



Board of Directors Meeting

MADISON, WI

March 16, 2023 @ 7pm -8:30 (In-person & Virtual)

Attendees:

Present: Debbie Hemb, Penny Robbins, Laura Chidylo, Coral Manning, Jenny Huffman, Andy Mueller, Kimberly Aguilera, Amanda Burns, Sarah Said, Nathan Wheeler, Hannah Button-Harrison, Sarah Crow, Noah Relles, Eric Finch, Mark Aronson

Absent: Jieli Wei, Elizabeth Klak

7:00 pm **Welcome (Debbie)**
Meeting was called to order.

7:06 pm: **Approval of [February 16, 2023 PSA Board Meeting Minutes](#) (Debbie)**
Vote: Motion to approve minutes by Coral, seconded by Jenny to approve the 2/16/23 minutes.
Approved unanimously (14 ayes/0 nays).

New Business:

7:04 pm: ED Survey Results (Debbie)
Favorable results and comments from staff.
Understanding the longevity goal came up in the Board survey; Penny has a long-term plan she has put together for 2023-2025; she will critique where we are now and share during August work week.

It was raised that there is a staff member comment in the survey that related staff discomfort with the DEI actions. It was related that no other known concerns have directly been made regarding staff not agreeing with the agenda. The comment raises the idea that there could be dissent or legal considerations. Eventually the goal is for staff to sign the anti-bias statement. The focus will be on weaving DEI into the overall ethos and making the standards agreeable without sacrificing the goal and continuing to move toward the DEI goal. The conversation will be ongoing and Noah offered to review the final statement.

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

Roof Collapse (Debbie/Penny)

Ross sent it to the finance committee he called restoration services to clear up the collapsed debris and allow for egress through the door. They did a survey of the pillars and roof and removed what appeared to be problematic. They also checked the front pillars. Currently, waiting for CJ Schmidt to come review what can be done. Insurance approved \$14,000; if it costs more in the final work, insurance said to let them know. There were holes in the flat roof and the entire material was saturated which made it heavy causing collapse. Both sections will be taken out and replaced. The current standing section was confirmed to be safe at this point. To remove pillars would be extremely costly.

7:49 pm: **Director's Report (Penny)**

Summer staffing - some current staff members are taking extended time off this summer. Temporary staff is being hired.

Summer alumni program is full. One staff member is leading the program and will be hiring a new person or someone internally will work with them. They will be off campus more than on.

Staffing for fall will begin after finishing summer staffing. Retirements of long-term staff. Afternoon teachers are well qualified and will be moving into co-teacher roles. Easier time hiring lately than in the past.

Drop-off in the morning is going well. 50/50 - door dropoff and inside dropoff. It has helped with security issues. We want feedback and a survey after spring break to hear how it's going. It stops at 8:30 because of staffing and consistency and knowing who is in the building.

PD Day was canceled with University Lake School due to a snow storm. Rescheduled for November.

Child Advocacy Day - five staff people will be attending, Penny, Noelle, and three teachers. All-day workshop about child advocacy, it falls the same week as week of the child. Planning a display in the piazza for parents to write postcards to promote children's rights and funding for childcare. QR code on the door as well.

Insurance exploration continues led by Debbie and Penny - commercial insurance review

Enrollment - 193 kids; 83% full day; 17% half day

Summer enrollment is full

2023-24 school year there is one opening; 150 on the waitlist

Mollie is averaging 5-7 tours a week

There are a few K openings; up to 16 kids

Much praise for Kindergarten - curriculum and project work is amazing. Heavily into bats made bat houses and took them to the zoo.

Waitlist continues to grow. An alum is a realtor and PSA is now listed in their literature.

Possibly 205 kids for the fall

DEI parent meeting - changing a bit. Update to follow.

Juneteenth has been added to the school off calendar for 2023-2024.

Committee Updates:

7:47 pm: **Diversity, Equity, and Inclusion Committee** (Jenny)

Jenny shared that specialists came in and discussed in the piazza what the feelings and history of things are. Planning to approach the 10 things we are working on and set aside time for the bigger conversation. Trying to make the update more brief and increase the broader Board discussion.

8:04 pm: **Finance Committee** (Andy)

- School-YTD Revenue: \$2.316M (+\$287k to budget)
 - Above budget in all categories
- School-YTD Expenses: \$1.921M (-\$34k to budget)
 - Driver is personnel costs \$47.8k over budget and \$9.5k on food
 - Higher on food and building costs
- School-YTD Net Income: +\$359k (+\$216k to budget)

Inquiry about how much Child Care Counts grant money brings in per month roughly \$90K per month

Discussion continued about how to get more parents to advocate for Child Care Counts to continue. Evers has it in the budget but it could be taken away.

Discussion if the Board could put out a statement regarding how CCC has impacted the school and what it has done and continues to do for PSA. 85% goes to personnel costs and PSA wants to support staff and teachers as much as possible.

Application is made for CCC grants every month based on the headcount of staff and kids. These funds allowed PSA to rehire and recruit back teachers. It was the be all and end all. Retaining teachers and paying them at a higher rate. PPP lifted PSA first. Then CCC kept it going.

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8:15 pm: **Governance Committee** (Laura)

Investment Policy statement and guidelines will be started this month

8:16 pm: **ERT (Mark)**

Starting with the 8-8:30 time

Mark has put together research and will share if and when

A question was raised about transportation for summer outings and field trips. Penny shared that older kids from 3+ try to take the city bus as much as possible, a private bus is booked if something is inaccessible by city bus. For summer, pooling resources to get a bus or riding the city bus if possible.

8:22 pm: **Adjourn**

Vote: Motion by Andy, seconded by Eric to adjourn the meeting at 8:22 PM.

Approved unanimously (14 ayes/0 nays).

Next meeting: [April 20, 2023](#)