

Lerner Board of Directors Meeting  
April 4, 2017

*Eric, Jonathan Blitz, Sue Egnoto, David Goldman, Jonathan Dayan, Andrew Janiak, Jeremy Browner, Allison, Sally Brown, Maia Szulik, Norah Goldman, Hollis Guass, Lauren Gindes, Norma Gindes, Tal Lewin Wittle, Kathryn Wolf*

*Absences: Grace Marion, Richard Goldberg*

Agenda

1. Consent Agenda
  - a. Approve agenda
  - b. Approve minutes from 3/14/17 meeting (in Dropbox)
2. Vote to add David Goldman to the 2017-2018 slate as Board President
  - a. Motion to add David Goldman as Ad-Hoc member of the Executive Committee and serve as President Elect made by Lauren. Seconded by Andrew.
  - b. Passes unanimously.
3. Discussion and vote on proposed middle school partnership with LOCAL INDEPENDENT MIDDLE SCHOOL (NAME REDACTED UNTIL PARTNERSHIP DETAILS ARE FINALIZED) (in Dropbox)
  - a. Parents are always asking where will my child go to middle school?
  - b. Disappointed that Lerner does not go through 8<sup>th</sup> grade.
  - c. This proposal will guarantee a place at an independent middle school.
  - d. There is no official agreement at this point; both schools taking it to their boards
  - e. SAIS indicates that some schools do this
  - f. LOCAL INDEPENDENT MIDDLE SCHOOL assumes most of the risk: they have to hold the spot and give admission no matter what
  - g. LOCAL INDEPENDENT MIDDLE SCHOOL has middle school seats open
  - h. For us is a recruitment and retention strategy
  - i. How many students can they take?
  - j. Parents can opt out
  - k. Downsides: What is their financial aid? Admissions – how does it work are students a good match? Be aware that school's admissions process is designed to ensure a good fit
  - l. Would not want it to stop us from building bridges to all the independent schools
  - m. Some of our students are not getting in to private schools
  - n. In Durham public schools, there is a lot of uncertainty
  - o. We have families leave before 5<sup>th</sup> grade in order to get a slot in other independent schools
  - p. Need to work out the mechanics; written agreement that Lerner is not party to any admission to LOCAL INDEPENDENT MIDDLE SCHOOL
  - q. Has a lot of potential – maybe a priority admission instead of guaranteed? Is a priority at LOCAL INDEPENDENT MIDDLE SCHOOL really going to help with recruitment and retention

- r. How can we make continuity with our curriculum and LOCAL INDEPENDENT MIDDLE SCHOOL: Hebrew as a language at LOCAL INDEPENDENT MIDDLE SCHOOL? After school Judaics? Or in school?
  - s. Needs to be guaranteed admission
  - t. Consensus from board to continue to investigate this relationship further
4. HOS report
- a. Nathan Somers has won DCH Grinspoon Excellence in Education Award; local awards foundation; local and national recognition; on Grinspoon website; honoraria from DCH Federation and Grinspoon Foundation
  - b. Trying out new format for report; please give feedback
  - c. Faculty and Staff are visioning how to develop parents as promoters for Lerner (see Kipod Concept)
  - d. Hedgehog concept: What are the three things that we are going to become the best at?
    - i. Developing Jewish Identity (Shared Jewish Culture)
    - ii. Preparing for the Future (Foundation to Excel)
    - iii. Responsiveness and Proactive Communication (Greenhouse for Learning)
  - e. Committees will build these out
  - f. Develop language for school community; maybe not changing from our NewKind language; new branding may not be the best
  - g. Do new ideas fit into this Kipod
  - h. We do have data from NewKind that speaks to these three areas
  - i. Spend time with staff on messaging and branding; everybody needs to use the NewKind language
5. Finance
- a. Update on 2016-2017 YE Projection (in Dropbox)
    - i. Did we underestimate expenses for payroll taxes and benefits? Medicare was calculated at 1% instead of 1.4%. Open enrollment for Medical is June 1<sup>st</sup> so we use a conservative estimate plus two new enrollees in 2017
    - ii. Income from afterschool has been higher – gives us more towards year end
    - iii. Only FDIC guaranteed to \$250K; better practice to have two accounts; can move into savings – Finance committee needs to monitor and think about opening account in another bank
  - b. Discussion and vote on proposed 2017-2018 budget (in Dropbox)
    - i. ED very conservative 74-75 students; not counting students in pipeline (new and returning);
    - ii. PS optimistic # is 70
    - iii. Previous years only at 50 signed contracts; this year at 123
    - iv. Incoming K is 14
    - v. 10 students not returning (both moving and going to another school)
    - vi. With lower enrollment can reduce PS and afterschool assistants

- vii. Looking at \$18K surplus –while \$50K surplus is target, more cuts will impact program
- viii. Let's think about increasing Development income: Development Committee will likely recommend full-time Development Director; salary from reserves? What will increased income be? Increase development income to cover full-time salary
- ix. Need to be cautious with reserves; we are at \$116K
- x. Development income is board's responsibility – need to have full board buy-in; board needs to make stretch gifts and help with solicitations; board members need to give and get
- xi. Minimum raise in Development income should cover the full-time development director salary
- xii. Development income needs to be at least as much as the previous years income
- xiii. Motion to increase development goal to \$220,000 by Norma. Lauren seconds. No change to the expense line. approved
- xiv. Parking lot: We don't have a lot of levers to move. Finance is a triangle: cost to run the school; the tuition; what people think the school is worth – not be able to predict or control our enrollment. How do we get off this roller coaster. Are we running too expensive of a school?
- xv. Motion to approve the budget made by JB; Andrew seconds; all ayes with one abstention

6. Executive Session

- a. Outline process and timeline for making a decision about a new contract for HOS. Current contract ends June 30, 2018. Decision about a new contract to be made by mid-June 2017.
- b. Determine what information is necessary to have that discussion