

The Ivy School-Regular Board Meeting Minutes

5420 N Interstate Ave.

Monday August 23, 2021

Regular meeting 5:00-6:00pm

*Due to Coronavirus/Covid-19 closures no in-person meeting

Phone: [+1 260-327-1959](tel:+12603271959) (PIN: 810105730) Virtual: meet.google.com/dim-jzhx-ixs

Board members present: Eric McNair Scott, Tom Bull, Spencer Crandall, Jim Livermore

Board members absent:

Admin: Nikki Jones, Amy Stuhr

Other: Ana VanderPol (staff), Sam Nagmay (PTA), Dave Coffman (Contractor), Paul Clerc

Meeting Facilitator: Tom Bull

5:02 Tom Bull Opens meeting

Approval of June 2021 minutes

- Tom Bull moved to approve
- Spencer Crandall seconded
- All present members in favor, motion carries

Leadership Report

Teachers Profession Development and Preparation through September 2

- Ivy Way, “Nuts and Bolts”, Culture work
- Equity and culturally responsive classrooms (Paula Davis)
- Math training for the new math curriculum “middle school math”
- I-ready training
- Montessori assistant training at Montessori NW
- Prepared Montessori environment – Montessori NW
- Writing workshop (Lead- Amy Stuhr)
- Teaching reading comprehension strategy “Questioning the author” (Lead- Nikki Jones)

Thursday (Sep 2)

- Last day before school
- Staff picnic (BOD welcome to attend) 11:30-12:30
- Teachers set goals with Nikki (for the year)
- Assistants met with Amy to set goals for the year

Building Update

Outdoors

- Playground is progressing
- Retaining walls around trees
- New cement work
- Planters
- Playground equipment

The Ivy School-Regular Board Meeting Minutes

5420 N Interstate Ave.

Monday August 23, 2021

Regular meeting 5:00-6:00pm

*Due to Coronavirus/Covid-19 closures no in-person meeting

Phone: [+1 260-327-1959](tel:+12603271959) (PIN: 810105730) Virtual: meet.google.com/dim-jzhx-ixs

Indoors

- Expanded space in the classrooms
- Children's House Bathroom will be ready by first day
- Kitchen Updated
- New floor & windows in MPR room
- New lighting in entry and front hallway
- Cabinetry in science room
- HVAC system meets requirements for filtration / air filters / also fans in some classrooms

Other

- State resilience plan for re-opening is due Aug 27th.
- Communication to parents around orientation will happen this Wednesday.
- Hiring
 - Vacancies:
 - o PE teacher
 - o Learning Loss
 - o Afterschool Staff

Treasurer Report (Dave Coffman)

Introduction - Dave

- Works with school on contract basis. Since 2016 with Ivy. Oversight role.

Profit & Loss Summary 2020-2021

Revenue- Finished strong with approx. 500,000 over what was budgeted

- State funding – received 60K for student investment account.
- Federal funding related to COVID building improvements- received 220K funding
 - o 40-50K on a reimbursement basis
 - o 177K funding received in June that we are spending now
- State school funding
 - o Enrollment was higher than budgeted
 - o Per student funding rate was higher than budgeted
 - o 180-190K positive variance

Expense

Came in under budget by approx. 100K

- Budget 2020 included after care and assistants in January. This did not happen due to COVID and represented savings

The Ivy School-Regular Board Meeting Minutes

5420 N Interstate Ave.

Monday August 23, 2021

Regular meeting 5:00-6:00pm

*Due to Coronavirus/Covid-19 closures no in-person meeting

Phone: [+1 260-327-1959](tel:+12603271959) (PIN: 810105730) Virtual: meet.google.com/dim-jzhx-ixs

Total impact of Revenue and Expense

- 600K ahead of budget
- Actual 400K over budget after backing out federal funding
- Strong Position for Ivy
 - When we bought the building we had less than 100K in savings any point in time.
 - Now have operating reserve of 3-4 months.
 - Strong position to weather any significant negative financial events that may come up.

Error in the spread sheet

- Debt service budget was shorted by almost 100K.
- High confidence that that budget will be balanced out despite error
 - State funding- estimate was in March. Then in June. Additional 40K from state anticipated then what we have in the budget
 - Budget higher salaries when budgeting. Reality is that folks who are hired are coming in at lower spot on salary scale. This represents savings to cover as well.
 - Still planning on a net budget of zero.

Recruitment and Orientation for BOD (Spencer and Tom)

- Currently we have 4 board members and space for 5 board members.
- Recruitment process for candidates
 - Form online or talk with board members
 - Spencer meets with them and discusses questions and time commitment and other questions
 - Nikki is part of the process of working with candidates and providing selection input
- Onboarding process
 - Building on the process that was put together by Angela Fox
 - Buddy with a board member
- Equity committee
 - Will review the BOD application through an equity lens to be an accessible application.

Equity Update (Ana VanderPol)

- Equity Audit- Highlights
- 37/40 participants (staff) took the survey
 - Personal, professional
 - professional development opportunity – BIPOC staff more equipped and likely to take anti-racist action. Focus on supporting white staff to take action and step up and disrupt racist action. How to support white teachers as allies.
 - Org culture and climate

The Ivy School-Regular Board Meeting Minutes

5420 N Interstate Ave.

Monday August 23, 2021

Regular meeting 5:00-6:00pm

*Due to Coronavirus/Covid-19 closures no in-person meeting

Phone: [+1 260-327-1959](tel:+12603271959) (PIN: 810105730) Virtual: meet.google.com/dim-jzhx-ixs

- “Glow”- BIPOC staff feels a sense of belonging- good reflection of the work that has been done so far
- o Structures and systems
 - Feedback on expectations of hiring processes, org processes, ideas to move the work forward, to have more transparency.
- Specific steps for the staff?
 - o Three days with “Embracing Equity”-
 - o Powerful opportunity to move the needle toward anti-racist/anti bias org
 - o 5 part seminar (5 sessions and two hour sessions)

Challenges/successes for recruitment of diverse and representative staff?

- Ivy attracting people of color to Ivy - retaining and uplifting (Most staff of color in Ivy history)
- Environment where people are safe and heard and elevated.
 - o Survey did represent that black and brown staff feel that they can thrive at Ivy
 - o Survey will be re-submitted in the spring. We will see data over time.

PTA

- Acknowledgement and appreciation of the PTA’s support of the equity work and for 10\$K for the playground
- PTA vs PTO report (*Sam Nagmay – PTA co-president for three years*)
 - o PTA helps run community involvement with small fundraising focused on community be community. Supports the teachers financially.
 - o PTA vs PTO. Association vs Organization. As part of the larger PTA group for the state accesses insurance and liability from the state PTA group.
 - o If we were a PTO we would need to get that support on our own. As a PTA there are limitation on fundraising activities (i.e can’t fundraise for FTE of staff).
 - o Excited to support communication across equity committee, PTA, and board

Introduction- Paul Clerc

- Considering BOD
- Passionate about Montessori as an educational model.
- Owner of a tech company
- Parent to a 5 year old daughter

Homework for BOD

- Board members to go into a document to put in information about name and contact information and term information.

The Ivy School-Regular Board Meeting Minutes

5420 N Interstate Ave.

Monday August 23, 2021

Regular meeting 5:00-6:00pm

*Due to Coronavirus/Covid-19 closures no in-person meeting

Phone: [+1 260-327-1959](tel:+12603271959) (PIN: 810105730) Virtual: meet.google.com/dim-jzhx-ixs

Meeting adjourned 6:23