

Sandra E. Lerner Jewish Community Day School  
Board of Directors Meeting  
November 8, 2016

Present: Richard Goldberg, David Goldman, Sally Brown, Jeremy Browner, Maia Szulik, Eric Stultz, Norah Goldman, Allison Oakes, Kathryn Wolf, Sue Egnoto, Lauren Gindes, Jonathan Dayan, Norma Gindes, Hollis Gauss, Tal Wittle  
Absent: Grace Marion, Tali Wechsler, Jonathan Blitz, Andrew Janiak

6:30 Meeting starts  
Consent Agenda  
D'var Torah - All

**6:35 Head of School Report – November 8, 2016**

- Roof installed
- Heat exchangers repaired in two units so that we have three functioning units. The three that will be replaced are still on hold as the units are not in stock yet. They are supposed to be this week.
- New Admissions Director hired. Keri Baker has an MSW and built up a social media diet and nutrition business. Her knowledge of social media platforms is what ultimately drew me to her. She knows many of our faculty and has been a great addition thus far.
- Update on several upcoming Events:
- Update on election-related activities in school

**Introduction of Eric Stultz**

**6:40 Development report – Hollis**

- Leon Levine challenge
- Sukkah Under The Stars event was successful
- Parent campaign is starting

**HOS Goals and Benchmarks Update - Hollis**

Update to goals and benchmarks will be posted in Dropbox. Mid year evaluation will be presented at February board meeting.

**6:45 Finance report, Sue**

Finance dashboard presented  
Enrollment is up, resulting in higher income, but this is offset by additional expenses

#### Financial goals and strategies

- Replenish reserves
- Stabilize operations (look for savings)
- Moderate tuition increases (3-4%)
- Grow other revenue streams (development)

Finance committee is in early stages of estimating enrollment and tuition needed to provide adequate income to balance the expenses for 2017-18 school year. Several models were presented.

#### **7:10 Discussion and vote on Federation space usage agreement and fee reimbursement - Hollis**

When the PJC was created to build a community center on our campus, the first project they undertook was building Lerner's preschool wing and gifting it to us in perpetuity. Before construction of the JCC, an agreement was made between Federation and Lerner so that Lerner paid \$60k per year for use of gym and classrooms. This was an optimistic number from an optimistic economic time and was never meant to reflect market value for the space. Since then, Lerner no longer uses Art and Music classrooms. In exchange, the Federation has agreed to reimburse Lerner by \$30k per year. This is a partnership that benefits both parties.

Motion to approve the Memo of Understanding. Norah seconded.

Motion: Sue, Second: Norah

Discussion: none

Vote:

Yes: 13

No: 0

Abstentions: 0

#### **Discussion and vote to affirm the executive committee's decision to hire Eric Stultz as FOD**

Hollis explained her desire to include the board in the hiring decision, which was challenging with all of the holidays and the long stretch between the September and November board meetings. The business office has been unstaffed since mid-June. Hollis asked for an electronic vote, which she felt was permissible according to the by-laws, and the board voted electronically to hire Eric. However, Jeremy felt that this was in violation of the by-laws (was the electronic vote a "special action" or a "special meeting"?), so the vote didn't count. According to the by-laws, the executive committee may act on the board's behalf on all matters if the board approves the action at the next scheduled board meeting. Hollis explained that she had not wanted to have the executive committee make the decision alone, but felt better about it knowing that the board overwhelmingly favored hiring Eric from the vote. This enabled Lerner to fill this important and vacant position quickly.

Jeremy stated that he was happy with the final result in hiring Eric, but not happy with the hiring process because he thought that the board should have been presented with more than one finalist.

Norma and Hollis reminded the board of the hiring process, which was shared with the board in August, and specified that the hiring committee would bring only 1-2 finalists to the board. We engaged Morris Wallack to lead the hiring process. The entire board was offered the opportunity to join the hiring committee. Most board members declined this offer. Eric was the final choice of the committee.

Norma added that it is not common practice or best practice for non-profit boards to consider more than one candidate as a finalist - that the boards must trust the hiring committees. Others gave examples of this from the DCH Jewish Federation and other non-profits where they have worked or volunteered.

Motion to ratify the executive committee's decision to hire Eric:

Motion: Norah, Second: Sally

Discussion: None

Vote:

Yes: 13

No: 0

Abstain: 0

### **Discussion and vote to participate in Grinspoon Life & Legacy program - Tal**

Tal introduced the Life and Legacy program. This is an endowment building program focusing on legacy gifts, i.e. after-lifetime giving, to benefit local Jewish day schools, synagogues, social service organizations and other Jewish entities. JFDCH, as the program administrator, selects local organizations to be part of this initiative through an application process. Other local Jewish organization are already on board in participating in this program.

This program is complementary to the current PEJE Generations program that aims to build our endowment. It would begin just as our participation in Generations is winding down. Some of the work that we did to prepare for Generations we can subsequently use for the Life & Legacy program. We can continue to hold our endowment funds in Greensboro. We can later revisit this to determine if we want to move our funds to the Jewish Community Foundation (JCF) that is run by the Federation.

Motion to participate in the Life & Legacy program

Motion: Sally, Second: Jeremy

Discussion: none

Vote:

Yes:13

No: 0

Abstain: 0

**Discussion and vote to create, populate, and empower two committees:**

1. A committee to review staff benefits
2. A committee to review flexible tuition policies

Motion to create these committees

Motion: Jonathan, Second: Norah

Discussion: None

Vote:

Yes: 13

No: 0

Abstain: 0

Benefits committee: Norma, Sally, Norah, Marlo (?)

Flexible tuition committee: Sue, Hollis, Jonathan Dayan, and let's ask Andrew Janiak