



**Leadership Board Meeting Minutes
Special Session, December 14, 2023
7:30pm**

Location: Zoom call.

Board Members Present: Brittaney Lucas, Lori Sedlak, Veronica Runyan, Jill Easterling, Susan Boddy, Dale Gold, Ben Murray, Garrick Barnett, and Kristy Harrison.

Board Members Absent: None

Others Present: Ramesh Subramaniam

Pastors Present: Tom Parkinson

Call to Order and Purpose:

Brittaney Lucas called the meeting to order and offered a prayer. This special session was called to complete discussion regarding the 2024 Preschool Budget initiated and tabled during the Board's November meeting.

Discussion:

Based on discussion from the Board's November meeting, a motion to adopt the proposed 2024 Preschool budget was made by Brittaney Lucas and seconded by Lori Sedlak. Motion. Additional discussion ensued.

Our discussion of the proposed budget focused on the pay rates for Preschool staff and included the following:

- The Board would like to achieve Preferred Provider status by paying teachers and aids above the midpoint of the local market.
- A summary of the results of a Preschool Compensation Study (Study) conducted by Ingomar UMC was provided by Pastor Tom. The Study incorporated data from five sources, including:
 - a. MinistryPay.com
 - b. Payscale.com
 - c. Zippala
 - d. Zip Recruiter
 - e. Glassdoor

- Additional data provided to Dutilh by Heart Prints Learning Center and Cranberry Nursery School were also presented.

Based on discussion, Brittaney withdrew her initial motion. The proposed budget was revised in the following way:

- The preschool director's salary will be increased by 5 percent.
- Pay for Preschool teachers will be increased to 6.4% above the midpoint of the market.
- Pay for Preschool aids will be increased to 8.3% above the midpoint of the market.

A motion to adopt a revised 2024 budget was made by Garrick Barnett and seconded by Veronica Runyan. Motion carried with unanimous consent.

Closing and Adjournment:

There being no further business, the meeting was adjourned.

Respectfully submitted,
Susan Boddy
Board Secretary