

Adlerian School Association

Board of Directors Meeting

November 8<sup>th</sup>, 2019


Present: Magela Bernardo, Nicola Haddak, Maria Mathena, Angela Hurley, Jena Blair, and Mark Carman.

Also Present: Tommy Nordmann, Lori DeCosmo, and Greg DeCosmo

Call to Order: 3:35pm

1. The minutes from September 13<sup>th</sup>, 2019 were reviewed by the Board. Maria motioned to approve the minutes without correction, Angela seconded. Motion passes Yes-6 No-0.
2. The Board reviewed the September/October Financials that included an HR report and an Expenditures report. Greg explained to the Board that the FTE Advance listed on the Balance Sheet questioned at the last Board meeting was shows a quarterly loss but when annualized ties to the expected predicted loss due to the lower enrollment. Jena motioned to approve the September/October Financials, Mark seconded. Yes-6 No-0.
3. Angela requested that the Financials be provided to Board members prior to the meeting to provide more time for review. Tommy reported that he would make attempts to send the Financials to the Board prior to the Board meeting however that Board members were welcome to attend the meeting earlier to ensure more time for review.
4. Greg discussed with the Board the current situation in terms of providing healthcare insurance for the staff. Greg shared with the Board three potential providers for healthcare insurance, their administration fees and potential costs to staff members as well as the school. Maria reported plans to share with Greg information from another insurance carrier that has competitive rates. Greg asked for approval from the Board to move forward in researching and establishing contract with an insurance carrier. The Board approved researching/establishing contract with an insurance carrier as long as the administration fees were less than \$4,000. Angela motioned to approve, Magela seconded. Yes-6 No-0.
5. Lori and Tommy discussed the demands on the leadership team and the assuming of many roles. The Board discussed ways of distinguishing between what is urgent and what is important. Discussed automatic email responses and the use of voicemail in an effort to avoid administration burnout. Angela offered to help with clerical responsibilities if the need arises and Tommy reported plans to coordinate with Angela.
6. Greg shared with the Board letters sent out to parents regarding teachers teaching out of field and efforts to work towards appropriate certification. Angela motioned to approve, Maria seconded. Yes-6 No-0.
7. Discussed the role Nicola has recently played in terms of providing therapy to a student in the school. Nicola reported concern about a conflict of interest if financial compensation were paid to her for these services. Jena agreed to further research the potential for a conflict of interest.

Melissa  
Gaurio

  
12/13/19

 Maria Mathena

Nicola agreed to provide services at present on a pro bono basis until further research has been conducted.

8. The Board discussed the requirements again regarding new board member training and fingerprinting as well as where these services are provided.
9. Next Board meeting scheduled for December 13<sup>th</sup>, 2019 at 3:30pm.
10. Meeting Adjourns at 5:15pm