

Gathering Waters Board
Agenda 1/2/2021 9:30 a.m.

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

Public Attendees: Sara N. Theresa, Fiona, Marcy, Sara C.

Next Meeting: Saturday Jan 16? 23? 9:30 -11:30 a.m.

I. Opening Verse and Welcome to New Members of the Board and thank you to FOGW

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 an academically rigorous 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.

Happy Birthday to Sara Ciborski!

II. Confidentiality: Board Discussions of disagreements stay within the Board, not brought broadly out into community.

III. Votes

- A. Approve New members: Jonathan Norris, Holly Gibson, Dan Kurz-unanimous; previous interim board members will now attend as community members.
- B. Approve Minutes from 12/12/2020 meeting Motion: Gabrielle, Second: Jonny Unanimous approval in favor
- C. Proposal to change Mission statement to read “rich and engaging curriculum” rather than “academically rigorous” Motion: Gabrielle, Second Jonny Unanimous approval in favor
- D. Approve Salary Structure (see below) Discussion: base on living wage as well as experience, recognize in all employees not just admin and faculty. Propose change to all Full-Time, Salaried employees. Focusing vote on

lead, faculty, administrative with intent to review by finance committee to broaden to other FT employees and agree to annual review by Finance committee and BOT. Where did structure come from? Pulled from

comparisons both private and public schools.

Motion:Gabrielle Second: Dan Vote: Unanimous

- E. Approve Conflict of Interest Policy (see below) Motion: Dan
Second:Jonny Vote: Unanimous in favor
- F. Adopt Board By-Laws (found in Charter Appendices) Motion:Dan Second:
Jonny Vote: Unanimous in favor
- G. Approve plan to send out fundraising letter and general fundraising plan
(see below; letter in progress) Discussion: Motion:Gabrielle Second: Dan
Vote: Unanimous in favor
- H. Approve Outreach plan Discussion: Audience? How to be distributed?
Paper fliers and in-person contacting Listed in outreach plan (Tiny
Tummies, Franklin Pathways etc...) Cost? Wed opening of Bank account,
1500 from auction. Cap of amount for flier printing. Suggestion: Add pull-
tabs for website access. and/Or treat as large business card for individual
distribution Adjustment to plan: Approve as is, expand plan as discussed
(distribution, flier adjustment) \$200 initial cap Motion: Gabrielle Second:
Dan Vote: Unanimous in favor
- I. Approve request that we move forward with a branding package (logo &
colors) (\$2000). Hannah Grimes discussion, no high resolution images at
this moment. Consistency, color-grouping basic package is roughly
\$2,000 Foundation for critical materials to be maintained by Board or
Office Manager in future. Dan has a graphic design background and is
willing to help Vote Adjustment: we are happy with Fiona and Elizabeth's
work and are open to pursuing a professional graphic package at a future
date will get quote to bring to next board meeting as well as what they
(dan, fiona, elizabeth) put-together in the meantime for board viewing and
agreement. Move: Gabrielle Second: Jonny Vote: Unanimous in favor
- J. Approve recommendation of hiring committee to hire Lead Administrator.
6 applications, 2 qualified, 1 local and in our time-frame. Lead
candidate has no admin experience many years as a Teacher in Waldorf
Schools. Strengths and Weaknesses recognized in committee discussion
Motion to hire with understanding of focus on reaching out to broader
community, and formal reviews over coming months Motion: Gabrielle
Second: Jonny Vote:Unanimous in favor

IV. Proposal to include K and pre-K program this year-Eliza 3 options: K for
21/22, pre-K and K for 21/22 or table for time-being. Level of interest? 22 K and

21 pre-K (though unsure of ages- that would be needed to have firm numbers with birthdates) Community discussions of local community feeling of loss and heavy weight on parent shoulders especially in near future. State program funding for EC? No state-wide public pre-k funding, some state subsidies as well as grants (united way). Typical subsidisation needs to happen somewhere in pre-k model. Connection to Head Start possible, individuals who need assistance go through state and then go through program connected to DHHS for state subsidisation, depends on tuition rate to know whether it is worthwhile. GW taking on DHHS preK not recommended for this proposal. Intention that what is proposed is in best interest of GW. Limitations based on facility? Current facility limitations would not allow for preK. Concern of quality within smaller facility and tight timeframe. How can we offer the service in a way that does not guarantee entrance leading to greater exclusion. Option 1 of K solely for vote as seems most doable re: facilities. Perhaps bring pre-K back at a later date when more clarity around facilities and budget. Will adding K set-back request for adding more space to grades classrooms? Shouldn't be a problem from state if student applications, facilities are in place pre-K may be more of a challenge. What are chances for satellite home-based groups in community that can be connected to or supported by gathering waters? Most supportive and honest is to offer strong maybe for future of pre-K. **Vote: Move forward with K proposal in general with understanding that we are open to further discussion of pre-K down the road when more infrastructure in place.** Motion: Dan Second: Jonny Vote: Unanimous in favor

V. Facilities Discussion-Fiona Discussion: Some community donors possibly willing to purchase specifically S. Lincoln st. in interest of who continues in that specific facility. Others who may have broader interest in meeting needs of GW. Must comply with sq ft/child but not sq ft/classroom S Lincoln could never house full 25 student classes per sq ft requirements. S Lincoln barely adequate for 1-9 not adequate for K-9, must be cognizant of COVID next fall which is an issue if too many children in one building. Cost of S Lincoln / sq ft most likely less than area comps. For the first year, depending on age group, can work and depending on final class sizes with the goal of being able to open to max of families interested. Concern about weight of history with S Lincoln with donors as requiring compromise on our part. Consideration of time constraints and zoning considerations with buildings that are not existing schools. Keene Middle looking 20-25K sq ft. space is there on multiple floors. Short term need for fall, Long term need of home. How do we balance these two needs with potential donors meeting in January? Focusing in on timeline River Valley, Keene State, Keene Middle, S. Lincoln. Will look further in to Antioch (possibility it will be for

sale but not openly at this time) Peerless Insurance building Maple street.
building rental too large for us potentially too pricey as well.

Are we open to 1 campus or to two campuses?

Are we ready to make this decision or do we need more time/ information?

Proposal to do more work, come back together in 2 weeks. (the 16th at 9:30am)

Walk-throughs of potential spaces requested and/or floor plans

VI. Closing Verse

VII. Short Board-only session. Discussion regarding whether to extend enrollment to the children of Eliza, Fiona, and Teresa in the spirit of their founding contributions.
No board member expressed reservations

Salary Structure for Teachers, Lead Administrator, Business Administrator and Office Manager (May not include paraprofessionals/assistants)

Base 39,000-Assumption of Bachelor's Degree in education or related field and Waldorf teacher training or Waldorf Teaching Experience; NH teaching credential encouraged

- + 500 per year relevant FT working experience
- + 250 per year relevant PT working experience
- + 15,000 "boost" for Lead Admin Position
- + 7500 "boost" for Business Administrator Position
- + Teacher Salary cap of 50,000 for the first 5 years (or TBD by Board)
- + Lead Admin cap of 65,000 for the first 5 years (or TBD by Board)
- + Business Admin cap of 57,500 for the first 5 years (or TBD by Board)

Benefits

- Health insurance for individual (exact coverage TBD by Board)
- Simple IRA match TBD by Board
- Professional Development

All Salaried positions with benefits to start July 1, 2021
Contracted work for Lead Admin, Business Admin and Office Manager to begin as needed at prorated salary amount

Conflict of Interest Policy

Board members owe a duty of loyalty to the general public in protecting the school's interests. Therefore, the Board declares that a conflict of interest is a personal, pecuniary interest that is immediate, definite, and demonstrable and which is or may be in conflict with the public interest. A board member who has a personal or private interest in a matter proposed or pending before the Board will disclose such interest to the Board, will not deliberate on the matter, will not vote on the matter, and will not attempt to influence other members of the Board regarding the matter. Additionally, Board members should refrain from engaging in conduct or actions, that give the appearance of a conflict of interest, embarrass the Board, or personally embarrass another Board member. It is not the intent of this policy to prevent the School from contracting with corporations or businesses with which a Board member is an employee. The policy is designed to prevent placing a Board member in a position where his/her interest in the public school and his/her interest in his place of employment (or other indirect interest) might conflict, and to avoid appearances of conflict of interest even though such conflict may not exist.

Nepotism-The Board may employ a teacher or other employee if that teacher or other employee is the father, mother, brother, sister, wife, husband, son, daughter, son-in-law, daughter-in-law, sister-in-law, or brother-in-law of the Direct, Board Chairman, or any member of the Board. Such a relationship will not automatically disqualify a job applicant from employment with the school. However, the Board member shall declare his/her relationship with the job applicant and will refrain from debating, discussing, or voting on a nomination or other issue. The job applicant is expected to declare his/her relationship with the Board member as well. This shall not apply to any person within such relationship or relationships who has been regularly employed by the Board prior to the inception of the relationship, the adoption of this policy, or a Board member's election. Board Approved: January 2, 2020

Initial Fundraising Plan:

Plan goal: \$250,000

Timing: by June 1

Board-\$2000

Individual large gifts and foundations (grants) - \$150,000

Appeal to our email list - \$50,000

Appeal to businesses -question due to COVID

Loans - \$ whatever we don't raise in donations (\$ 50,000)

Sustaining Membership Drive-to start in the spring

Outreach Plan

- Create a flyer during the week of Dec.28 - Jan. 2nd: Eliza will create one and share for input
- Jan. 4th - flyers to be distributed to contacts we have at: Tiny Tummies, MFS, Kids Collaborative, Franklin/Pathways, 100 Nights, Orchard Hill, Sophia's Hearth, Antioch, Keene Middle School, Sarah Bays midwifery connections and any other place people could think of
- Jan. 9th - Radio interview with the Mayor - IF he has a space(we would only ask after the Jan. 2nd meeting), IF we have an administrator or other appropriate person to do an interview
- During the week of Jan. 11th and Jan.18th - have two zoom information sessions for the public - ideally with lead administrator, but we do not know yet!!!
- Articles in Parent Express, Ledger, Shopper News
- More Frequent Newsletters and continued Facebook and Website presence

- Feb. 1st - Application Deadline after which applicants are on a first come first serve basis according to space
- Feb. 15th - lottery

