

## **Spring Garden Waldorf School**

### **Board meeting minutes**

**March 10, 2025**

Attendance: Brenda Leighton, Ken Ambler, Jeff Scott, Stephanie Bailey, Amy Hecky, Rocky Lewis, Julie Marchetta, Kelli Wright, Dionne LaRue, Suzie Reich, , Matt Slater, Dan Kavouras, Michael Gannon, Gabrielle Aryeetey, Kyle Strnad, Darrin Griggy

Absent: Marie Paul, Bridget Ambrisco

The meeting is called to order at 6:32 PM with the reading of the Opening Verse

Education and Inspiration – *Partnerships of Hope; Building Waldorf School Communities*, by Christopher Schaefer, PhD. Please read Chapter VI, pages 116 to 131.

#### **Administration Reports**

Director of Admissions and Marketing – Rocky Lewis

163 students eligible to re-enroll

- 139 have signed
- Of the 24 remaining, 8 will not return
- 16 possibly returning
- Our typical loss each year is 16 students

Applications are slower this year. Last year, 83 applications for the entire year. Total so far this year is currently at 35. We are still optimistic, but rumblings indicate that cost and uncertainty are the major factors slowing this down.

For the 8 not returning:

- 1 cannot be served
- 1 financial issue
- 3 parent disagreement
- 3 left for different environment/conflicts at SGWS

Directors of Administration – Amy Hecky

Storage Building update: Concrete floor starts tomorrow. Grading around the building will happen later.

Safety deadbolts: Summit County denied this since the installation is permanent. We will go back to the drawing board.

Camp Indigo: They understand and will use SGWS this summer.

Kudos to Danielle and Karen Hodge for reaching our Annual Giving goal

Board responsibilities: Contact sponsors for Auction. We can ask Amy for support. It is a more upscale event, which increases the cost. We've sold 80 tickets so far and historically this brings in between \$5k and \$7k.

Inclusion Committee: The Board drives this function. More to be shared at the next meeting.

## ERC Funds

*[Note from the Secretary: This is listed later in New Business but was discussed during the Director of Administration's report]*

The ERC funds were included in our plans. They have not arrived, and we now assume that funds will not be distributed to SGWS.

ERC is federal funding. It is possible that strings or requirements will be attached to funding when they arrive, and this will need to be discussed. Amy will discuss with our lawyer when funds do arrive to start this conversation. Some Waldorf schools in Ohio have received funds. Amy will check to see if they had any strings or requirements have been attached to those funds.

## Director of Finance -

### Discussion of YTD Budget document

We are \$109k to the good/positive at this point (line 124). This is due in part to Health Care Benefit (line 36) starting in January and SGWS not paying for 12 months but rather 6 this year. The cost for coverage is \$3500 to \$4000 per month.

Substitute teachers (line 29) is less than one-half of the budgeted amount.

Note for ERC discussion: We never received a letter telling us we were not eligible.

## Committee Reports

### Finance Committee – Jeff Slater

Budget for next year will show us at a deficit.

We are at a holding point until we get a headcount.

## Governance Committee – Brenda Leighton

Evaluation of the Director of Administration. Staff and Faculty are yearly, the Board will review the DA next year, making this a 2-year cycle. Information will be compiled and shared by the end of the year.

## Nominating Committee – Amy Hecky

5 Board members will be leaving this year. Amy will discuss extensions with existing members.

Skill mix for new members discussion

- Someone with heating/HVAC experience
- Someone with HR Experience
- Technology – Kelli is good
- Finance – Endowments and grants

Any ideas, send an email to Amy.

Note that we have added some columns to the Roster for Board members, indicating how many terms served and what years served. Please fill this in to help us maintain our records.

## Sponsorship/Auction

Jeff suggests asking the Chamber of Commerce members for our community and surrounding community to ask for support. Copley, Fairlawn, Bath are suggestions.

Kelli reported that 1000 local businesses are on our list, and we sent information to them. 60 businesses have offered items for the Auction. Donations are due by April 7<sup>th</sup>. For Sponsors, sooner is more beneficial.

## New Business

Finance proposal for tiered financial aid for families previously qualified as low income – Jeff Slater

SGWS accepts Ed Choice money. Ed Choice pays only 50% of tuition and we forgive the rest if the family is at 200% or less income for a family in poverty. Money spent on this in budget is listed on Row 7 of the YTD Budget spreadsheet.

Ed Choice is based on income. As parents increase their income, they fall out of the program. If the parents at 201% of income, they owe the other 50% of the tuition.

The proposal is to make this a tiered approach rather than a “owe 50% if a penny over” the limit.

We are not sure how many families will be affected by this new Tiered approach. Four or five is the average that we have seen in the past.

Proposal:

- If the family makes between 201% and 250%, 90% aid.
- If the family makes between 251% and 300%, 80% aid.
- If the family makes between 301% and 350%, 70% aid.

For five families, our exposure is \$40k to provide aid. Prior to this, \$20k was used.

Question: Only 200%? Do we have anyone in this bracket now? Yes, we have at least 1 family that asked for additional help with tuition and there may be more.

Question: Will this be for everyone? Only for people who are below 200% and moving up beyond 200%. This is for retention.

After this discussion, it was decided by unanimous voice vote to table this discussion until next month, to collect more information and additional details and examples.

ERC Funds discussion – Amy Hecky

*[This was discussed in the Director of Administration report]*

Meeting adjourned at 7:43 PM with reading of the Closing Verse.

Ken Ambler  
(he/him)  
Board Secretary

**Next Meeting is Joint Board/Faculty meeting: March 10th, 2025, at SGWS, at 6:30 pm.**