

Scattergood Friends School  
School Committee Meeting  
Open Session  
Proposed Minutes – 22 September 2018

**Mission Statement**

**Scattergood Friends School challenges students with a college-preparatory curriculum, farm experience, a shared work program, and community living in the spirit of Quaker faith.**

**Present:** : Charlie Johnson, Bob Winchell, Lael Gatewood, Roy Helm, Kent Tjossem, Tom Wahl, Rebecca Bergus, Russ Leckband, Dan Schlitt, Lucy Marsh, Ruth Hampton (clerk), Karen Greenler

**Regrets:** Phil Henderson, Debbie Galusha, Ginny Winsor, Ann Robinson, Bob Winkleblack

**Staff Present:** Thomas Weber, Rachel Button, Tim Schulte, Amy King Weber, Kim Jones, Jenn Jansen, Paul Pressler, Mark Quee

Friends settled into silent worship in a timely manner. The clerk read a message:

***“Not everything that is faced can be changed. But nothing can be changed until it is faced.”***

~James Baldwin

Charlie Johnson was introduced as the newest School Committee member. New staff members, Rachel Button and Paul Pressler introduced themselves.

**MINUTE: We approve the minutes, open and closed, of July 24th, 2018**

Admissions reported enrollment is at 28 students. We discussed how to increase full-pay students including new strategies to help international students get their visas. (Contacting the embassy in advance and coaching the students before their embassy interview.) Harvest festival is coming up October 26th. Planning for next summer’s camps is underway with the intention to grow that program.

Development reported the Annual Fund is ahead of its first goal, with the intent to reach \$80,000 before the end of October. The Annual Report will be sent soon and the Fall Appeal will go out in November. The development job posting has gone out with one applicant, but for now Miranda is working from Maryland. There is an Arts-focused reunion being developed to coincide with Scattergood Days 10/25-27, 2019; this will require SC members and local alumni to help manage. There is an alumni gathering in Washington, DC on 10/13/18.

The Spiritual and Community Life subcommittee met with Paul, Rachel, and student members. The large number of new students this year requires increased programming and orientation to Scattergood’s culture; seniors are stepping up as leaders. Students are learning to be in community with each other, and to manage conflict and boundaries (including in social media).

Facilities highlighted their concern about the middle school’s impact on the long-term facilities requirements. Another major concern is the I-80 expansion’s effect on facilities. A group of I-80 team of engineers met with school staff; the expansion will run from Iowa City to the Mississippi. It will be 2-5 years before construction starts on our stretch, but the planning will commence much sooner and we will need an

advocacy plan to work on impacts. Thomas' priority this fall is to look at plans, easements, building footprints, and barrier walls. It will likely require an ad hoc committee including School Committee, Trustees, and the Yearly Meeting to work with local representatives. We are waiting to hear if a sprinkler system will be required of us or if we can be waived from this requirement and Thomas is working with Rep. Bobby Kaufman's office on this.

The Farm subcommittee met on the farm and saw the new donkeys. Things are busy, there is a modest wish list, and they are considering heat in the greenhouse. Tom helped with planting paw-paws and chestnuts in August. Ken Fawcett is still farming the Pemberton acreage but neighbor John Black has taken over the row crops on 8-10 acres of the Scattergood farm.

Academic reported that Paul is helping staff use Google classrooms, supporting critical learning differences, working with the Middle School planning team, the summer program, and the Grinnell project. An ISACS team visit in October will be focused on Scattergood's financial status and strategic plan. There will be a regular Latta Harris financial audit prior to that.

**Minute: The HR committee affirms that we will conduct a Survey for Head Evaluation, which will go out in December.**

Consultation and Finance reported we are progressing on-budget. The Gift Committee decided that the Tabor money would be temporarily used as an Operational Reserve Fund, functioning as our own line of credit. They will bring a formal proposal about this to the School Committee soon. Facilities Committee would like expanded budgetary information, Kim and Tim will work on this.

**Minute: We approve the change in this year's budget to reflect the change in annual fund goal from \$280,000 to \$285,000.**

**Minute: We accept the Operating Statement of 9/12/18.**

Our cash flow position is quite strong and our line of credit is currently zero, which is very different than last year. If we need to use the Operational Reserves Fund (Tabor money) in fall, we will be able to repay it with money that will come in during late fall and early winter.

After brunch we looked at maps of the farm and discussed potential siting options for the Middle School that had been worked up with the help of an architect. Other items: the school is seeking a health person who can do the triage work and assessment.

Tuition proposal: An ad-hoc committee surveyed local school rates and Quaker school rates. Their proposal accounts for inflation in the boarding but not day tuition because our current day tuition is higher than other local schools. We want to be better at articulating what students get for their tuition, breaking down the various cost/benefits of services and goods provided.

**Minute: We approve of the 2019-2020 tuition be set at \$19,600-\$4,900 for day tuition and \$34,500 to \$8,600 for boarding students.**

We discussed the mission statement and decided that although it is not inspirational, it is solid, brief, and practical. The mission statement is functional internally and vision statements, which are more inspiring, can be used externally.

**Minute: We affirm the school's mission statement.**

*Scattergood Friends School challenges students with a college-preparatory curriculum, farm experience, a shared work program, and community living in the spirit of Quaker faith.*

**Minute: We affirm the school's non-discrimination statement.**

*Scattergood Friends School does not discriminate in hiring, promotion, or termination of employment on the basis of race, sex, color, religion, age, sexual orientation, gender identity & expression, disability, ethnicity, or national origin.*

**Minute: We approve the School Committee Handbook, with the understanding that a parent grievance policy is forthcoming.**

**Via email in August, we approved the sub-committee assignments.**

Possible topics for November retreat: Financial aid and how it is determined; diversity training; our developing grievance policy. We chose diversity training: Lucy Marsh will work on this and we'll look for another to help. We will foreshorten the committee reports in November, requesting only action items to be brought forward. Staff will update the School committee on the Middle School planning groups during the morning session and we'll work on the diversity concerns in the afternoon.

Thomas will report on Financial Aid 101 for the school committee for the January meeting.

The clerk adjourned the open meeting to proceed into closed session.

Respectfully submitted,  
Karen Greenler, recording clerk

**Next meetings:** November 3, January 12, March 16 (in Des Moines), May 4, July 23 (Tuesday of Yearly Meeting)