

# PRESCHOOL OF THE ARTS

## Board of Directors Meeting

MADISON, WI

**August 17, 2022 @ 7pm -8:30** (Virtual and In Person Meeting)

### **Attendees:**

Present: Noelle Al-Adra, Debbie Hemb, Penny Robbins, Andy Mueller, Jenny Huffman, Elizabeth Klak, Alice Sullivan, Noah Relles, Mark Aronson, Jennifer Johnson, Jieli Wei, Ben Williams, Kimberly Aguilera, and Abby Malesytcki

Absent: Erica Gittings, Coral Manning

7pm – 7:05pm

**Welcome and Approval of May Minutes** (Noelle)

**Vote:** Motion to approve minutes by Jennifer Johnson, seconded by Elizabeth Klak to approve the June minutes

Approved unanimously (12 ayes/0 nays).

### **New Business:**

7:05pm:

**Director's Report** (Penny) Reviewed the Director's Report which included:

- 27 positive cases this summer, this week we have had none
- In light of CDC changing guidelines, parents are asking to lessen our restrictions. Public Health thinks we have done a phenomenal job keeping our school covid free, other schools are at 90% positive covid cases. There are not any other schools that have controlled the covid cases as we have
- 37 returning teachers, 4 newish, 1 new art specialist, 1 new pedagoga, need to hire one after school teacher
- New flooring is in
- Child care grant will continue until 4/23

- Strategic plan should be done in September

## **Committee Updates:**

7:30 pm: **Finance Committee** (Andy and Abby)

- Andy provided an update on the finance committee meeting via the notes for the Finance Committee Meetings.
- Abby went over the proposed budget
- We will be raising salaries, Abby started over from scratch when reviewing the teacher's current salaries. She looked at longevity, education, experience, etc. Some long term staff members will get a significant bump in pay (as we were bringing in new staff at higher wages) Funding for this increase is coming mostly from the child care grant that will continue through 4/23. Penny and Abby are hopeful more grants will be available after that. If the school runs into financial concerns, there will be ways to trim our spending
- Last year we raised tuition 2%, next year could be 5%
- We feel investing in our staff is critical to long term commitments
- Added additional funds to our scholarship programs
- Budget reflects our educational priorities
- Admin team is looking at alternative ways to use our building to help financially
- Looking into investment opportunities
- Possible Fundraising
- Discussion about our 401K matching at 1% and Board members are wondering if we could bump that up. Not many employees are investing at this time. Could be due to a few reasons, financial, many staff members are young, need to educate more on the benefits.
- In the future the Finance Committee could look into what benefits would be most important to staff

- Discussion on Fundraising and how galas may be history but pop-ups are the new thing (less cumbersome)

**Vote:** Motion to approve 2023-2024 Budget was made by Andy Mueller and seconded by Debbie Hemb motion carried unanimously  
Approved unanimously (12 ayes/0 nays).

7:40 pm: **Diversity, Equity, and Inclusion Committee** (Jenny H.)

- Meeting notes are available.
- Jenny will stay on for the next year, to keep the momentum going and find a new parent member to take over in the future
- New staff members are stepping into the DEI committees
- Library project continuing, all staff members will need to help keep this happening
- Working on a survey to send to families to learn more about backgrounds
- Discussion about setting up provocations in the Piazza, once families are able to bring their children to their classrooms
- The committee is finding that PSA is further ahead of many other schools on their DEI commitment and knowledge. We may be able to help other Reggio schools
- Stay tuned for Lasagna Love

8:05 pm: **Discussion of Board roles to fill and meeting cadence** (Debbie)

- Discussion on Board members staying on Board and who will be rolling off
- Debbie - President
- Andy - President Elect
- Laura - Secretary
- Jeili - Treasurer
- Mark will lead the ERT Committee with help from Noelle and Coral, Laura will lead Governance with help from Coral, Jeili will

lead Finance with the help from Andy, Noah will continue on the Finance Committee, Jenny will lead DEI, Kim will join DEI,

- Rolling Off - Noelle, Erica, Ben, Alice, and Jennifer J
- We will have 5 open spots to fill we are looking for new members with expertise in finance, legal, governance and fundraising
- Board members should email Debbie any potential candidates and she will contact them
- Some discussion about not holding an election and appointing new members

**Other Business:** None

8:14 pm     **Adjourn**

**Vote:** Motion to adjourn made by Jennifer Johnson and seconded by Debbie Hemb  
Approved unanimously (12 ayes/0 nays).

**Next meeting: Thursday, September 22 at 7PM. Looking to change to Wednesday, September 21 at 7PM. (Let Debbie know if this will not work.)**