



Board of Directors
Meeting Notes Monday July 13, 2015

Goals for 2015

- ✓ *Market the Art Center – Promote Membership, classes, & events, increasing community awareness*
- ✓ *Develop & implement an effective Adult Education Program*
- ✓ *Fundraising, fundraising, fundraising*

- 1) Call to order by Susan Archibald at 6:37 pm.
Quorum established, Board Members Attending: Susan Archibald, Brenda Berg, Jennifer Hennig, David Kurtz, Tina Masciocchi, Johanna McCormick, LAuruS Myth
Guests:
Absent: Julie Hendriks, Jody Snyder Stephanie Triolo
- 2) Motion to approve Consent Agenda and minutes from June made by Johanna, seconded by Tina,
Vote: all in favor.
- 3) Announcements: Got Community Day check from New Leaf for \$2400!
- 4) Topics:
- 5) Meeting Focus:
 - a. Budget – At the end of 2nd quarter, we are \$8K in the black, things are looking good.
 - b. Ceram-A-Rama
 - i. Mountain Bulletin did an article on the Hennigs and got the dates wrong, someone will contact them to print a correction.
 - ii. Friday, 9/4 is movie night, “Play Faire” starring Dan Hennig. Jen is arranging to rent Park Hall across the street, for \$35/hr with possible discounts.
 - iii. Saturday 9/5 will be Dan’s workshop from 10 am – 4 pm. Jody & Noel will cater lunch, and a BBQ afterwards at their house.
 - iv. Sunday 9/6 is the free community day.
 - v. Help needed:
 1. set up, clean up and concessions at the movie
 2. hay bales are being donated by Mountain Feed for the Muddy Mountain Fest, want to get them delivered early to use for both events
 3. set up, clean up for Sunday, making signs
 4. help manning the kids table
 - c. Upcoming events:
 - i. Muddy Mountain Music Festival – Sept. 26: Need to get details for publicity from Liz and Natosha
 - ii. Next exhibit comes in Sept. 20
 - iii. Open Studios: Hosting Honora Bacon
 - d. Youth teacher pay scale adjustments
 - i. Brenda presented reports (see consent agenda entry) addressing the effect of paying a TA on the normal 70/30% split between teacher and art center. The

actual figures show that the art center has retained an average closer to 18% with SAC in 2014.

- ii. Motion made by Laurus, seconded by Tina, to approve changes to the youth teacher pay scale as follows:
 1. For Art Camps the teacher will be paid the greater of \$40 per hour or 50% of class tuition, and assistant will be paid \$15 per hour. An assistant will be used when there are 5 or more students in the class;
 2. For other youth art classes held at the Art Center (the former "Art Saturdays", etc.), the teacher will be paid 70% of tuition when there is no TA, and 50% of tuition when there is a TA. Having a TA will be at the discretion of the teacher. The TA will be paid \$15 per hour;
 3. This new pay rate will be retroactively applied to Session I of 2015, which already ended;

Motion carried unanimously. Just to note, this does not affect the grant-supported Art-After-School program, which has its own budget.

- e. Yard work: Jen has a friend who is writing an Americorp grant which might be able to get some of the tree and yard work labor done for free.
- f. Volunteers: Additional docent help is needed to keep the gallery staffed at the current schedule. Laurus will research local volunteer centers, senior center, etc.
- g. The Board would like to give a thank you gift to Julie Erreca for her work coordinating Community Day. A gift certificate for dinner \$120.

6) Old Business:

7) Motion to adjourn made by Jen, seconded by Johanna at 8:15 p.m.

Next meeting will be Monday, August 10, 6:30 pm at the Art Center.

Consent Agenda Items:

1) Treasurer's Report and Budget:

a) Checking: \$30,547.17 (as of 7/7)

\$638 restricted for scholarships

\$617.15 restricted for SCCMP (museum partnership)

\$4000 restricted for Ceramics / Ceram-A-Rama

\$25,292.02 available

b) Money Market: \$46,073.51

c) A Closer Look Exhibit brought in \$735.82 in gallery sales for June; year to date gallery sales are \$5851.11.

2) Chair Report:

a) 6/22 Helped with Youth Art Summer Camp for the week

b) 6/22 July Mailing. Thank Sunny J

c) 6/25 New Leaf Community Day, Thank you Julie, Tina, Jen, Lori, Natasha d. 7/2 Meeting with Brenda and Natosha, discussed Youth Scholarships and Fall Art After School

d) 7/6 Helped with Summer Youth Art Summer Camp for the week

3) Chair/Committee Reports

- a) Membership –
 - i) This month: 8 renewals, 5 new member, \$740 collected, 200 on the mailing list.
 - ii) Last month: 5 renewals, 2 new member, \$355 collected, 200 on the mailing list.
- b) Curatorial (Susan) – Take down of "A Closer Look" and take in "From the Earth" on July 12th. Reception on Friday 7/17. Less participation in shows is resulting in fewer people to docent. Also last two years we have had a steady stream of Community Services helpers. Need some ideas of how to fill the shifts or cut back gallery hours.
- c) Facilities –
- d) Fundraising –
- e) Grants (Kathryn) –
- f) Publicity/Marketing (Johanna) –
- g) Music (Julie) –
- h) Ceramics (Jen) –
- i) Events (LAuruS) –
- j) IT/website –
- k) Education (Brenda) – (see attached)

Youth Education Report: Monday, July 13, 2015

I. Art After School: See Youth Ed. Notes

II. Summer Art Camp, Monday-Friday, June 22-August 7, 2015: See Youth Ed. Notes

III. Homeschool: Kathryn Pierno: No report. Jen Hennig is researching possibilities at home schools where she teaches.

IV. Internet Technology

1. **Webpages:** All Summer Art Camp classes are updated regularly on web and Presto Reg. 2. **Presto Reg.** see above.
3. **Facebook:** Updated with upcoming SAC Session II and IV information.
4. **Emails & 4ART Line:** Natosha has taken over 4ART Line and emails.

V. Flyers, Posters, printed Media: Decided not to do SAC t-shirts this year to help off-set cost of 1/2 page Press Banner ads.

7/13/15 CONSENT AGENDA ENTRY: Revised Pay Scale for Youth Classes with TAs (50%/20%/30%)

First, I want to thank Gretchen for creating the pay scale spreadsheet. Very helpful. As we discussed at the Youth Ed. meeting, my goal is to encourage teachers to take the incentive to promote and populate their classes with a graduated pay scale. Teachers who fill their classes (Lori Wilson had 16 students in SAC I) should be duly rewarded for marketing their classes and for teaching a full class. The teacher benefits and we benefit. A win-win.

If we look at the standard pay scale for teachers, the Art Center receives 30% and the teacher keeps 70%. When we add a teaching assistant who makes \$15/hour to the quotient, the teacher can have more students, the class environment is safer, and the teacher has the needed help with an increased class size. But, of course, the TA must also be paid.

If the teacher makes the minimum SAC pay of \$40/hr. and the TA makes \$15, the standard teacher pay of 70% translates into approximately 50% for the teacher and 20% for the TA. At this rate, both the teacher and the TA fall within the \$40/\$15 rates at 8 students, while the Art Center hits 31.85% at 8 students (see attached "On_Site..."). With the standard 70% pay scale, the Center must have 11 students to reach "29.62%" (see attached "...edits" where I have inserted the TA pay of \$225 per class). Maintaining the teacher's minimum pay of \$40 per hour, I have used Gretchen's spreadsheet with a few key edits. The TA makes \$15 per hour times 15 hours/class per SAC week, a total of \$225 per week/class. I have adjusted the spreadsheet to reflect that expense and I have used the 50%/20%/30%

ratio (attached "On_Site...") instead of the 70%/30%. In addition, I have adjusted the TA line items 5, 6 and 7 to reflect (like the teacher) the TA percentage (line 5), hourly percentage (line 6) and actual pay (line 7).

The pay scale with a TA has never been fully addressed. A graduated pay scale for on-site youth classes with TAs will give teachers needed clarification of their pay-rate while creating greater incentive to populate their classes.

The on-site youth classes with TAs should not be confused with the Art After School program, which exists because of our proposal for a two-year Community Foundation grant. The AAS Program would not exist without that grant. At this time, the teachers' AAS pay rate is \$40 per hour for the duration of the current grant.



Santa Cruz Mountains Art Center
Youth Education Program

Teacher Pay Scale Proposal for on-site classes requiring Teaching Assistants

\$155/student (average of SAC member/non-member enrollment fee of \$150/160)

Note: 4 students, no TA, lunch at the Art Center, pay teacher full \$600, \$20 left for SCMAC

line #	# students	4	5	6	7	8	9	10	11	12	13	14	15	16
1	gross income	\$620.00	\$775.00	\$930.00	\$1,085.00	\$1,240.00	\$1,395.00	\$1,550.00	\$1,705.00	\$1,860.00	\$2,015.00	\$2,170.00	\$2,325.00	\$2,480.00
2	Teacher 50%	\$310.00	\$387.50	\$465.00	\$542.50	\$620.00	\$697.50	\$775.00	\$852.50	\$930.00	\$1,007.50	\$1,085.00	\$1,162.50	\$1,240.00
3	50% = \$/hr.	\$20.67	\$25.83	\$31.00	\$36.17	\$41.33	\$46.50	\$51.67	\$56.83	\$62.00	\$67.17	\$72.33	\$77.50	\$82.67
4	actual teacher pay	\$600.00	\$600.00	\$600.00	\$600.00	\$620.00	\$697.50	\$775.00	\$852.50	\$930.00	\$1,007.50	\$1,085.00	\$1,162.50	\$1,240.00
5	TA 20%	\$124.00	\$155.00	\$186.00	\$217.00	\$248.00	\$279.00	\$310.00	\$341.00	\$372.00	\$403.00	\$434.00	\$465.00	\$496.00
6	20% = \$/hr.	\$8.27	\$10.33	\$12.40	\$14.47	\$16.53	\$18.60	\$20.67	\$22.73	\$24.80	\$26.87	\$28.93	\$31.00	\$33.07
7	actual TA pay	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00	\$225.00
8	\$ to SCMAC	\$205.00	\$50.00	\$105.00	\$260.00	\$395.00	\$472.50	\$550.00	\$627.50	\$705.00	\$782.50	\$860.00	\$937.50	\$1,015.00
9	% to SCMAC	-33.06%	-6.45%	11.29%	23.96%	31.85%	33.87%	35.48%	36.80%	37.90%	38.83%	39.63%	40.32%	40.93%

Teacher: minimum \$40/hr. x 15 hrs. = \$600
Teaching Assistant: set rate \$15/hr. x 15 hrs. = \$225

Hooray! "Julie, just got [New Leaf] check in the mail. Amount is \$2400!!" email from Susan 7/12/15.