



Apple Playschools Board Meeting Minutes

Date	December 14, 2021
Location	Zoom
Board Attendance	Mike Allering, Lilly Connett, Patricia Alvarez de Fallon, Amanda Bloomfield, Ricky LaFosse, Whitney Tarver, Lauren Gwin, Sam Ashley (Board Fellow)
Staff/Public Attendance	Etta Heisler
Meeting Chair	Etta Heisler
Time	5:45pm – 7:40pm

Agenda Items:

- 1. Opening Practice (5 Minutes)**
- 2. Presentation of Staff Survey and Financial Recommendations from Community Consulting Club (45 minutes)**
 - a. Provided survey and interview results, covering the following:
 - i. Employee retention factors and qualitative recommendations to increase employee satisfaction (e.g., compensation, communication, culture, support (mental health, ability to meet needs of family), and training and education
 - ii. Recommendations included:
 1. Ways to improve culture through doing more to recognize employees, create more predictable schedules, and increase opportunities for teachers to interact with families
 2. Review benefits and tuition discounts
 3. Further supporting, training, development by creating PD calendar, ensuring teachers aren't going through same training multiple times
 4. Provide clarity around how feedback is being used

- b. Provided assessment of financial tools and identified challenges with multiple file types, inconsistent nomenclature, and occasional error (manual entry)
 - i. Recommendations included: Switch to single, new tool (provided recommended new tool with user directions), integrate budget info, and develop financial tool scenario planner and user guide (living document) for using new tools

3. Approve October Meeting Minutes (5 Minutes)

- a. Board vote to approve November 2021 minutes - unanimously approved

4. Questions about Finance and Board Report (10 minutes)

- a. Discussed updates with hiring and noted strong candidate pool for lower school director position
- b. Discussed whether repair work is needed at schools and landlord-tenant relationship and landlord responsibilities
- c. Reviewed FY21 Cashflow Projections and 3 Year Projections
- d. November & YTD Financials - INCOMPLETE, expected by Friday 12/17/21

5. Headlines from Board Projects (10 minutes)

- a. MAP Project (Etta)
 - i. Proposal has been approved and next steps will be discussed
- b. Board Recruitment Project (Sam)
 - i. Discussed pushing back dates for projects until after finals and supporting project to get it to finish line, with updated deadlines added to board report

6. Identified Issues for Discussion (30 Minutes)

- a. BOARD VOTE AND DISCUSSION: Delay approval of FY21 Budget
 - i. Board vote to delay draft of budget until January 31, 2022 and final vote until February 2022 board meeting - unanimously approved