

# Scattergood Friends School Committee Meeting

## Open Sessions Minutes 16 March 2024

Online Meeting

### Mission Statement

**Scattergood Friends School challenges students with a college-preparatory curriculum, farm experience, a shared work program, and community living in the spirit of Quaker faith.**

Members Present: Ruth Hampton (clerk) Roy Helm (assistant clerk), Monica Beals, George Bergus, Linda Corbin-Pardee, Kris Hilgendorf, Katie Jacoby, Alex Lippitt, Eric Stakland, Kent Tjossem, Aaron Woolfson, Karen Greenler

Staff Present: John Zimmerman

Guest: Chris Searle

Regrets: Nancy Jordan, David Wilcox, Matthew Gillespie

We opened with a moment of silence and the Clerk shared the following: "A fuerza, ni los zapatos entran." You cannot force your shoes to fit. You can't force your way into anything. -Mexican Saying

**Minute: We approve the following 2024-25 School Committee meeting dates:**

- September 14
- November 2
- January 18, 2025 --- Zoom only
- March 15 --- Zoom only
- May 10
- July 22 (Tuesday of YM annual session)

**Minute: We accept the minutes, open and closed, of January 20, 2024.**

**Minute: HR affirms they will be conducting a School Committee self-evaluation this spring. Please participate.**

**Minute: We approve the Gift Acceptance Policy and the Pledge Management Policy.**

Heads Report:

#### "Lens" Program

John shared information with us about the new programmatic initiative. It might be called the "Lens" Program and will be piloted Fall, 24. After the pilot year, it can be adjusted, as necessary. There will be three concentrations that will result in a certificate on students' diplomas:

- 1) Arts and Craftsmanship
- 2) Sustainability
- 3) Peace and Social Transformation

Students can align their electives and trips around a major capstone project or paper with mentorship and college counseling. This is intended as a deep dive into an academic area for students with serious

interests. Interested students will apply for the program and create a plan. The program will be jump-started with scholarship money for students who wish to participate and should highlight the aspirational nature of Scattergood's academic offerings.

CY Costa will be rejoining Scattergood to be the Arts Coordinator and to do some of the administrative work of the program.

Q: How does this help us maintain our STEM focus? The Sustainability certificate will focus on STEM disciplines. We will have to update some of our labs to provide the infrastructure that students need. The envisioned farm classroom will also be focused primarily on science learning. We added computer science this year, which will help.

As some students choose to concentrate in these areas, all students will feel the influence of these programs in school-wide programming, but it will be most influential for those in the program. All the work for these programs, except the mentorship, has an academic requirement for graduation that students would already complete, so even if a student doesn't manage to complete the project, it shouldn't affect graduation. There will be no additional fees or charges for this program, and other than adding CY to staff, the program shouldn't add many person-hours for other staff.

#### Salaries and Budget

John is looking to increase staff salaries by 5% across the board, while further increasing salaries for those who have experienced salary compression due to longevity. This could be done either through bonuses or base increases. He also is going to stop asking for staff to volunteer for things that should be paid at an additional hourly rate. These incidental costs need to be built into the budget.

Another budgetary change will be to consolidate all the various accounts for trips into a single trip budget. This will help with planning and accountability.

Last year we had an overly optimistic tuition figure, but we underestimated the Measy money, so we are ok overall. Hopefully, the tuition projection for 24-25 will be more realistic and we will budget Measy funds in as the higher figure that they have been. We hope to set aside a significant amount of money for reserve funds in case there is a dip in any of the income streams. Just because John is budgeting tuition at a lower level, it doesn't mean he is planning on lower admissions figures. If we have higher enrollments, then we can further increase salaries.

The final budgeting item was a discussion of how Kim is refining the budgeting process for reporting to School Committee. It's time-intensive now but will ultimately decrease Kim's work. Financial reports will be closed at the end of the month, rather than up to the date of the School Committee meeting. Kim is also working to include more year-over-year reporting, as these data trends allow us to govern appropriately, with increased clarity of financial indicators. The ongoing work of clarifying budgetary categories for transparency will continue. Thanks to John for this transfer into a more business-like model and to Kim for her hard work.

How much do we want to request from IYM-C? We lowered our request last year from \$54K to \$50K.

**Minute: We will request \$50,000 in funding from IYM-C for the 24-25 budget year.**

**Minute: We approve developing an ad-hoc committee to consider our relationship with IYM-C, to be discussed and possibly approved at our May Meeting.**

Ideas that came out of our governance structure conversation with Chris Searle to be discussed for possible approval at our May meeting:

- 1) Form a longer-term committee to explore the relationship of the school with the Yearly Meeting. The short-term ad-hoc committee, mentioned above, will bring forward a proposal for a more fully formed committee to consider the IYM-C/School structure.
- 2) Merge Farm and Facilities subcommittees, starting after the July meeting. The two committees can meet together before July if they wish.
- 3) Form a Trustee Committee, to be more deliberate about our own processes and changing needs.
- 4) Spiritual and Community Life remain a subcommittee, or the focus shift to a subgroup that nurtures ongoing partnerships between IYMC and students/school. i.e., letter writing, stories, visitation, and community service both ways (students helping meetings, mtg members helping at the school)
- 5) We should have plans for changes ready by July.
- 6) Merge Academic and Admissions subcommittees, moving to a more strategic planning perspective.

**Dates for this year's School Committee meetings: May 11, Jul 23 (Tues of IYMC), 2024.**

#### **2023-24 TRUSTEE SERIES WEBINARS**

**Upcoming live webinars will take place via Zoom, 3:00 – 4:00 pm central/4:00 – 5:00 pm eastern on the following Thursdays, unless otherwise noted:**

**April 25, 2024, May 2, 2024 (For incoming and current board chairs only) and May 15, 2024.**

Respectfully submitted,  
Karen Greenler  
Recording Clerk