



Apple Playschools Board Meeting Minutes

Date	October 19, 2021
Location	Zoom
Board Attendance	Mike Allarding, Lilly Connett, Patricia Alvarez de Fallon, Amanda Bloomfield, Ricky LaFosse, Whitney Tarver
Staff/Public Attendance	Etta Heisler
Meeting Chair	Etta Heisler
Time	5:45pm – 7:40pm

Agenda Items:

- 1. Opening Practice (5 Minutes)**
- 2. Approve August Meeting Minutes (5 Minutes)**
 - a. Board vote to approve September 2021 minutes - unanimously approved
- 3. Questions about Finance and Board Report (10 minutes)**
 - a. Executive Director provided overview October Board Report, including staffing changes and hiring updates, early plans for Apple Scouts, facilities updates (potential air quality concerns being assessed), grant proposal updates, professional development updates, and recent state announcement for new daycare center grants (few details are currently available)
 - b. Executive Director and Treasurer provided overview of October Financials and FY21 Cashflow Projections - cashflow had not yet been adjusted for this month
- 4. Identified Issues for Discussion and Headlines from Board Projects (1 hour 25 Minutes)**
 - a. Discussion of Staff Retention and Support Plan
 - i. Review of scope of work from Ross CCC (Lilly)

1. Short part time engagement opportunity with community consulting group that will help board explore staff retention and compensation strategies through a scoped project
 2. CCC volunteers will conduct interview, research, and provide recommendations through a report and presentation
 3. Board proposal to move forward with engagement carried with no objections
- ii. Discussed strategies and timeline for next steps. Discussion included: Do we give raises, to whom, and do we raise tuition? If so, when?
- b. Discussion of Bylaws Revision (Led by Patricia)
- i. Recap of conversation with Catchafire volunteers and discussion of Board Fellow background and opportunities to support this project by moving forward with skills matrix
 - ii. Catchafire project is now concluding
 - iii. Reviewed proposed bylaw amendments, including the addition of an option for Vice Chair/Vice President, identifying minimum committees, and revisions to officer powers and responsibilities
 - iv. Board will review and vote on amendments at later time