

Lincoln Nursery School

Boarding Meeting Minutes

Meeting Date: March 3rd, 2020

Attendees:

Present: Abby Adams, Feyza Marouf, Cynthia Chang, Rebecca Blanchfield, Becky Bermont, Katherine Taunton-Rigby, Victoria Singerland, Kristen Ferris, Jessica Kaplan, Liz Heald, Kerri Schubert, Christine Maggs, Gina Cherco, Jessica callow, Anique Lebel

Also Present: Nancy Fincke

Absent: Mara Rus, Grishma Dille, Cara Shortsleeve, Lisa Parker

Agenda

1. President: Abigail Adams

Upcoming events: Transitional Kindergarten in Studio Red March 6th, Professional Day March 16th, Erika Kristakis author talk March 17th, Studio update night March 24th

Gala on May 2nd: no silent auction this year, just live auction

2. Secretary: Feyza Marouf

Approval of November minutes: Katherine Taunton-Rigby, Murat Arslan

3. Director: Nancy Fincke

Enrollment/marketing update: Still need about 10 more (currently 49), last several years fill occurs later in the year, blue is full, red kindergarten can take couple more, encourage dialogue with other local families re word of mouth school. Between 4 studios we are at 60 students.

Programming changes: early arrival will begin in the child's studio. K&K

not doing it next year, classroom teachers. Stay and Play extended to 3:30 next year, and on Wednesdays 12-3pm. Good compromises and choices to move forward. We have decided to stop Plus Fridays. Studio Purple will absorb Yellow kids but you have to commit for the year. This was the faculty's response to the parent survey.

4. Treasurer: Rebecca Blanchfield

2020/21 Budget

Two revenue variables still unknown: Enrollment and Gala. Gala is bigger piece than usual: 75th anniversary.

Board Members vote to move budget review to May:
unanimous approval by group.

5. VP of Operations: Cynthia Chang

Annual Parent Survey Report: 93% response rate this year. Reasons for choosing LNS: highest rank is philosophy. Strengths (teachers, community, philosophy) and weaknesses (lack of diversity, hours, classroom management- consistency between studios, as parent helpers how to get involved, infrequent time in museum). People are reading the blog more than last year. 90% felt fall progress report and 100% felt parent teacher conferences are useful. Specific exploration of extended hours: 12-3 on Wednesdays liked by 47% (potential money maker).

New section: diversity equity inclusion. How can we be more inclusive? Has LNS ever had financial aid/scholarship? Kerri: maybe we can be more front and center with publicizing this. Gina: earmarking donations for scholarship? About 12K in our current budget. Metco busing for preschool?

Involvement with DeCordova: Sarah and Emily back since the start of the new year. Becky: both of them are very open to feedback and advice on how to improve things.

Update on nominating committee: one job per family is the goal. We will send email asking preferences.

6. Staff Search & Development: Jessica Callow

Report on Teacher Survey: Parent helpers really important to teachers, allows picture of whole family builds relationships, issues raised: child having difficulty sharing the parent, punctuality, cell phones. issues vary from studio to studio. Teachers feel respected and appreciated by parents. Teachers feel very supported by Director.

Biggest takeaway is everyone valued the organic opportunities to interact with other teachers, non-planned time to connect, highly value what others are doing. Compensation/benefits: everybody answered they were satisfied, but a lot wanted to note that early childcare educators are grossly underpaid. Facilities concerns: studio specific, mold on counters in red, storage, disrepair is not good reflection of our school, leaking roofs, peeling paint, smells. This feedback needs to go to DeCordova.

7. Call for Updates/Questions

Q: Are most nursery schools rolling admissions? A: Yes.

Q: How do we set tuition? A: sensitive about not pricing out our peers. Thresholds like red feel like they're too high, we have to raise tuition, but we want to keep it as low as possible to be financially sustainable. We've thought through how to give teachers a bigger raise, raising the tuition usually most straight forward way to do so.

Q: Is demand outpacing supply for Extended Day? Would hiring more staff help? A: we're not turning away anybody. Attendance double what it was several years ago. We've been looking at how big should Lincoln Nursery School be? Are we too big already? We have work to do in Strategic planning to think about that.

Q: Building maintenance, is that in the lease? Nancy: we have a cleaning crew we coordinate with DeCordova, good working relationship with Doug on building and grounds, he can't do anything unless museum budget is approved, decisions aren't being made. Liz: can we put more pressure? Nancy: organization is in transition. Becky: Really bad lease: goes up 3.5% plus CPI 2.3% so our rent going up 5.8% beyond our tuition increases etc. Lease is five years. We have two years left. Rebecca: I would like to renegotiate now. Current lease not very specific

about maintenance. Kerri: Newton rents from church, did a renovation included preschool I wonder about the language and level of detail

Q: is the sewer situation likely to re-emerge? Nancy: they are pumping more frequently

Board of Directors

Director: Nancy Fincke (non-voting member)

President: Abigail Adams

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Vice President of Operations: Cynthia Chang

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Treasurer: Rebecca Blanchfield

Enrollment: Katherine Taunton-Rigby & Victoria Slingerland

deCordova Liaison: Becky Bermont

Strategic Planning: Cara Shortsleeve & Kristen Ferris

PR & Communications: Christine Maggs and Jessica Kaplan

R Parents: Lisa Parker (B), Mara Rus (Y), Gina Cherco (P), Grishma Dille (R)

Staff Search & Development: Jessica Callow

Welcoming & Social: Liz Heald and Kerri Schubert