

## **Spring Garden Waldorf School**

### **Board Meeting minutes**

**April 17, 2023**

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

- Meeting called to order at 6:33pm with the reading of the Opening Verse
- March 2023 minutes approved as written

### **EDUCATION AND INSPIRATION**

Miriam Daniel provided each member with a handout explaining the seven AWSNA Principles for Waldorf Schools. As part of SGWS accreditation, the Faculty must consider how each Principle lives in our school and how they are applied in teaching. Miriam asked each member to choose a Principle that spoke to them and consider: how does it make you feel, what can you visualize about the Principle, and how will this impact your relationship with the SGWS community? Miriam explained the practical application of each Principle within the context of the current Class Three building project.

### **ADMINISTRATION REPORTS**

#### **Director of Administration**

Amy Hecky, Director of Administration reported that there will be many open teaching positions to fill this summer. Additionally, Facilities Manager, Matt Plevrakis, is working to pinpoint the scope and costs of building improvements, including: the storage unit, playground improvements, and much needed repairs to the boys' restroom. Regarding school safety, SGWS has contracted Untangled Technology to install a two-way communication system with emergency services and the ability to set off a school-wide alarm from any classroom. Development Director, Joanna Caley, has applied for a state grant to cover associated costs.

#### **Director of Admissions & Marketing**

Rocky Lewis, Director of Admissions & Marketing reported that admissions is on-track for 170 students for the 2023-24 school year. In response to a question about the Admissions Board report, she stated that some students have left due to individual learning or behavioral needs that SGWS is not equipped to meet. Rocky highlighted the Board's responsibilities in the Accreditation process, including attendance at these events: AWSNA Team Lead visit on October 24, 2023, Site Visit Reception on March 10, 2024, and Site Visit presentation on March 13, 2024. Rocky has scheduled demonstrations of two different programs SGWS is considering for upgrading the enrollment process. Also, Room 101 will be redesigned to incorporate three separate uses, including one for parents to gather.

#### **Director of Finance**

Julie Marchetta, Director of Finance, reviewed the YTD budget. She reported that the Before/Aftercare program continues to lose money and that an increase of the cost of the program is necessary. She also stated that SGWS has received the final reimbursement from the State for Administrative costs for this fiscal year.

## **Director of Development**

Joanna Caley, Director of Development, stated that ticket sales for the upcoming Annual Benefit Auction are below projections. She stressed the need to sell additional tickets for the Golden Ticket drawing. She and Amy Hecky also urged the Board to sign-up to volunteer at the Auction.

## **Parent Council**

Tricia Cottrell, a Parent Council Lead, reported that a Parent Council meeting is scheduled for April 18 during which reps will discuss the status of their class projects and Joanna Caley will join to discuss the Auction. Tricia stated that class reps for next school year are needed. Finally, PC will have another fundraiser with Dewey's Pizza on May 8, 2023.

## **COMMITTEE REPORTS**

### **Executive Committee**

At its most recent meeting, the Executive Committee planned the agenda for the April Board meeting and reviewed the Proposed 2023-24 Budget.

### **Finance Committee**

The Finance Committee update was discussed during New Business.

### **Governance Committee**

The Governance Committee is currently working on a gap-year Strategic Plan and the Human Resources Audit. Board members discussed the impact of the newly created Pedagogical Director position. Amy Hecky said that it has become a very helpful resource within Administration and in interactions between Faculty, Staff, and parents.

### **DEI Committee**

The DEI Committee is currently working on several projects, including a Teacher Questionnaire concerning curriculum and the student experience, and updates to the International Holidays Calendar. A group of Committee members is also reviewing the Faculty Manual, Parent Handbook, and SGWS website.

### **Nominating Committee**

The Nominating Committee has three candidates to submit for a vote at the May Board meeting. Introductory biographical information will be sent to Board members in advance of that meeting. Amy Hecky offered some information on Kenneth Ambler, with whom she has worked to formulate the SGWS HR Audit. Jen Vereb spoke about Kyle Strnad, an SGWS parent who will be considered to finish the final year of an unexpired term of a retiring Board member. Also offered for consideration is Daniel Kavouras, a SGWS alumnus.

### **Marketing Committee**

No questions were raised about the Marketing Committee meeting minutes.

## **NEW BUSINESS**

### **Proposed 2023-24 Budget**

The Proposed Budget was submitted by the Finance Committee for review and discussion at this meeting with a vote at the May Board meeting. Joyce Gordon-Shapkaliska explained that the Proposed Budget incorporates the Compensation Task Force recommendations on salary and tuition but shows a deficit that is less than originally projected. However, future budget models incorporating Task Force recommendations continue to show a deficit at four years out. That is not currently a major concern because there are many specific figures that are currently unknown and can be adjusted going forward to impact the actual bottom line for future budgets. Various budget categories were highlighted and discussed, including: increased operating expenses, items partially or entirely placed on hold, potential changes to the Before/Aftercare program, and one-time expenses such as accreditation and playground improvements.

Amy Hecky reported that SGWS is nearing student capacity, and that Rocky Lewis has reached out to Faculty regarding raising Early Childhood class limits. However, since the COVID pandemic, the individual needs of students and families are much greater. This increase must be met with increased effort from Faculty and Staff.

The Board continued to discuss aspects of the Proposed Budget such as the importance and cost of a Eurythmy program and the need for a long-term solution to the building's aging and ailing heating system.

Board members were invited to reach out with any question or concerns that may arise following this discussion of the Proposed Budget.

Meeting adjourned at 7:48pm with reading of the Closing Verse.

Dionne LaRue  
(she/her)  
Board Secretary

**Next Board Meeting: May 8, 2023, at 6:30pm**