

2021.12.16 GreenMount Board of Trustees Minutes

Board members present: Shannon Snow, John Abell, Tracy Pietrzak, Kelley Gludt, Doug Lent, Jennifer Malloy, Colm O'Comartun, Carlos Rodriguez, Megan Roth, Amy Scott, Catherine Stokes

Others present: Liz Dover, Laura Marsico, Jen Seletzky

Minutes: *Action* - The November minutes were approved without corrections.

Admissions Report: Laura reported 3 new students have enrolled since our last meeting, and the students and families are very happy. 31 applications for next school year were completed by the deadline including 16 kindergarten applications. Laura just received 2 more applications and will be able to include those students in the upcoming shadow days. There are slightly less applications overall compared to the same time last year, but at this point there is less attrition with 4 non-returning students.

DEIJ Report: Catherine reported the DEIJ task force just had their first meeting and created a timeline for their goals. They are looking to start focus groups in January and then create a survey for the entire school community. The task force is different from the DEIJ board group - the latter will be working on the bias incident response protocol. The DEIJ statement needs to be adopted but they are still in discussions about details.

Finance Report - 2022/2023 Tuition and Salary Review. We reviewed different proposals for the 3 year budget with varying enrollment levels and tuition increases. John reported the finance committee met and after reviewing the information, recommends a 4% tuition increase and a 3% salary increase. There will be a significant increase in our expenses due to an increase in employee benefits and other expenses such as facilities. The proposed budgets are all predicting a deficit and we discussed the need to find other sources of income. We talked about the pros/cons involved with different expenses such as the difficulty of hiring part-time positions and the need for teacher retention. We had an in-depth discussion about various considerations in the budget including alternative models of tuition. The immediate need was to vote on the tuition and salary increases to present at the All-Family Meeting in January. Administration will continue to evaluate income/expenses with the goal to have a balanced budget for next year to be voted on in a future meeting.

Action - A 4% increase in tuition and a 6.5% total salary increase which is inclusive of the 2021/2022 FTE increase and an approximate 3% pay raise beginning with the 2022/2023 budget was approved.

Head of School Report: Liz discussed how much fun everyone had at the recent middle school dance, which was initiated by students. We will have a 4th and 5th grade social with 8th grade chaperones and she hopes to have an adult event in the spring. Liz did a podcast last summer which just got published and discussed how grateful she is for her relationship with the board. The high school application process has been really challenging this year with inconsistent information and last minute changes such as the cancellation of the iReady test. The administration was able to get the updated formula to calculate composition scores and parents just received their packet for the Baltimore High School choice applications.

The meeting ended with a planned Executive Session.