



Maine Academy of Natural Sciences

MeANS Board of Directors Meeting
Thursday, 3/17/22 from 4:30 pm to 6:30 pm
At the Maine Academy of Natural Sciences School building
13 Easler Drive
Hinckley, Maine

Zoom: Rob Moody, Shannon Webber Jesse, Ben Ward
Present: Cheryl, Kim mike, martha, scott whitney cheryl
Staff: angela, becky, eman, matt becky

1. Board Chair Call the meeting to order (Cheryl Bulmer)
2. Additions/Adjustment to the Agenda: Cheryl no staff presentation. Add comments about staff training. Passed out a become a Maple Member, can send checks or cash
3. Public Comment: No
4. Student/Staff presentation: no
5. Consent Agenda: (*Action requested* by Approval of Consent Agenda)
 - a. Board Meeting Minutes from 1/20/22
 - b. Finance Committee Minutes 1/25/22 and 2/17/22
 - c. Head of School report
 - d. Mike Muir approve Chery M second
 - e.
6. Discussion with GWH on DOC cottage rental – (Rob Moody and Ben Ward) Ben will not be participating. Looking at Leas at Afound cottage, on North side of Campus. Approach to set up a secure building. not a gWH. Moa that the board want to approve. We would have a lot of jksay over who can come. It will be a locked facility. Locked doors and windows. Two fences. Opportunity to bring kids in to learn heal and grow to transition into other programs. Not a done deal. They have the same concerns with the optics. Working with the commissions so it would be a good deal. It may not happen, but it may. Last sheet is the questions to ask the commissioner.
 - a. Mike: What would they be doing, what would there day looked like? Rob self contained program, all the therapies will be there, will go in the community, and eventually GWH. Looking to house the kids who can really turn their lives around. Day one did things. About 6 to 8 kids.
 - b. Ben: The GWH board considering opportunity last fall, exhausted effort to discuss, through those discussions rob have given support. working towards an

moa. comes down to mission. give kids helping hand to learn and grow.

Discuss optics, rob and the staff discuss optics. Rob has the support of the gwh board moving forward.

- c. Scott: point 11 rob says may be opportunity to open cottage for half way houses. Would you be open to other programs. Rob: don't know what the programs will look like haven't discuss. We would like to discuss right off, but not sure they will be ready. But there is a transition in admin. WE would love to have transition cottage for them to be part of the community. Goal is to get them in the setting.
- d. Danny are there either programs? Rob Roundel is taking in some of the kids already.
- e. Jesse packet will be send out. Cheryl matth will pass it out .Rob want to make decision by July 1, they don't know when the program start want to fix the building, don't know think it will start for a year. 8 other facilities to have 3 programs. Still have to go through appropriations. There are so many steps that need to happen.
- f. Cheryl we had a joint council meeting to look at this potential we have not participated.
- g. Whitney: gwh is not asking opinion, just informational.
- h. Ben characterized authorize rob to peruse the lease. through joint council it was made clear that there were concerns. It's not one way provide information, listen to concerns and feedback
- i. Kim: Describe if how the kid be a good fit for program. Rob: We would work with the admin, there are kids that the commissioner should not be in community. Those would not be coming to us. Kim any feedback from family Rob this may not happen. Let neighbors know we did not want to raise concern if it's not happen. We struggle staffing. he will have issues staffing. Kim can you assure there will be adequate staffing. Rob we will make sure it is staff.
- j. Jesse: no day to day reaction with other students: Rob yes. The Jesse most concern would be those being housed on residential. Means is not having the residential program.
- k. Rob eventually will enter local program . and transition out. Their goal is to get rehab and have the kids go back home or another home situation
- l. Cheryl: sounds like the type of student GWH is looking
- m. Rob: similar to the students already housed.
- n. Jesse: no questions understand challenging info. Martha is online: no questions
- o.

7. Action items

- a. Third reading of personnel Policies Section 100, 300, and 400 (Kim Patnode): remaining edits updating personnel policies. any questions. Would you review summary? Finalized the project. Summary: edits around computer programming to computer software, replacing and duplicating software mostly copyright. Rather than dealing with ergonomic equipment, upon request. Update to internet code of conduct, taking from school districts, intro is 90 days. Policy pay check stubs no longer paper, physical is only required of bus and custodians. Rather than waiting for 90 days has to happen within in 7 days. Personnel update every 3 years, updated as needed. Request from staff adding reduction of force will make 30 days with minimum 2 weeks. Safety and health items are responsibility of head of school. Rather than have accident is not pen and paper, own words. Bloodborne, no TB test first day of work.
- b. Jesse: is HoS 400.1 revision? Matt yes.
- c. Edits around grammar and spelling.
- d. Cheryl packet 100,05 was approved in June. 100.20 no changes exclude from vote 100 300 400, complete personnel policies. Thank you
- e. motion to approve Kim Mike second
- f. Mike committee second
- g. all in favor, say aye. No opposed, no abstained, motion passes.

8. Financial discussions

- a. 2nd Qtr financials (Angela Hesketh): pg 19 balance sheet. There are additional this quarter that we talked about. First balance cash, 1.2 fix assets as gone up. Liab net income lost 226k. Income statement because for the bus that loss is understated we paid for it cash even though it comes from grant 39k favorable to what we budgeted. Payroll and depreciation expensed 20k better than what we anticipated, it will change. we purchased some chromebooks. Payroll we are able to supplement with fed funding, It salary Cheryl: 1.2 in cash Threshold gift? 30-40 a year, 530k that is restricted. We have receive anything 50 in the third q. not in numbers.
 - i. Kim how will the new staffing be covered once the grant is done. Angela: only one will continue. esserf goes through 2 years. Matt will decide if that will carry over. Keep it there as a place holder. to continue if you want. Right now it is Threshold teacher and Tech support.
 - ii. \$35k little deceiving we are under staffed Scott: Angela yes it very well could be. Threshold is in a budget revision, some grants do cover those positions.

- iii. The next couple pages since last fiscal year. charter com wanted a dif format, the next pages is a template, Angela separated in their format. Revenue and state and fed and how much we're getting of each. Break down by instruction. transportation. Different picture because we don't view it through department.
- iv. Cheryl would not go through them but include them in packet
- v. Have all docs, but focus on certain. Just an over view like red flags and where we are.
- vi. Mike more specific feedback? Cheryl no this is the end. break them out into departments. This will satisfy commission. go forward with dashboard to give you highlights, but actually have the documents.
- vii. Angela transition of breaking down threshold 100 % threshold will go to threshold. Talking about breakdowns fo admin and stuff what percentage goes to Threshold. CherylWE need to have an allocation process for Threshold. This is direct costs.
- viii. Forecast predictions for the rest of the year, whatever can be anticipated. Economy will change that. Net loss 268k, bus increase of yurt and pavillion
- ix. Fuel has been doubled sped getting covered by grant. In short we look on target, especially including the additional \$50k smaller lost.
- x. Cheryl 15k for out placement of our reserve. Angelaonly receive one invoice, trying to look at it to determinefees. Christine possibly could be another one. Theres always been 2 but only one has been going.
- xi. Jesse annula 411k but we're down to 268k. There was one update. Is this a typical outlook for organization. Cheryl this is the first year to budgeted loss.
- xii. Cheryl hit \$34k state will reimburse will apply for it.
- xiii. Mike trying to be away from gwh, deficit is partly contributes (Matt) Last year we did a 5 year forecast based on large loss. it was a 3 year back to balance. There is going need to be some staff reduction. Looking at growing the campus to 240, don't think will happen. covid has stopped enrollment
- xiv. Mike: commission wants to us to be separate, it's within a process of becoming independent.
- xv. Scott: 2018 259k 3 years half a mill turn around.
- xvi. Mike there are grants that we are not receiving
- xvii. matt gwh 150k then 50k now 0
- xviii. Kim # are often loss not cash. Many of the are assets and depreciation. not just cash

- xix. Matt Next 115k loss. better look than what we are planning on. Enrollment isn't go in the right direction, but still looking better.
 - xx. Kim tuition will be in the rears.
 - xxi. Mike deficit isn't necessarily long term we ar making progress
 - xxii. Angela 990 will send it out for approval, Cheryl needs an email from all of you
- b. Forecast for the full year ending June 20, 2022 (Angela Hesketh)
 - c. 1st reading of the investment policy (Mike Muir): Investment policy, general not specific. Working with investmeant specials with danielle. What we value as a board for potential investments. pg 28. I researched a bunch of school investment, danielle filled in a bunch, finance provide feedback. Finance bringing to the board for approval. Has research to back it up. Goal to become familiar with it and take a much closer look at. Soon be brought for a second reading. Happy to take questions and feedback
 - i. Kim risk management consistent with other schools?
 - ii. Mike: Can't recall but it has numbers came from Danielle.
 - iii. Jesse: clarify general finance committe actively , or use professional services. Mike we have authority to hire Bath savings bank. There is a separation between restricted and non restricted, investment based on risk talks. Finance is a supervisory board reports will happen. Restricted are designated toward certain project. setting additional parameters.
 - iv. What are they charging? Mike $\frac{3}{4}$ % consistent with other when we were interviewing that was reasonable rate. Finance was consistent. Eman what is the parameters of using the income. Mike determine by the letter of the donation. being reviewed annually. there are parameters
 - v. Scott we have no gift acceptance policy we should draft something up.

9. Information sharing

- a. "By All MeANS" campaign (Scott Byrd and Matt Newberg): Scott \$4100 we need to spend more time. It's not an expectation of the board to give but if you can. Thinking about a capital campaign. Matt: in line with earlier conversation with deficit budget, it is unlikely that we can fund from state, we are under fuding think about the gap and raise funds. Jesse: news to me that board members are expected to add, each member try to raise outreach and make more money through our connections. Scott Treasure talent and time. Kim a real expectation for art museum talkeda bout having parents on this board. If that expectation is there we would lose participation, what does other think.

- b. Eman: other schools more than 100% of participation different amount. This is not a school board and nonprofit. nonprofit needs to get out and get money, school board does not need to do that. without gwh we are going to need to do that or we will always have a gap
- c. Scott not a lot of staff time to develop it . We have to figure out the planning and how to raise the money.
- d. Head of School update
 - i. Mid year review with Charter Commission: Matt: stipulations wanted data in a regular way. can include this, but i try to do a narrative. Chronic absenteeism and graduations rate. Not good, but is improving. State just gathered, calculations 55%. Chronic absenteeism 10% of potential days. At that point time. 10% What can be tricky if a student unenrolls, you don't get hit by that data anymore. interested days to see how it changes. Graduation rates is big improvement. 65% Performance indicators to work with commission to state 82% not with campus and threshold, 4 year is not going to happen in Threshold. Stipulation 92% we made it on nwea and accuplace, threshold could be why. Highlights for the last two years through airtable. 33 inquiries and 60 last year lots of interviews, mostly freshmen
 - 1. Eman: we are not interested in shoving them through. What's more important if they graduated, strategic plan, and we have hit 21 out of the 33 targets of first year. commission has really been turning up the heat to respond Jeremy Jones to push back to stop tones on closure. There are a lot of things happen with other charters. Jeremy thinks we are moving in the right direction, but there are a lot of pressure. There are other unfortunate things happen with other school, so we should be in the best place.
 - 2. Whitney: find numbers of helpful.
 - 3. Cheryl: stipulation talked about forming a committee. Bring something to May of student progress. regular routines for performance data.
 - 4. Cheryl: too much emphasis on absenteeism rate like hiring a full person. We do have a support but the heat is on but we don't have a written signed approval.
 - 5. Matt: we were renewed with stipulations, but we will always reconsider until the thing is signed.
 - 6. Eman if you don't perform we will shut you down. haven't even talked about absenteeism. He wanted to make a campaign to

testify. that gives him back up. may not be hitting numbers but they are providing necessary service

7. Mike charters are hot button, good for school. is it a place for kids to just do whatever, it's fair to look at their reaction. Not to take it so personally even though it's a lot of pressure. We are being held to standards that public schools.

- ii. Other Cheryl: link on training rolling out new module, looking for feedback. Send it to Jeremy. Mike: What are the expectations? Cheryl right now looking feedback. Required ones board discussion about the expectation we determine what the expectations. Mike: Who decided what is required. Cheryl there is a national commission and determined what is required. It needs to be an agenda item, but wants feedback. assigning board members to board goals. Let us know if there are specific goals. just need to address the important ones. Scott will send out a doc. Looking for people board 2 open one will be for gwh and other will be elected. still have 3. WE will have two that will

- e. motion to Whitney, second scott

10. Executive Session pursuant to 1 MRSA 405(6)(A) employment matters
11. Vote on budget assumptions
12. Executive Session pursuant to 1 MRSA 405(6)(C) adjoining real property or interests therein: for the discuss attached real estate look
13. Vote on actions
14. Prep for next meeting – **Thursday, May 19th at 4:30pm**
15. Adjourn 6:20