



Board Motions and Resolutions 2021-2022

September

The board passed the following resolutions:

- *RESOLVED, that the Section 132(f) Commuter's Expense Reimbursement Plan effective September 1, 2021, presented to this meeting is hereby approved and adopted and that the proper officers of the Employer are hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Plan.*
- *RESOLVED, that the Administrator shall be instructed to take such actions that are deemed necessary and proper in order to implement the Plan, and to set up adequate accounting and administrative procedures to provide benefits under the Plan. The undersigned further certifies that attached hereto is a true copy of the The Miquon School Section 132(f) Commuter's Expense Reimbursement Plan and the Summary Plan Description approved and adopted in the foregoing resolutions.*

December

The board passed the following resolutions:

- Motion to approve combined annual goals for head of school and board for this board term
- Motion to approve all of the goals of the committee (DEA, Nominations, Finance, Strategic Planning, Evaluation, Buildings and Grounds, Capital Campaign, Design, Personnel) for this board term, and to share them with community

January

The board passed the following resolution:

- The Board supports the Administration in the formation of an ad hoc administrative Immunization Committee to consider requests for exemption from immunization. The Board supports the Administration's announcement to the parent community that language in enrollment contracts will be changed to reflect that unvaccinated or under-vaccinated students who are denied exemption from immunization by the ad hoc Immunization Committee will not be allowed to enroll in or attend Miquon beginning in the fall of 2022. Although the Commonwealth does not currently have plans to mandate pediatric vaccination of COVID-19, the Board supports Miquon's exercise of its discretion to add it to the list of mandated vaccines starting in fall 2022 once it is granted full FDA authorization, which is expected. In addition, the language of the mandate will specify that "full vaccination" for COVID-19 will reflect CDC definitions, which may include a booster shot or an annual vaccination against COVID-19. Influenza kills an average of 30,000-40,000 people in the US each year. Although pediatric immunization against influenza is currently not included in the Commonwealth's immunization mandate, the Board supports Miquon's discretion to

update its vaccination mandate in the future to include annual pediatric vaccination for influenza.

The Board supports the enforcement of Miquon's vaccination mandate for all families who sign enrollment contracts in March for admission next fall, including all new incoming families and returning families. There will be no carryover of previously granted exemptions to vaccination.

In the case of families who need to catch up on a delayed vaccination schedule or begin vaccination, the Board supports the Administration in giving them an appropriate grace period in which to do so.

May (Special Meeting)

The board passed the following resolution:

- *RESOLUTION:* Asking for board support in creating the search committee, retaining Carney Sandoe and following their guidance in how we proceed with the head of school search, spending the money needed to retain them (a flat fee of \$53k not including travel), and moving forward with the plan as it's been described

Board Motions and Resolutions 2020-2021

October

The Board passed the following resolutions:

- The school may incur additional indebtedness in an amount not to exceed \$500,000 with the terms of such indebtedness to be negotiated by the Head of School, the Director of Finance and Operations, and the Finance Committee.
- The Board authorizes the expenditure of up to \$250K by the administration, in consultation with the B&G committee, to install HVAC systems in the classrooms and buildings that need updating or installation.
- The Finance Committee is authorized to engage a different auditor.
- The Finance Committee may move a portion of the endowment (not to exceed 40% of the total amount of the endowment) to a provider, Friends Fiduciary, that will operate consistent with a socially responsible investing approach.

January

Motion passed unanimously to approve the Diversity Statement proposed by the DEA Committee (after a years-long drafting and editing process) , so that it can be used to inform the work that the school aspires to do, and so that we can publish it on our website.

Motion passed to approve the 2021-22 budget (which includes a 4% tuition increase and 2% salary increase).

Motion passed unanimously to approve the outlay of up to \$40K for a communications hire this fiscal year.

Motion passed to allocate \$1000 for the Evaluation Committee to engage a consultant to create the Head of School evaluation survey.

Motion passed unanimously to offer Susannah Wolf a Head of School contract on the terms described to the board during Executive Session.

March

Resolution passed supporting the recommendation of B&G that the school move forward with hiring a wastewater treatment specialist for a two part alternatives study of our existing wastewater management system, including the assessment of our current system and the conceptual design of a future system.

April

Resolution passed to change the list of Authorized Signatories for the two PNC bank accounts, the combined balances therein to be designated as Heart of Miquon Capital Campaign funds.

Resolution passed to change the list of Authorized Signatories for the WSFS bank account, the balance therein to be designated as Heart of Miquon Capital Campaign funds.

Board Motions and Resolutions 2019-2020

October

Motion passed unanimously to approve the strategic plan, *Miquon 2025 : Progressive, Known, and Vital*.

December

Motion passed to return to practicing the sabbatical policy as it is written in the staff handbook, whereby the sabbatical endowment must be funded in a way that covers the true costs of the sabbatical, and in years in which there aren't adequate funds thrown off by the endowment, we pause sabbatical funding for a year in order to replenish the endowment appropriately.

January

Motion passed to approve the 2019-20 budget reforecast and preliminary 2020-21 budget.

April

Motion passed unanimously to approve the school accepting a CARES Act (PPP) Loan (just over 496K).

Motion to approve the amendment to Section 5.5 of the Bylaws, which will thereafter provide:
Section 5.5: Personnel Committee. *The President, in consultation with the Executive Committee, and with the approval of the Board, shall appoint annually a Personnel Committee and a Chair thereof. The Personnel Committee shall consist of at least three Directors, including a Staff Director. The Personnel Committee shall familiarize itself with the School's personnel policies, and upon request of the Board shall, with the advice and consent of the Principal, consider improvements and suggest changes to those policies.*

Motion passed unanimously to freeze tuition at its 2019-2020 level for the 2020-21 academic year, in recognition of these uniquely challenging times for our families.

June

Motion passed unanimously to approve the substance of the school's return to school plan for 2020-21, as it was presented at the June 1, 2020 Board meeting, allowing for continued refinements to the plan presentation to optimize the positive reception by and impact on Miquon families once shared with them.

July

Motion passed to charge the finance committee with investigating the option of Miquon taking out a private loan, as well as the amount of the loan we should secure.

Motion passed to approve the sabbatical of a teacher during 2020-21, to be funded solely by the funds in the sabbatical endowment, even though the amount available is not sufficient to fund the true cost of the sabbatical (which is what the policy requires), in this very unique year (COVID).

August

Motion passed to move forward with our existing plan (initially presented in substance to the Board in June) to re-open the school as planned for September 2, 2020.