

March 1, 2023 - Board Meeting Minutes

5:34

Sherri MacKay, Mary Johnson, Matt, Laura Pasek (Zoom), Dyllan, Mouna Mana

Public Comment: None

Presentations: None

Reports:

Director:

- Enrolment window closed today
- Lottery will take place next Wednesday

President's report

- Thank you to admin and staff for flexibility in the past week
- A special call out for enrollment work

Teacher's Report

No report at this time

PTO Report

- Talent Night March 10th
 - Doors open at 4:30
 - Food Trucks
 - Performances start at 6
 - Live and pre-recorded performances
 - 3-4 hours long
- March is Reading Month
 - Read-A-Thon fundraiser for library

Thank you to all who supported the life skills food drive

- And to those who support life skills in general
- PTO meetings in person first Friday of every month after bagel sale in person

Finance Committee

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Governance

- Gearing up for Director's Eval and Elections

Advancement Meeting

- School Survey form
- Family Feedback form
- Salary and Benefits Template
- Plan to bring first drafts of all to regular March meeting

Equity Report

- Survey
- Met yesterday
- Will discuss looking into PD for next two years

Discussion Items:

- Safety and Security Fed money
- Coordinated with ISD
 - HCCS Portion
 - Community concerns survey
 - \$29,000 +

Air Filter Grant

- Partnered with ISD
- Air Filters in classroom
- Larger units for larger spaces
- Should start to show up tomorrow
- Includes some replacement filters

Action Items

- Pandemic Response (no change)
- Fall Policy Update- Policy 6700
 - Fair Labor Standards Act
 - This is all about FLSA and expressing breast milk at work
 - Unanimously passed
- Summer Camp Vaccination Mandate
 - To implement
 - Governance recommends by split vote mandate vaccines for all campers and staff w/o medical excuse
 - CDC recommends vaccination in their summer camp guidance
 - One board member does not like it because he says that after 12 weeks vaccines wane and it doesn't matter any longer (he said it nicer)
 - The Board confirmed that there are a number of summer camps in the area who also require vaccination
 - This is the same requirement as last year
 - Passed by 5 to 1
- Hiring Recommendations
 - Deb Waterman Sp Ed 2 days each week hourly on step 20
 - Angela Niyonsenga Social Worker up to .75 hourly based on step 13
 - Unanimously passed
- Employment referral bonus program
 - Response to Staffing crisis
 - Trying to attract employees
 - Members of the public and staff could get \$500- \$1000 for referring someone who is hired.
 - Paid as a stipend to staff
 - Will remain in effect through September 2024 unless the board acts to amend, extend, or abolish it

- Already discussed with finance committee
- Excludes substitutes
- How many positions? We currently have a special education opening. The rest will depend on the survey that went out to staff today. There are currently 3: SLP, OT, 504 coordinator, social worker, psychologist, all the special education people with openings are on the critical shortage list.
- General Education is not considered critical shortage
- They changed the limit to September 2023 instead of 2024
- They were not thrilled with it they had a lot of issues
- 2023 passed unanimously
- They want data tracked
- The whole Bonus Pilot program as amended
- Unanimously (some with caution)passed

Acknowledgements and Thank yous

- Enrollment meeting
- Communication through the storm days
- HC teachers for the important work they are doing to help our students understand social justice
- Sue for planning summer camp

Public Comment

- Letter From Tuesday family
 - Support for aftercare program
 - Sue and her staff provide safe and creative program
 - Love Sue
 - Insure them that there is no threat to the aftercare program
- Abby Adams
 - Looking for communication about Curriculum Night
 - Pretty important to our community
 - Retention Bonuses? She meant to say referral bonus
 - Creates internal drama and ill will
- 6:53 adjourn