strong
 - Next step: PPP loan forgiveness application for new round
 - No financial concerns at this moment
 - Shifting timeline with N4N so Financial Committee can share financials well in advance of board meeting

- o Diversity and Inclusion Committee (Jenny H.) ~ 7:01 pm
 - Staff development day from the fall
 - D&I meeting in December –
 - How do we want our board role to look like with anti-racism and diversity and inclusion?
 - Distinguish roles and responsibilities from parents, teachers, community
 - How do we maintain momentum and progress when others may not be as engaged in this?
 - If you have questions, reach out to Jenny Huffman
 - Mondays 7-9pm, starting Feb 1
 - Review at Finance Cmte regarding ability to sponsor teachers
 - Have books purchased been delivered to classrooms?
 - What roles should admin, staff have to hold each other accountable? At what point does discipline and performance management become an aspect of this?
 - What extent are anti-racism practices trickling down into classrooms?
- o Governance Committee (Ben) ~ 7:14pm
 - To review bylaw and charter descriptions to actual usage
 - Meet with each chair to review

7:15 – 8:00 pm **Anti-Racism and Preschool Discussion** (Guest – Lindsey Jacobus)

- PSA statement on anti-racism – drafted in July of this year, approved in summer board meeting
- How as a community can we find resources to know what better is and how to be better?
- What ways do we interact with race, gender, ability in our daily lives?
- How do we move a statement forward if some of our staff do not agree with our anti-racism policy?
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8:00pm **Adjourn**

- o Motion to adjourn at 8:38 pm (Noelle Al-Adra), seconded (Andy Mueller). All in favor – approval unanimous.

Next meeting: Thursday, February 11th @ 6:30pm