



MINUTES for the Meeting of the Gateway Public Schools Board of Trustees

Wednesday, November 17, 2021, 5:00 -7:00 PM

GHS Impact Lab

Board Members Present: Therese Arsenault, Cynthia Billops, Sapna Boze, Sara Byrne, Dan Carr, Katie Colley, Mark Felton, Sharon Gillenwater, Harper Matheson, Sharon Olken, Molly Orner, Mary Plant-Thomas, Kevin Rafter, Laura Spivy, Dina To, Valerie Toler

Board Members Excused: Elizabeth Colen, Susan Masto

Board Members Not Present: Allison Bhusri,

Also present: Danielle Ciccarelli, Chris Hero, Chanda Lockhart, Aaron Watson

THEME: *Getting the Band Back Together*

Welcome and Announcements

Sharon Gillenwater called the meeting to order at 5:07. She began with a land acknowledgement recognizing the original people of this land, the Ramaytush Ohlone, including those who are still here.

She continued with announcements. Today is the first time the board is meeting in person in almost two years! The holiday party will be held at Finnegan's Wake on December 16th from 5:30-8:30pm. Gateway has just completed another clean audit and we are celebrating another very successful Matters of the Mind event. Thank you to Chanda, Sharon and the whole development team for leading the event and thank you to all board members who hosted parties. The Committee On Trustees is in an active trustee recruiting mode, so please contact them if you know of anyone you would like to recruit. We have great recruiting resources on the website. Therese Arsenault explained that the bags of natural products given to trustees were created by middle schoolers, guided by Imelda Rodriguez Benavides, Gateway Middle School's Student & Family Liaison .

Approval of Minutes from October 20, 2021

Sharon asked for a motion to approve the minutes from October 20, 2021. Mark Felton motioned to approve the minutes and Dina To seconded the motion. The minutes were approved without issue.

Mission Moment

Sharon Olken presented the Mission Moment. She asked trustees to discuss how Heather McGhee's description of the solidarity dividend reinforces Gateway's belief that students learn best when they are surrounded by people who are different than they are. McGhee coined the phrase "The Solidarity Dividend" to describe Americans reaching across racial lines to work together for the common good – and securing better lives for us all.

Public Forum

Kevin opened the floor for the public forum. No further discussions or motions were introduced.

Staff Affairs Committee

Staff Affairs Committee Co-Chairs Katie Colley and Mollie Orner gave the StAC update and slide presentation. The Committee is composed of trustees, staff and school leaders. Members work to ensure strong communication between Gateway staff and the board, to address staff satisfaction and compensation issues, and to work towards equitable



structures and policies that support the recruitment and retention of a diverse and highly qualified staff. The committee's 20/22 goals are to plan and facilitate GPS staff input through a Community Meeting and the annual Faculty Survey and facilitate Career Growth Model (CGM) input.

They reviewed the goals timeline for the CGM Project. Among the goals for the GPS Career Growth Model are ensuring that employees' contributions and commitment to Gateway are valued and recognized, their professional growth and increased impact are rewarded and that employees feel that the process for evaluation, increases and growth opportunities is fair and transparent. The CGM will demonstrate Gateway's commitment to and appreciation for all staff at Gateway regardless of role, reinforce the value Gateway places on professional growth and development for all staff as a learning organization, help Gateway attract, retain, and sustain talented staff, including a focus on hiring and retaining BIPOC staff, and support our commitment to race equity practices and culture.

This spring, the committee will collaborate with staff to make sure the process is consistent and transparent for employees, with the goal of rolling out the model in fall of 2022.

Development Update

Chanda Lockhart presented an overview of fundraising so far this year. Two and a half weeks after Matters of the Mind, we are at 60% of goal; pledges and funds generated by the event continue to come in for many months. For comparison, last year we were at 55% of our goal four weeks after the event. The current year-over-year comparison looks very good.

Chanda shared that the Annual Report is out; it is a wonderful representation of Gateway's mission. Please check out Sharon Olken's [blog](#) about the MOTM event and Sharon's follow-up Q&A video with Heather McGhee (links were sent out in an email to trustees).

Upcoming activities include the Year End Appeal, the alumni Trivia Thon on February 10th and the Great Gateway Gathering on April 9th, both at the San Francisco Athletic Club. Planning has begun on Gateway's first Salon Series, part of the Dream Big initiative. You can help the development team by writing notes for the EOY Appeal, posting on LinkedIn, brainstorming around venues for the Great Gateway Gathering, as well as sponsors and potential team captains for our mini golf tournament, and details of our Salon speaker series. Thank you for all your support.

Finance and Audit Update

State Funding Compliance Resolution

Chris Hero reviewed the "Educator Effectiveness Grant Plan" in preparation for a vote to approve the use of the funds.

The State of California is providing a one-time Educator Effectiveness Grant to schools to spend by July, 2026. Funds from this grant may be used to support professional learning for certificated teachers, administrators, paraprofessional educators and certificated staff. Gateway expects the schools to receive a combined \$138,000 from this grant. The grant requires the board to approve a plan for the use of the funds by December 31, 2021. It is recommended that the Board approve that the schools use the funds for induction costs of teachers and the development of Gateway's induction program.

BOARD RESOLUTION VOTE: The Gateway Board of Trustees hereby approves that the schools use the funds for induction costs of teachers and the development of Gateway's induction program.

Sapna Boze moved to approve the Educator Effectiveness Grant Plan, and Kevin Rafter seconded the motion. The resolution passed unanimously without issue.



FY21 Audit Report - overview and approval

Chris reviewed Gateway's FY21 audit report. He introduced Chad Foskuhl, Gateway's Controller, whose hard work resulted in another successful audit for Gateway. As part of the board's fiduciary responsibility, it is required by the state to approve the audit. The audit report provides a comprehensive picture of Gateway's financial position and is used by our external stakeholders for evaluating our financial/operational performance. The audit results were very strong, thanks to Chad. The results of the audit determined that:

- 1) We complied with required changes to the presentation of our financial statements
- 2) The auditors found "no material weaknesses nor significant deficiencies" relating to statements/ compliance/ procedures/internal controls
- 3) The auditors did not require any adjusting journal entries to be made to our financials:

Chris reviewed the audit's financial results. In summary:

- 1) The audit results and financial results were strong
- 2) We finished FY21 with a much improved financial position, mostly due to the federal COVID funding, and our investment returns
- 3) It was not necessary to use our reserve funds (Board Designated) to meet the needs of our operating budget.

BOARD VOTE TO APPROVE THE FY21 AUDIT REPORT:

Therese Arsenault motioned to approve the FY21 audit, Mark Felton seconded the motion. The FY21 Audit Report was approved unanimously, without issue.

Executive Director's Report

Schools Update

Sharon Olken talked about how wonderful it is to be meeting in person again. The last time the board was together was February, 2020. She gave the floor to Aaron Watson for the *Health and Safety Update*. Aaron began by saying the data show that our efforts to keep our students and staff healthy and safe is working. Lisa Geronimo, our Health Coordinator, is doing an amazing job of keeping up with Covid protocol and following up and communicating with students and staff. We are cautious but expanding our school activities. For example, students are participating in sports, social events and field trips. Therese Arsenault talked about going to NatureBridge with students - it felt like getting-back-to-normal. Gateway is preparing for changing guidance as well as changing conditions due to the upcoming holidays and winter weather.

Aaron continued by talking about rebounding and reimagining school based on insights from distance learning. For example, the schools reimagined the use of time by implementing flex blocks at GHS and personalized learning at GMS. Flex blocks build office hours into the schedule; teachers can schedule students to keep them on track. In addition to office hours, different activities are offered that are outside of the normal academic areas. Students have the opportunity to use time in a way that makes sense for them, whether it is to meet with a teacher, catch up on assignments or learn a new skill. Twice per month there are enrichment blocks like crafting, fiber arts and skate club, where students can try new things.

Students at GMS are now starting each day in advisory, a necessary time for teachers to check in with kids. Social emotional learning is embedded in all classes. Building staff and student resilience is a prime goal at GMS. Therese Arsenault talked about how GMS is using restorative practices as a way how to repair harm. Therese invited board members to visit the school. Sharon Olken thanked Aaron and noted that he started his role as Director of Schools and Partnerships during the pandemic and we could not have gotten through it without his leadership. Aaron is a great listener, synthesizer of information, and he truly cares about kids and staff.



Sharon Olken's Objectives 2021/2022

Sharon reviewed her objectives. All objectives fit into one of 5 categories.

School advancement and Support

- Safe return to campus
- Leadership Support and Development

Financial Sustainability and Revenue Growth

- Dream Big Plan - support our commitment to kids
- Board Development - need to increase parents on the board, diversity, people who can help fundraising

Equity Culture and Anti-Racism

- Race Equity Culture and Anti-Racism - priority all across the organization. Core and central

Educational and Community Leadership

- Education and Community Leadership - we have great things that should be shared.
- Gateway Impact

Sharon asked trustees to discuss the objectives, especially what is particularly meaningful to them. She noted that we will continue to talk about the objectives throughout the year.

Wrap-up

Kevin thanked everyone and the Meeting Adjourned at 7:04.

Signed: _____ Date: _____
DocuSigned by:
Susan Masto
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Susan Masto, Board Secretary