



## WILLIAMSBURG CAMPUS CHILD CARE

### **WCCC Board Meeting Minutes Thursday, April 18, 2024**

#### **1. Director's Update**

- Focus on hiring. Down a toddler asst and a flex teacher. Has had a very hard time with hiring. All other local centers are also hiring. Offer longevity bonus at five, 10, 15, etc. Considering offering the bonus at two years, but not including in proposed budget.
  - VCEF offers stipends to those as teachers in the field who are working in programs that participate in VQB5 program.
  - Ideas for making data-driven case to the University about offering benefits, additional support, etc.
- Two psychology classes doing observation hours and research/study.
- Staff development in March. Nancy Null did the presentation. Made goodie bags for families with PCAN pilot program.

#### **2. Budget Review and Vote**

- 4% salary increase for staff, 5% tuition increase – tuition is comparable to other programs (even though ours includes lunch while others do not), Budgeting for FY at a deficit but do believe we can make it up (we are ahead YTD this year), and the income was forecasted very conservatively.
  - Vote: Passes unanimously
- Proposed to begin longevity bonus at year 2 vs year 5 to support teachers and improve retention- not currently in the budget- would take out of savings this year but build into budget for subsequent years. Percentages adjustments made to existing longevity bonuses to accommodate the shift in longevity bonus start date.
  - Vote: Passes unanimously

#### **3. Committee Updates (Treasury, Advancement, Governance, Communications, Ad Hoc)**

- Governance- Executive Director evaluation process- evaluation should be completed within 30 days of June 30. Will employ a similar process to last year.
- Treasury- using savings potentially to update some flooring. W&M facilities bringing construction team out to look at fence.

- Advancement- Tot Trot will not take place this spring. Could not move to W&M campus, and date fell through. Meant to be community fundraiser, but there was a lack of community sponsors. Committee will keep working with goal of putting it on in the fall or next spring.
- Communications- new website! Now working on parents' portal. Need to update Board doc on website.
- Ad hoc committee- committee has completed research on comparator colleges/Universities. Committee will draft proposal letter with intention of distributing a draft at next fall's annual meeting for input/ideas on next steps. Committee requests salary data from ED so that it can make a compelling case that W&M should provide benefits to teachers.

#### **4. Vote to Update Handbook Language to Better Describe Existing Closure Policy**

- Updating center closing policy. Wording in handbook doesn't exactly align with actual closing policy. In addition to the language change shared, the Board proposed changing "college" to William & Mary's.
  - Vote: Passes unanimously

#### **5. Open Forum/Questions**

- Planning for teacher appreciation week
- Question from parent about children visiting the next class for a week. Have done on a case-by-case basis for some recent transitions- not for a week but a couple days before the move.