

LNS Board Meeting Minutes

May 11, 2021

Via Zoom

Attendees:

- **Present:** Mara Rus, Kate Brooks, Anique Lebel, Rebecca Blanchfield, Katherine Ruhl, Victoria Slingerland, Matt Hendrick, Clint Cherco, Mitch Brooks, Emily Lines, Gina Cherco, Kristie Fox, Lauren O'Neil, Kerri Schubert, Jessica Kaplan
- **Absent:** Jessica Callow
- **Also Present:** Nancy Fincke, Emily Cardy, Laura Mellen

President's Update – Mara Rus

- Under the recently released DEEC regulations, parent helpers will be allowed back in the classrooms for 2021-2022 school year
 - Teachers and parents have expressed concern about unvaccinated parents in close contact with unvaccinated children in the classroom
 - The Steering Committee has decided to require ALL parent helpers to present a negative COVID test taken 48 hours prior to the parent help day
 - Fully vaccinated parents are exempt from this requirement. Proof of vaccination required.
 - This will be LNS policy while children remain unvaccinated and we will reevaluate this policy as things evolve next year.
- LNS will be changing the retirement plan offered to the faculty and staff
 - Current 403(b) plan is administered by Putnam. Cost to LNS is low, but fees incurred by employees is high
 - We'll be switching to Empower 403(b) plan. Will cost LNS a one-time fee of \$2k and annual fee that depends on the number of employees participating.

Secretary - Katherine Ruhl

- Approve March 9, 2021 minutes. Kate Brooks motions and Vickie Slingerland (and others) seconds

Director's Report – Nancy Fincke

- See search and development for Nancy's updates

VP of Operations – Anique Lebel

- Calendar for 2021-2022 has been shared
 - Many events that we couldn't hold last year have been included this year
 - The one-page calendar will be available soon

VP of Operations – Kate Brooks

- Committee assignments and jobs will be sent out at the end of May
- Kate will connect new and old roles to everyone can onboard for next year

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Gala Chair – Matt Hendrick

- Thank to Matt and Gala team for a great gala
- \$57k raised to date, which far exceeded goal

Call for Updates

- **CARAT – Emily Lines**
 - Group of LNS parents and staff recently participated in Lincoln-wide CARAT (Community Anti-Racist Advocate Training)
 - Intent is to create a board position or parent job focusing on anti-bais education at LNS
- **Enrollment – Vickie Slingerland**
 - Given recent changes to MA DEEC regulations, LNS will be able to mix cohorts next year.
 - LNS plans to open Extended Day programming from only Studio Purple (like this year) to Studios Red, Yellow and Blue on a contract basis.
 - LNS will need to hire two new teachers for this
 - Studio Purple families have already signed contracts for extended day and each afternoon is limited to 15 children so spots will be limited.
 - We will send an email to the community once we have secured proper staffing
- **Welcoming and Social – Kerri Schubert**
 - Goal is one more in person get together this year
 - Thank you to room parents for all their hard work
- **Search and Development - Lauren O'Neil**
 - No offers made yet to new teachers, but good progress is being made
 - Great applicants and many have moved to second round of interviews
 - Update from Nancy
 - New Assistant Director, Sisy Thomas has been hired
 - Former LNS parent and director of a nursery school in Lexington
 - The competition for teachers is strong because of public pre-K programs but we have a strong applicant pool
 - All professional development programs LNS hosted with the DeCordova are paying off because many applicants for teacher positions attended those programs