

## Meeting House Nursery School Board Meeting Agenda

December 5, 2023

**Google Meet: 6:30-8:00 pm**

In Attendance: Nate, Lindsey, Kevin, Rachael A, Rachel D, Meghan, Julia, Paige, Devon and Mo

**Meeting called to order: 6:34 pm**

1. Approve meeting minutes from October
  - a. Motion by Kevin : Accept the minutes as recorded.
  - b. 2nd: Rachel Detra
  - c. Vote: All
2. Reports:
  - Executive Director Report-Devon

Would like to move the open house to January 7th to accommodate the requests from new families who want tours and eliminate the 4k Open house.
  - Financial Report-Nate/Devon
  - Fundraising Report- Julia/Mo (Direct appeal numbers)

Just over \$4,500. Less donors with individual contributions higher than normal.
3. MHNS Benefit package decision item
  - a. Discussion/Questions:
  - b. Motion by Nate: MHNS employee benefit package will be updated to include short and long term disability and life insurance options.
  - c. 2nd: Paige
  - d. Vote: All in favor with Calvin early voting in favor
4. MHNS 2024-2025 budget discussion
  - a. The increase for last year was 5.5%.Last year inflation increased 7% and next year is projected to be just over 3% so this jump will help us even those two years out.
  - b. Summer camp will not go up. Room 6 pm does not increase or decrease because it is based on MMSD. Room 6 AM and Room 4 includes the payment from MMSD, so individual families will pay about \$419 less.
  - c. Hard to compare because other schools right now because they are not put out. If you compare other current rates with PSA we come under their 4k. And hard to compare our half day program since PSA doesn't have one.
  - d. When will we know about a possible rent hike - not for another 3 year. Parking will vary and it is placed on the high end since they raised it a lot last year.
  - e. Questions surrounding the staff increase, should it be more? Long term staffing and what other schools and what the school district is doing. Thinking of structuring the pay raises on a sliding scale based on performance; this would not be until the new contracts started going out. Once the budget is passed, we

could do a larger increase if toward the end of the fiscal year our numbers are looking good . Can be revisited and amended - just wouldn't want to change the tuition. Teacher would like the additional requirements placed on 4k teachers to be considered when talking about sliding scale increases. From a parent perspective, it's hard to imagine that any teachers wouldn't get the full increase or bonus. Devon did something similar by offering to pay for teachers to work on the Pyramid model training.

- f. Does this consider this budget adding in a closing manager? No but it shouldn't impact the budget too much. Hiring is up to Devon but she would bring the position posting and package up to the board for review. Could happen anytime like email approval.
  - g. Budget factors in the additional funding from the State since it is guaranteed through 2025. We always have left over Board money, could that make up for the 75th celebration? Could always come back with an amendment.
  - h. How do we save for repair and maintain the playground? It comes out of the house and grounds budget. We technically don't own the playground but we do own the equipment and maintain the structures. This does need a larger discussion and part of the idea of what we put into items that we cannot take.
5. MHNS budget decision item
- a. Motion by Meghan: The 2024-2025 budget that has been reviewed by the MHNS board and will include a 5.5% tuition increase for all programming except Summer program and a 5.5% salary increase.
  - b. 2nd: Julia
  - c. Vote: All in favor; Calvin early voted in favor  
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6. MHNS Holiday/Winter Bonus decision item
- a. Motion by Meghan: Meeting House Nursery School will provide a holiday bonus for the year of 2023-2024 to \$500.00 for each eligible employee.
  - b. 2nd: Julia
  - c. Vote: All in Favor
7. Thoughts on 75th
- a. Redoing the logo and Introducing an endowment
    - i. Worry about an endowment because it means a lot of money. Maybe start a fund and not an endowment.
  - b. Thinking of getting alumni and tapping for fundraising
    - i. Asking for RSVP so that we have options
    - ii. It would make sense to use FUS, but would need to be in discussion with their staff about it.
  - c. Planning a party at the beginning of the school year.
    - i. Don't plan a party in August. Doing something mid-end of September

8. Adjourn at 7:29 pm
  - a. Motion to adjourn the meeting: Julia
  - b. 2nd: Rachel D.

Next meeting: January 17 (6:30-8:00pm) in person (Courtyard Room E)

REMINDER: Open House January 7, 2-4 pm. We ask that board members help greet new families and answer questions.