



Board of Directors Meeting

MADISON, WI

Thursday, March 11 (Virtual Meeting)

6:30 – 6:45pm (6:31pm) Welcome and Public Forum (Chelsea)

No members of community signed up for the public forum. Chelsea calls meeting to order.

Attendees: Board Members (Jenny Huffman, Chelsea Johnson, Penny Robbins, Zoe Wolfe, Andy Mueller, Noelle Al-Adra, Adam Templer, Erica Gittings, Eyal Karsh, Jennifer Johnson, Ena Lee, Alice Sullivan)

Not in attendance: Debbie Hemb and Ben Williams

6:45 – 6:50pm Approval of Minutes (Chelsea) – motion to approve (Noelle Al-Adra), seconded (Alice Sullivan). All in favor – approval unanimous.

New Business

6:50-7:10pm

Director's Report (Penny)

- Hiring for a new facilities manager for Kristin's retirement – will be starting at the end of May.
- Summer staffing being finalized and looking at fall staffing.
- Penny working on a strategic plan for 2021-2022.
- Vaccinations – $\frac{3}{4}$ of staff vaccinated so far.
- 50th Anniversary for PSA in 2021 – working on some collaborations with specialists and some other special activities for this milestone.
- National Teachers Appreciation Week coming up and we have some fun plans to celebrate them.
- Black History Course continues for the staff and other members of the community.
- Spring cleaning the classrooms and building.

PSA Mission: Our mission is to offer a vibrant and innovative learning community committed to child-focused exploration, creativity, and collaboration.

- Enrollment is looking good –
 - 163 spots filled out of 171 spots- spots are primarily in the school-aged classrooms that have had some dropoff due to MMSD reopening
 - Summer – 165/174 spots – anticipate being full
- Question about vaccinations and policies came about and COVID Task Force will continue to explore.

Committee Reports

7:10-7:25pm

Finance Committee (Adam)

- Financials remain strong – revenue higher than expected and expenses low than expected.
- 2ND PP loan came through and will free up some money to look at staffing additions and miscellaneous capital repairs.
- Exploring interest bearing savings accounts to move the balance into.
- Also looking at staff retention credits to see if PSA qualifies.
- Our budget is tracking very strong.
- Starting to look at longer strategic financial plan and digging into a financials controls policies.
- Received another grant for some technical equipment.

7:25-7:40pm

Diversity and Inclusion Committee (Jenny H.)

- Committee met in February to create an action plan. The plan is a work in progress.
- Started moving forward with exploring bringing in an outside consultant around our diversity and inclusion committee efforts. There are a few introductory meetings scheduled.
- A lot of great content, articles, and information has been coming in and a sub-group has been formed to strategize on best way to disseminate the resources to the community.
- Moving forward on second purchase of additional diverse books. Working through our audit of the current books at PSA.

- More than half-way through the Justified Anger Black History course and we'd like to find a way to debrief with the group and share learnings.
- Scholarship and tuition assistance programs need to be examined. We need to take a look at our strategic plan overall.
- Discussion on strategic planning – where does this process sit? Is it the governance committee?
 - Penny's strategic plan is looking at Fall 2021 –we should expand this to the next 3 years.
 - Who owns strategic planning? Is it governance? Executive Committee? Admin/Executive Director?
 - Discussion put in the parking lot and will continue in the next governance committee meeting.

Old Business

7:40-7:50pm Board Skills Matrix (Chelsea) – ran out of time

7:50-8:00pm Open Discussion

8:00pm

Adjourn

- Motion to adjourn at 8:02pm –(Erica Gittings), seconded (Jennifer Johnson). All in favor- approval unanimous.

Next meeting: Thursday, April 8th @ 6:30pm