

Gateway Public Schools
Minutes of the Meeting of the Board of Trustees
Wednesday, March 14, 2018 @ 5:00 - 6:45 PM

Board Members Present: Therese Arsenault, Beth Berliner, Allison Bhusri, Sapna Boze, Sara Byrne, Elizabeth Colen, Sharon Gillenwater, Annie Klebahn, Susan Masto, Farley Neuman, Sharon Olken, Molly Orner, Mary Plant-Thomas, Jackie Quella, Kevin Rafter, Adina Safer, Laura Spivy, Dina To, Julie Wise, Aaron White

Board Members Excused: Akriti Agarwal, Joyce McMinn, Will Parish, Suzanne Schutte, Valerie Toler

Also present: Chris Hero, Danielle Ciccarelli

Call to Order, Welcome, Approval of Minutes from February 7, 2018

Susan called the meeting to order at 5:13PM. She called for a motion to approve the minutes from February 7th, 2018. Beth moved to approve and Dina seconded the motion. The minutes were approved unanimously, without issue.

Open Forum:

Susan opened the floor for public forum. No further discussions or motions were introduced. Susan then gave the floor to Molly Orner who told the board about Genocide night, to be held on March 20th at the high school. She invited Trustees, as it is meaningful for the students to have adults attend. Sharon O. talked about how inspiring the evening is, and how profound the students are. Susan thanked Molly for sharing with the board.

Susan thanked everyone who went to Board Match. It was a great evening and a good opportunity to talk with people interested in Gateway and interested in getting involved.

Susan asked Sharon to talk about Gateway students' participation in the National School Walkout to protest gun violence. At the middle school, about 150 kids gathered on school yard for 17 minutes of silence. MPT said that high school students attended the 17 minutes at school and a smaller group of students went to City Hall to speak. As a school community there was a lot of emotion around doing it the right way and enabling students to get their voices heard. Elizabeth talked about the steps the students are taking to continue their influence. Sharon O. said that she remained in advisory during the walk-out and had a discussion with her students who chose not participate. It is important for all students to feel that their opinions are heard.

Committee on Trustees Susan gave the floor to Sharon G. and Jackie to talk about the nomination of Kevin Rafter to be a new Trustee on the GPS board. They explained that Kevin was introduced to us by former trustee Sue Schultes. He has a history of community service. He held an advisory role for 826 Valencia and the Center for Effective Philanthropy. His heart is in the right place, he supports our values and would be a wonderful addition to the board. Jackie nominated Kevin and the board voted unanimously to approve. After the vote, Kevin was invited to join the meeting. Everyone welcomed him and thanked him for joining.

Sharon G. talked about the Board Match event. It was not as well attended as last year. They talked with about 20 people, and came away with 2 really solid leads, people whose interests are aligned with ours. They met many young people with whom it may be good to follow up for volunteering as a way for them to get to know Gateway and become involved.

Susan gave the floor to Sharon O. for the Development Report

Development Report

Chanda is sick today, so Sharon is speaking on her behalf. Please turn to page 10, the grant Opportunity Report. This lists the grants Chanda and Marianne have determined are good fits for Gateway. This is something truly new for us. In the last 5 years, the amount of funds that have come from foundations has dwindled. Our development operations are growing and are aspirational. We are able to create this list because of our implementation of Salesforce last year. We want to maximize our use of Salesforce to help our decisions be more data-driven. Sharon G. said that she and Chanda did some research about connections to these foundations among our Trustees. Some of the foundations require introductions to apply for grants. Sharon and Jackie mentioned the use of LinkedIn, to find connections and stay in touch with connections.

Page 9 is a new report, with much of the same material that was on our dashboard, but puts the numbers front and center. You can see what has changed since the last meeting, and where we stand with our fundraising goals. In the supplemental packet is a listing of the RSVPs to the Conversations for Impact Happy Hour. So far about 26 people have RSVP'd. We can make this bigger and that would make it better. It should be a fun, inspiring event, so please invite friends. Susan gave the floor to Sharon O. for the ED report

Executive Director Report

Sharon asked everyone to look at the ED Objectives. Sharon refers to the document throughout the year to guide her work. Sharon reviewed the objectives with the board, and provided updates on the work that is being done to support the objectives. A sampling of actions that support objectives follows.

Sharon spoke about bringing together school leadership, from both schools, to support students who are struggling with mental health issues. Additionally, Becca, Chris, Chad, Michael, Aaron, and Sharon have been working to come up with the new compensation model. The key academic and financial leaders of both schools are working together to support teachers.

In our upcoming meetings we will talk about the partnerships Gateway is developing to support our goal of building a 20th Century model. Sharon spoke about ways we are cultivating Gateway's involvement and position in the community. Gateway made the conscious choice to be an organization that partners with the other schools and nonprofits to make a difference for kids.

Next, Sharon spoke about organizational advancement and finances. As Development Director, Chanda hit the ground running, rolled up her sleeves and made progress in the area of organizational advancement and finances. We feel good about our direction.

We are in the process of hiring a new principal for the high school. The goal is to have someone identified by the 1st of May. Students, parents and kids gave input about major skill sets for the next principal.

Sharon updated the board on the new teacher compensation plan. *The Career Stages Model Compensation Plan* was presented to faculty in January. Based on feedback, leadership is working to make the model more transparent and to take away the fear-factor. We will spend next year working with teachers, collaboratively, to find their place in the career stages. Leadership is proposing that this year we take immediate action to make a difference in teacher salaries, across the board, in lieu of step increases. We are making good on commitments, and people feel heard. The feedback helped make this a better model.

Finance Report

Chris Hero reviewed an update of the drivers for the FY19 budget. The assumptions to revenue are the same as the last version but the implementation cost of the model is falling to 2020, not 2019. The board will be voting on compensation line items at the April meeting, and trustees will hear more detail, then. The board votes on compensation line items in April so contracts can be delivered.

Adjourn Meeting Susan Meeting adjourned at 7:03 PM



Signed: _____ Date: ___March 14, 2018___
Sharon Gillenwater, Board Secretary