

## Gathering Waters Board

### Agenda 2/13/2021 9:30 a.m.

The mission of Gathering Waters Chartered Public School is to offer students in the Monadnock region an education that enables them to discover their interests and capabilities; explore the surrounding world; and cultivate a lifelong love of learning, a sense of community responsibility and understanding of environmental sustainability. We carry out this mission by providing a rich and engaging curriculum that integrates the arts, meaningful practical work, outdoor education and service to the larger community.

Our vision is an inclusive school culture of compassion and respect where deep interest in others goes hand in hand with individual growth. The educational environment enables students to develop self-confidence, self-knowledge, intellectual flexibility, and the capacity for creative problem solving that supports ethical action in their local and global communities.

**In Attendance:** Gabrielle, Janet, Jonny, Elizabeth, Dan, Emily, Melanie, Holly, Eliza

**Public Attendees:** Marcy, Theresa, Sara N. Justin, Fiona,

Welcome Justin and Fiona

**Next Meeting:** February 27 ???

#### **I. Core Principles of Public Waldorf Education**

##### **1. Image of the Human Being:**

Public Waldorf education is founded on a coherent image of the developing human being.

##### **2. Child Development:**

An understanding of child development guides all aspects of the educational program, to the greatest extent possible within established legal mandates.

##### **3. Social Change Through Education:**

Public Waldorf education exists to serve both the individual and society.

##### **4. Human Relationships:**

Public Waldorf Schools foster a culture of healthy relationships.

##### **5. Access and Diversity:**

Public Waldorf Schools work to increase diversity and access to all sectors of society.

##### **6. Collaborative Leadership:**

School leadership is conducted through shared responsibilities within established legal structures.

##### **7. Schools as Learning Communities:**

Public Waldorf schools cultivate a love of lifelong learning and self-knowledge.

#### **II. Approve Minutes from 1/16/2021 meeting**

#### **III. Recommendations for Approval**

- A. Approve recommendations of Hiring Committee for faculty-**Motion: Emily. Second: Jonny Unanimously approved**
- B. Approve recommendation of Hiring Committee for Office Manager Business Administrator and Lead Administrator- **Motion: Emily. Second: Jonny Unanimously Approved**
- C. Lead Admin Salary Proposal-proposal to increase Lead Admin "Boost" was discussed and ultimately decided to conflict with efforts to maintain a sense of equity among all employees; however it was also recognized that this might be the only position that would be capped below the salary computed according to the salary structure; a decision was made to keep the Lead Admin boost at 15000 and not cap any of the salaries at this point. **Motion: Gabrielle Second: Janet. Unanimously approved; Offer letter will be sent today.**
- D. Priority question-Recognizing the time and energy that 2 grandparents have dedicated to the initial charter application process as well as this start-up phase a proposal was brought to offer their grandchildren priority in enrollment. **Motion: Gabrielle Second: Elizabeth Approved with the grandparent recusing herself. This will now be brought before the state BOE.**
- E. Discussion of definition of Founding Board members and when priority for children will sunset. Proposal of July 1 as date after which new Board members would no longer receive priority for their children. **Motion: Janet Second: Jonny Vote: Unanimous**

**IV. Approve Amendment to Articles of Incorporation-for 501c3 (below) Motion: Gabrielle Second: Janet Vote:Unanimous**

**V. Marketing Update (Elizabeth)**

- A. Process Proposal for outward facing communications **slowed down advertising, streamlining for cohesive look Motion to approve: Dan Second: Elizabeth Vote: Unanimous**
- B. Approve Marketing request for Ad **specific to target 9th for bolstering high school specifically or highlight 9th with generalized for K-9 and/or give specific classes enrolling new students, language that says still accepting applications for 1-9, Facebook and Newsletter are free, Monadnock Table Ed Issue- March/April, Monadnock Shopper \$250-400, Parent Express. Marketing will take up and send proposal by email with input re: things 9th grade families would look for. Cap for ad purchase and conditions: \$500 cap split b/n Monadnock Table and Shopper Parent Express- back cover donated Motion for approval: Gabrielle, Second: Emily Vote: Unanimous**
- C. Branding Proposal to discuss at next meeting **House made vs. Professional Feb newsletter coming out this week. Fiona will demand items for newsletter from committees to add to newsletters. Future- 2 each month.**

**VI. Hiring Update(Janet and Emily)** Targeting: HS science, student support, language, guidance counselor

Other first round apps are settling in place, no specific positions have been announced but there is an idea of who will go where. 39 apps total in the first round over 14 interviews, some who applied with whom we do not have a clear pathway but will hope to keep in the pool as we grow. Will hone job listings and descriptions to focus on 5 above

**VII. Development Update and Process for tracking donations (Holly)**

Email \$22-23K received so far. Emails from others wanting to donate in non-traditional ways. Snail mail at printer. Best to hand-address envelopes volunteers let Gabrielle or Holly know. Hand-written notes to be signed if you know the addressee. Still figuring out more than one signer. Friends account needs to be closed (Sara N.) Ideas for private donors to be approached, let Gabrielle know

**VIII. Benefits Discussion (Gabrielle)**

**PTO (Vacation)** Continued considerations for staff that hold percentage of both faculty and admin. Position. Look into budget with separate line for subbing Motion to approve: Emily Second: Gabrielle Vote: Unanimous

**Health Insurance** -100% for individual, do we ask for 1% fee?

Ensuring equity in consideration of support of families. Offer transparent conversations to those who need more support- both as individuals choosing plans as well as those needing further support for family. Continue conversation for social responsibility down the road. Move to support 100% and clause to discuss family options and optional fund for teachers to choose to give: Gabrielle Second: Dan Vote: Unanimous

**IX. Facilities Update and Discussion (Fiona)**

A. **98 South Lincoln** couple who will purchase. lease parameters 5 year commitment at least, triple net lease (GW 'owns' building regarding facilities management and repairs) hope to have letter of intent by Friday. Can we as a non-profit purchase instead? decreases rental rate Could we do a rent to own with these two buyers? Or can we offer to purchase after we have received 501 C3 status. Move to go forward with pursuing 5 year lease/lease to own : Gabrielle Second: Janet Vote:Unanimous

B. **Old Middle School**-flooring for Middle School? Gym use?

Keene State has nothing to offer in short-term. 2 hours/day use of the gym, trash removal, snow removal and cleaning of shared spaces included. Heating system is electric which will increase utilities. We will be able to cultivate an area for a garden/sitting area facing Washington Street. 2 year lease w/ option to renew two times for two years. If you want to see space contact Fiona. Gabrielle will ask for additional gym

time. Auditorium on hold. Move to verbally confirm moving forward, lease signed in next two weeks (will be available by email prior to signing), deposit before moving in: Motion: Gabrielle, Second: Dan vote unanimous

**Enrollment Update (Sara N) and Proposal to appeal to the State BOE to increase class sizes. ? add 10th grade in addition to K (Gabrielle).** Move to appeal to state to increase class size to 25 wait until lead admin on board to make final # decision: Dan Second: Janet Vote: Unanimous  
Move to not add 10th at this time- position not yet strong enough and this leaves door open to future ask: Gabrielle Second: Janet Vote: Unanimous

#### **X. Budget Update and Proposal for supplies fee (Gabrielle)-postpone to next meeting**

#### **Committees:**

**Enrollment:** Sara Norris, Eliza Murphy, Gabrielle Schuerman

**Marketing:** Elizabeth Hamshaw (Website and Facebook), Fiona Laurie (Constant Contact), Dan Kurz

**Outreach:** Melanie Everard, Marcy Schepker

**Kindergarten/EC:** Eliza Murphy, Marcy Schepker, Sara Norris

**Development and Fundraising:** Holly Gibson, Sara Ciborski

**Finance:** Jonny Norris, Gabrielle Schuerman

**Facilities:** Fiona Laurie, Gabrielle Schuerman, Janet Gordon, Theresa Majoy, Dan Kurz, Marcy Schepker

**HR:** Emily Sherwood, Janet Gordon, Gabrielle Schuerman

**Diversity, Equity and Inclusion:** Eliza Murphy, Elizabeth Hamshaw, Fiona Laurie, Emily Sherwood, Gabrielle Schuerman, Janet Gordon

#### **Amendments to Articles of Incorporation:**

Second: The organization is organized exclusively for charitable, religious, educational and scientific purposes under section 501c3 of the Internal Revenue code or the corresponding section of any future federal tax code.

The purpose of Gathering Waters Chartered Public School is to establish, open and operate a public charter school under a charter granted by the New Hampshire Department of Education exclusively for serving grades K-12,

Fourth: Upon dissolution of this organization assets shall be distributed for one or more exempt purposes within the meaning of section 501c3 of the Internal Revenue code or corresponding section of any future federal tax code.or shall be distributed to the federal government or to a state or local government for a public purpose.

