



# Apple Playschools Board Meeting Minutes

Date & Time: 3.10.2024 (3pm-4:45pm) | Location: Manzanitas Spanish Immersion, Zoom

In Person Attendance: Etta Heisler, Sam Kachuck, Katie Pieper, Jeff Wilkerson, Gina Maksimchuk, with Nick Baldus, Kelley Stearns and Amanda Lodge (staff) over Zoom.

On Leave: Leah Jones, returning in April 2024

**Mission:** We embody inclusion, innovation, and environmental stewardship in entrepreneurship and education in order to make a more equitable world.

**Vision:** An equitable world where all people are respected as capable, competent and empowered citizens of the world.

**Social Justice Branches:** Respecting Authentic Childhood, Inclusion and Equity, Global Citizenship, Collaborative Community Involvement, Environmental Education & Stewardship

[Guiding Principles for Making Decisions](#)

Time (EST)	Topic	Who	Key Discussion Points	Decision to be made	Follow-up needed	Assigned	Deadline
3:00	Welcome and Good News						
3:05	Approval of Last Month Minutes			<u>Vote and unanimous approval of February board meeting minutes.</u>	Family Reps coordinate office hours for parents		
3:07	Book Discussion - <i>Fundraising Habits of Supremely Successful Boards</i>		Board members and staff reflected on the assigned book and the information that they found useful to apply, to consider further, and information that's not applicable  Etta recommended board members read "Emergent Strategy"				
3:25	Revisit Strategic Plan and 10-Year Pro Forma - Visioning for 2024		Etta shared APS Strategic Plan for 2018 - 2024, with it being extended a year due to COVID.  Board discussed: <ul style="list-style-type: none"> <li>Where do we want to be at the end of 2024/Coming into 2025?</li> <li>What is the vision for this time?</li> <li>How can the budget reflect those goals and ideas?</li> <li>The need to be efficient on 1) the cost saving side, and 2) maximizing the ratio of kids in the classroom.</li> <li>Focus on building momentum,</li> </ul>	First draft of Board Vision for 2024  Think about how we maintain our sense of APS community and closeness as we grow bigger, and center that as a value?  Identify target numbers and a clear idea of the number of	Draft a spreadsheet showing the impact around our fundraising and meeting our objectives. Easily conveyable to families and potential donors		

		<p>community-building, and experience as we expand and incorporate new families into the APS community.</p> <ul style="list-style-type: none"> <li>Discussed hosting a Festival de la Comunidad (or birthday party), in honor of APS's 10 anniversary, highlighting special parts of each school and hosted at Upper School to give a chance to showcase the new building.</li> </ul> <p>Reviewed February draft budget for approval by the board.</p> <ul style="list-style-type: none"> <li>Taking into account changes including the process of church paying contractors, construction delay, etc.</li> </ul> <p>Reviewed data points regarding budget:</p> <ul style="list-style-type: none"> <li>Two more people need to be hired ASAP to meet goals - 2 have been hired, 2 additional have left, leaving 6 teacher slots that need filled. Conducting interviews, with fewer, but still some no shows.</li> <li>Staff Wage increase</li> </ul> <p>Fundraising for the Scholarship Fund - Goals and Impact, Review of past year's fundraising</p>	<p>families we could help if we reach those targets</p> <p>Discussed the factors involved in hiring, retention, reliability, administrative staff load, job satisfaction and better child care</p> <p>Etta meeting with two other daycares about their scholarship system and staff will bring back information and ideas for board to review - with bridge to where we are now and serving</p>	<p>Etta will prepare scenarios with hiring bonus for new staff with 90 day retention, and possibility of "loyalty bonus", and adjusting the wage scale</p> <p>When enrollment information is sent out, Etta will include info about 5% increase, and a survey to request income information in order to provide scholarships to as many families as possible</p> <p>Messaging about scholarships and tuition. Etta will work on scholarship guidelines with the scholarship committee</p>		
--	--	---	---	---	--	--

					Etta will send out an appeal letter in the next three weeks.		
3:50	Review, Discussion, and Approval of FY24 Budget		Approval of budget including: <ul style="list-style-type: none"> <li>• 24/25 tuition changes</li> <li>• Board fundraising goal</li> <li>• Goal for staff compensation increases</li> </ul>	<u>Vote and unanimous approval of FY24 Budget drafted 2-16-24.</u>			
4:45	Adjourn						

**Save the date for:**

- Mud Day - Saturday, June 22
- BDay Block Party and Fiesta de la Comunidad - September 14 or 15