

Spring Garden Waldorf School

Board Meeting minutes

January 9, 2023

Attendance: Bridget Ambrisco, Gabrielle Aryeetey, Stephanie Bailey, Vikram Bedekar, Daren Brake, Joanna Caley, Tricia Cottrell, Miriam Daniel, Joyce Gordon-Shapkaliska, Darrin Griggy, Amy Hecky, Brenda Leighton, Rocky Lewis, Julie Marchetta, Kristen Oberhaus, Jen Vereb, Kyle Yoder, Dionne LaRue

- Meeting called to order at 6:34pm with the reading of the Opening Verse

- November 2022 minutes approved as written

EDUCATION AND INSPIRATION

Stephanie Bailey, lead teacher for Bluebell Garden, described a typical day in her class of 3–4-year-olds. The majority of the children’s school day involves play, however, the play in which they engage greatly supports their learning. The children exercise their proprioceptive system and complete activities through play that allow their brains to map where their extremities are in the space around them. As they grow, these abilities help them to sit still when necessary. Ms. Stephanie also spoke about the many ways grant money was used to improve the meadow and the Early Childhood program in general.

ADMINISTRATION REPORTS

Director of Administration

Amy Hecky, Director of Administration, highlighted a few of the topics covered in her Board Report. She outlined the work to be done for a Human Resources audit and stated that work will focus on the priorities of Organizing HR Information/HR Philosophy; Employee Onboarding; Employee Relations; and Training and Development. The Administrative Faculty has been making minor changes to the Operating Guidelines to complete necessary updates. The College of Teachers are finalizing a policy related to group consequences in the classroom and plan to present the finished policy to parents and guardians. Amy further stated that there have been many situations involving individual student needs arising lately. Time has been devoted to addressing these situations and communicating with parents as needed. All open positions have been filled and the new Float Teacher has been able to cover Early Childhood Beforecare. The new tuition rates have been communicated to parents and guardians and there has been any direct feedback or questions to date. Finally, Amy reminded Board members of the workshops offered by the Regional Administrative Network of AWSNA on January 17 and February 14.

Director of Admissions & Marketing

Rocky Lewis, Director of Admissions & Marketing reported that SGWS has received many new applications for 2023-24 and that Kindergarten, and Grades 1 and 3 will likely have waitlists. She also stated that the Recommendation of the Compensation Task Force was presented to the College of Teachers for a vote.¹ The Recommendation was well-received and generated a good discussion amongst Faculty. Rocky said she also has not received any feedback regarding next year’s tuition rates.

¹ Correction made at March Board meeting: the teachers did not vote on the Recommendation after their discussion.

Director of Finance

Julie Marchetta, Director of Finance, reviewed the YTD budget. Line 46 shows \$5593 of revenue was generated by the Children's Festival. Line 44 shows \$28,667 received from the Annual Giving campaign. Julie stated that wages for Beforecare/Aftercare are beginning to exceed the income generated by the program. Historically, Beforecare/Aftercare has been a "break even" budget item, so a decision must be made on whether to increase fees for the program. The budget Grade Total is currently \$15,540. SGWS is planning to engage a CPA to complete the work associated with the Employee Retention Credit and is gathering information from other schools that have received the grant.

Director of Development

Joanna Caley, Director of Development, highlighted various topics contained in her Board report and the Development Committee minutes. The Annual Giving campaign has brought in \$45,709, which is 114% of this year's goal. She stated that parent participation is low (47.1%), but she is looking into ways to get the word out to increase participation. Bridget Ambrisco offered to contact those who have not yet given as Board members have done in past years. Bridget and Joanna also stressed the importance of 100% participation from Board members as some organizations require that level before making grants. Joanna also stated that the transfer of donated property to SGWS from Tony Nassif has been completed. She is currently exploring all available grant opportunities and has been following up with leads gathered during a meeting with a Cisco Systems representative. Estimated attendance for the Children's Festival was 650 people with a gross profit of \$7925. Online merchandise sales through Bonfire has generated \$203 to date. As to other fundraising, Parent Council plans to conduct another catalog sale in the Spring and hopes to do so annually.

Parent Council

Tricia Cottrell, a Parent Council Lead, reported that there will be some leadership adjustments to allow fellow PC Lead Susie Reich time to devote to her new, full-time position at SGWS. The next PC meeting is scheduled for January 13, 2023, at 8:45am.

COMMITTEE REPORTS

Executive Committee

Committee chair, Bridget Ambrisco, reminded the group that Board members must not incur more than three unexcused absences from Board meetings.

Finance Committee

The Finance Committee last met in November and provided a report to the Board following that meeting.

Governance Committee

Per Jen Vereb, Committee Chair, the Committee is currently developing a plan for a Human Resources Audit of SGWS staff and monitoring progress on the Strategic Plan set to expire in Spring 2023. The Committee would like to use information gathered during the current Accreditation process to formulate the next Strategic Plan. To accomplish that, the current Plan must be extended, or a short-term gap Plan must be drafted. Pending further review of the progress on the current Plan, it is most likely the term of the Plan will be extended.

Nominating Committee

The Nominating Committee reports that its members will meet later this week.

DEI Committee

There were no questions or comments on the December minutes emailed before this Board meeting.

NEW BUSINESS

Auction Support

Joanna Caley provided Board members with an outline of the event details determined thus far. She has been reviewing past auctions and plans to continue with what has worked in the past, but make improvements where necessary. One potential change is to sell digital ad space (clickable ads on auction webpage, SGWS social media and emails) instead of print. Those providing sponsorship at \$500 or above will also be listed on special signage at the auction. This will save on printing a lengthy catalog. The exact details of a print and/or digital catalog have yet to be determined, however, there will possibly be a print catalog of the live auction items. Joanna has reached out to those who have volunteered for past auctions, but has not received any offers to volunteer for this year’s auction. Playground improvements may be the Paddle Raise for this year.

Committee Goals

A document enumerating the 2022-23 goals for each Committee was provided to members present and will be emailed to those who joined via Zoom.

Action on Resolution

Amy Hecky presented a resolution for administration of paper tests, as opposed to online tests, for the required third grade State assessments for the 2023-24 school year. Bridget Ambrisco, Board President, moved to accept the resolution as typed and read the complete text of the resolution into the record prior to the vote:

Spring Garden Waldorf School Board of Trustees

Resolution 2023-1

Choosing Paper Test Administration of Ohio State Tests for Third Grade Students

WHEREAS, Spring Garden Waldorf School is a chartered nonpublic school in the state of Ohio; and

WHEREAS, Spring Garden Waldorf School participates in the Ohio EdChoice Scholarship program; and

WHEREAS, Schools participating in the EdChoice Scholarship program must administer Ohio State Tests; and

WHEREAS, Senate Bill 216, 132nd General Assembly, effective November 2, 2018, allows districts the options of paper or online test administration only for third grade state assessments, beginning in the 2019-2020 school year; and

WHEREAS, this resolution may not supersede a student's individualized education program (IEP) or 504 plan,

NOW, THEREFORE, BE IT RESOLVED, the Spring Garden Board of Trustees chooses to administer the English language arts and mathematics state tests on paper to third grade students for the 2023-2024 school year.

In Favor: 14; Opposed: 0; Abstained: 0

Resolution passed.

Meeting adjourned at 7:29pm with reading of the Closing Verse.

Dionne LaRue
(she/her)
Board Secretary

Next Board Meeting: February 13, 2023, at 6:30pm – Joint Board-Faculty meeting