

## Gathering Waters Board Agenda

### March 6, 9:00 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, Jonny, Melanie, Emily, Janet, Luke, Dan, Eliza, Holly, Elizabeth

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

#### **I. Introductions-Luke**

#### **II. Approvals**

- a. Minutes from 2/13/2021 meeting move to approve: Jonny Second: Janet Vote: Unanimous
- b. Recommendations of Hiring Committee: Amara Young, Katie Oswald, Jesse Morin, Jan Lyndes, Julie Ludvigsen, Sarah Galligan, Stephan Vdoviak, Kelly Corson, Will Robbins, Nell Wiener, Gretchen Murray, Ruben Davila, Julie Beitzel (declined), Brian Scannell (declined), Josh Peters (declined), Tanya Lax (declined). Move to accept: Eliza Second: Elizabeth, Vote: unanimous
- c. Pre-op work by Justin, Fiona and Luke (up to 20 hours/week) to be paid out of pre-op funding when it becomes available. They will keep track. Move to approve: Janet Second: Jonny Vote: Unanimous
- d. Approve new proposal to increase Lead Admin Boost Unanimously approved
- e. Approve Justin Resolution Unanimously approved
- f. New Board Member (A.H. Approved, Elizabeth Hamshaw recused herself
- g. Discretionary fund-moving expenses, special circumstances... deferred

### III. Updates:

- a. **Hiring** -8 signed offer letters, 3 more expected working on more offers, Luke joining picture, all hirings are now more focused and all postings are listed..
- b. **Development**-Big thank you to Holly, Marcy, Sara C and Theresa for getting out the snail mail appeal!
- c. **Enrollment**- Big thank you to Sara N and Fiona as we prepare for possible increase in students off the waitlist and a Kindergarten lottery all next steps in place for needs after March 11- both increased class size and K.
- d. **501c3** has been filed working to establish a fiscal agent esp. For larger donations that are looking for 501c3 status
- e. **Facilities**-on track for South Lincoln. Lease to be signed for Middle School

**IV. Brief Discussion of Facilities construction costs**-will inform class size discussion (Fiona) 13-25 K for renovations depending on sprinklers and/or heating system. w/o wall movement: 18 in smaller second floor rooms, 25 in one second floor classroom. If we don't move any other walls, no classes above 20 in K-5 building, all classrooms in Old Middle School bldg. All classrooms fit 25. 36 sq ft/child 1-5, 40 sq ft./child K, 32 sq ft/child middle and high. K in basement would not accommodate one class of 20

**V. Discussion of Class Sizes (see enrollment graph)** support teachers in place in hiring process- general agreement that what is already provided in staffing is robust and supportive, fundraising and development work included in budget numbers but may not be accurate due to shifts in structure of school, state funding unsure when funds will be released, all teachers have been informed of the anticipation of 25 either this year or next. General concern over leaving students on waitlists and the reaction that will be felt in the community being weighed against focusing more students and more support.  
Proposal: Class sizes of 25/class in first year with move to K two classes with two lead teachers (to be defined by Hiring committee and Luke) of 11-12/ class  
Move:Gabrielle Second: Dan Vote: Unanimous

**VI. Health Insurance and Finance (Justin)** two models: 1) offer 100% just employee plus \$100 subsidy/month/child 2) offer 50% coverage of family theoretically based on 2 plans 1) deductible around 6,000 and higher coverage 2)

HSA level -mostly for catastrophic Proposal: stay with 100% employee insurance with \$100 for children Move: Gabrielle Second: Emily Vote: Unanimous

## **VII. Marketing Committee Update and Proposal**

- ads going into Monadnock Table and Parent Express (costs are free to GW)
- March Newsletter coming soon
- (After March 12th) planning to contact Shopper to ask for a free story on our school (location, increased class size, curriculum highlights, etc.)
- Will soon be adding a website page for "Who We Are" (lead admin, faculty, board members) - perhaps a press release announcing Lead Admin?
- thinking of additional ways to advertise for 9th Graders

Discussion of "free" option versus contract with Chrissy \$2400 for professional package that offers synthesized look for all digital interface, free option is utilizing Board members to continue work- Dan and Beth Kurz have put together logo and palette options If anyone has definitive feelings one way or the other or feedback of Dan's logo email Gabrielle. Look into what the cost might be if we provide Chrissy with this logo and she provides templates and style guide.

**Next Meeting: Move to Sundays? March 28?**

### **Committees:**

**Enrollment:** Sara Norris, Fiona Laurie, 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, Marcy Shepker

**Finance:** Jonny Norris, Gabrielle Schuerman, Kathy Gross

**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, Emily Sherwood, Gabrielle...

## **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.