

Gateway Public Schools

Meeting of the Board of Trustees

Wednesday, April 24, 2019 @ 5:00 - 7:00 PM

Minutes

Board Members Present: Therese Arsenault, Beth Berliner, Cynthia Billops, Sapna Boze, Sara Byrne, Elizabeth Colen, Katie Colley, Sharon Gillenwater, Sharon Olken, Molly Orner, Mary Plant-Thomas, Kevin Rafter, Adina Safer, Laura Spivy, Dina To, Valerie Toler, Aaron White, Julie Wise

Board Members Excused: Annie Klebahn, Susan Masto, Joyce McMinn, Jackie Quella

Board Members Not Present: Allison Bhusri

Also present: Chris Hero, Danielle Ciccarelli, Chanda Guerin

Welcome, Call to Order, Approval of Minutes from March 20, 2019

Sapna called the meeting to order at 5:05 pm, and asked for a motion to approve the minutes from March 20th, 2019. The minutes were approved unanimously, without issue.

Public Forum

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

Sapna continued with announcements. As you all know, the Gateway High School Charter was approved at the April 9th SFUSD Board of Education meeting. Thank you to all who attended in support of GHS. There was great turnout and the energy was amazing. Several community members gave powerful statements in support of charter renewal. Sapna felt proud to be part of Gateway.

Sapna encouraged trustees to attend portfolio reviews at GHS on June 3-6. Sapna has done it in the past and loves sitting on a panel and hearing student presentations. It is a great way to see kids in action. She highly recommends it. Please contact Danielle if you are interested.

The GHS graduation is Saturday, June 8th, and the Luncheon is October 25th. Please save the dates!

Sapna thanked everyone for sending feedback on a possible new board co-chair, and announced that Sharon Gillenwater has stepped up to fill the position next year. Everyone expressed their appreciation and excitement at the news.

Committee on Trustees Update

Sapna gave the floor to Chanda for the Development update. Sharon Gillenwater brought everyone's attention to the Trustee Brainstorm sheet. She explained that we have action items for the first group on the list, and we are looking for more connections for the people in the second group. For the first group, the starting point is having a conversation, and determining the level of interest on their part. There is a different strategy for everyone on the list based on this conversation. Please look at the

people on page two to see if you have any connections or ideas for connecting. We are going to start conversations now and continue into the summer. If you see your name as a point person on the list, we will talk to you before anything happens. Some people and organizations, identified during the brainstorm, are not yet on the list.

Sapna thanked Sharon Gillenwater and gave the floor to Chanda for the Development update.

Development Update

Chanda told trustees that we are moving in the right direction toward our development goal, and are 8% over where we were last year. Contributions from family/alumni and foundations have put us ahead. Our work on Major Donor Initiatives is underway and there are three proposals out for foundation grants. Also in the pipeline are the spring appeal reminder to individuals, the end of year appeal to family and alumni and board giving. Even with all of this work, we still have a deficit, and that is what Chanda and her team are focused on.

Our Major Donor collateral is here, and it is available as a full booklet and individual pages, depending on your need. She has plenty for you to take and use when speaking with donors.

Sapna thanked Chanda, and gave the floor to Chris and Laura for the finance update.

Finance Update

Laura explained that this is the meeting when trustees are called to vote on approval of Gateway's 2017 tax return. She said that the form 990 has information about our financials in a high level of detail. The 990 gives information about the work we do, who our board members and top donors are, compensation information, etc. It confirms that we have a conflict of interest policy and comply with whistleblower laws. Chad prepares the 990 every year along with our auditors and then Chris reviews it. After Laura reviews it, she presents it to the board. Laura recommended approval of the 990 and Sapna seconded. The board voted, and Gateway's 2017 tax return was approved without issue.

Laura explained that, this month, we approve our compensation line items, and in May we approve the rest of the budget. She gave the floor to Chris to review budget assumptions. Chris distributed materials outlining baseline assumptions, levers and opportunities related to the FY20 draft budget. The documents show that state funding ebbs and flows over years. Projections indicate that the average state funding increase over FY20-FY24 will be 3.3%, down from 7.3% from FY15-FY19. Line 16 & 17 reflect our commitment to raising salaries for all employees. We have been aggressively increasing our salaries. We are projecting a moderate deficit for next year, that will flatten after CSM implementation. Chris gave an update of prop G and how it affects our budget. It remains in a legal challenge that may last several years. It is more likely than not that we will ultimately receive funds, but we are considering how this will impact our financial position, in the nearterm.

Chris reviewed potential actions that will make next year work and give us time to make future years work. These are listed on page two of the financial packet, under *Levers and Opportunities*. Among these are adding to our fundraising goal next year, using board designated funds for the salary project and adjustments in salary increases.

Chris outlined personnel budget recommendations, which include providing teachers with a 4% salary increase, along with additional increases related to teacher placements on CSM, providing non-teaching staff with a 3% increase, and maintaining existing health benefits.

After a discussion, the board convened a closed session to vote on approval of the compensation items. The FY20 compensation items were approved unanimously, without issue.

Everyone thanked Chris, Laura and Chad for their hard work on the budget. Sapna gave the floor to Mary and Beth for the Faculty Affairs update.

Faculty Affairs Committee

Mary and Beth shared the Faculty Survey Recap. The survey was given to all middle and high school teachers and garnered 66 responses - about 80% per school. They shared key quotes and takeaways. The survey shows that teachers continue to feel strongly that they are highly effective at their jobs at both schools. Satisfaction is steady at 98% at GHS, although it is lower at GMS. Mary and Beth discussed key levers for lowered satisfaction, such as student behavior and facility challenges, and indicated that these issues will inform our work in the next year. A CSM Implementation process survey will be conducted in June and shared at the September meeting.

There was a discussion on the results of the survey. It is powerful to see that we are a school that asks questions that can lead to important initiatives.

Everyone thanked Mary and Beth for their presentation and for the work of the Faculty Affairs Committee this year.

ED Report

Sharon spoke about Gateway High School's recent charter renewal. She noted that it is an opportunity to look at what, and how, we are doing, make any necessary changes and rally our troops. We spent time looking at data to make sure our charter reflects our values. Having people from our community come and talk about our school was powerful. Two of our trustees, Mary and Cynthia, spoke on behalf of the school. Mary spoke from the point of view of a teacher, and Cynthia spoke as a parent. All of the speakers were passionate about Gateway, and our students were amazing. Sharon thanked everyone who showed up and gave their support.

Adjourn Meeting Sapna thanked everyone for the work they do for Gateway and adjourned the meeting at 7:06. Sharon invited trustees to stay and listen to statements given at SFUSD charter renewal.

Signed: Sharon K. Gillenwater Date: 08/21/19
Sharon Gillenwater, Board Secretary