

**MINUTES OF THE MEETING OF
THE BOARD OF TRUSTEES OF
THE SAN DIEGO JEWISH ACADEMY**

March 17, 2016

A regular meeting of the Board of Trustees (BOT) of the San Diego Jewish Academy (SDJA) was held at SDJA's central administrative offices on March 17, 2016 at 11:30 a.m.

Trustees Present

Theresa Dupuis (Chair), Brenda Bielas, Michel Cohen, Jessica Effress, Dan Feldman, Heidi Gantwerk, Ben Handler, Julian Josephson, Ingram Losner, Rabbi Yael Ridberg, Jami Rosenthal, Russell Silberstein, Beni Surpin

Trustees Absent

Leslie Fastlicht, Ira Feinswog, Judy Lilienthal, Michelle Lyons, Caryn Viterbi

Also Present

Chaim Heller, Skip Carpowich, Rachele Jagolinzer, Yael Edelstein, Kelly King, Mike Quigley, Sheila Reilly

CONSENT AGENDA

After discussion, the following resolutions (motion by Ingram Losner, seconded by Julian Josephson) were unanimously adopted:

Approval of BOT Meeting Minutes

RESOLVED, the minutes of the regular meeting of the BOT on February 3, 2016 are hereby approved and the Secretary of the School is directed to insert a copy of such minutes into the School's minute book.

Head of School Retirement Plan Contribution

WHEREAS, the Board of Trustees previously authorized a 457(f) award for Chaim Heller ("Mr. Heller") under the San Diego Jewish Academy Section 457(f) Plan ("Plan") covering the period July 1, 2015 through December 31, 2015 in the amount of 25% of Mr. Heller's then current annual base salary; and

WHEREAS, neither the Plan nor Mr. Heller's employment agreement has been amended to effectuate such award; and

WHEREAS, the Board of Trustees now wishes to pay the above referenced 457(f) award amount to Mr. Heller in the form of a lump-sum bonus on March 31, 2016;

NOW, THEREFORE, BE IT RESOLVED, that Mr. Heller shall receive a bonus payment on March 31, 2016 in an amount equivalent to the previously authorized 457(f) award under the Plan for the period from July 1, 2015 through December 31, 2015; and

FURTHER RESOLVED, that the Retirement Plan Committee and the officers of the Academy are hereby authorized and directed to take such actions as are necessary and appropriate to effect the intent and purposes of the foregoing resolutions.

Appointment of New Trustee to the Board

RESOLVED, Jami Rosenthal is hereby appointed to serve as a member of the BOT effective March 17, 2016 for a term coinciding with the term of the replaced trustee whose vacancy she is filling.

D'VAR TORAH

Rabbi Ridberg delivered the D'var Torah.

PRESIDENT'S REPORT

Theresa introduced Jami Rosenthal who was given a warm welcome as the BOT's newest member.

Theresa congratulated Rachelle and her team for hosting a successful 36th Anniversary Black & White Soiree. She commented that BOT surveys will be distributed in the near future, and encouraged Board members to sign up to deliver Purim baskets to SDJA's major donors.

HEAD OF SCHOOL REPORT

Chaim presented results of the ISM Faculty Morale Survey, which reflected improvement in 19 of the 20 survey categories. Mike Quigley and Kelly King were congratulated on their ongoing efforts to improve school culture.

Chaim presented the draft CAIS Three-Year Progress Report, a copy of which was included in the Board package, and answered several questions. There followed a robust conversation regarding the appropriate balance between technology (viz. iPads) and books in the Lower School.

After discussion, the following resolution (motion by Dan Feldman, seconded by Michel Cohen) was unanimously approved.

RESOLVED, the Board of Trustees hereby accepts and approves SDJA's CAIS/WASC Three-Year Progress Report as presented and discussed at this meeting.

Chaim reported that SDJA is in the process of hiring Rabbi Nathan Laufer to lead SDJA's new Advanced Institute for Judaic Studies.

Yael Edelstein updated the Board on the Early Childhood Center (ECC) Strategic Plan, a copy of which was included in the Board package. The Plan has been approved by a steering committee and will be included within SDJA's Strategic Plan, *A Vision of 2020*. After discussion, the following resolution (motion by Heidi Gantwerk, seconded by Jami Rosenthal) was unanimously adopted:

RESOLVED, the Early Childhood Center Strategic Plan, as presented and discussed at this meeting, is hereby approved.

AUDIT COMMITTEE REPORT

Ben Handler proposed Mr. Eduardo Podolsky be appointed to the Board's Audit Committee. After reviewing Mr. Podolsky's credentials, the following resolution (motion by Dan Feldman, seconded by Brenda Bielas) was unanimously approved:

RESOLVED, the BOT hereby approves the appointment of Eduardo Podolsky to the Board's Audit Committee effective March 17, 2016.

ADMISSIONS REPORT

Keri Copans updated the Board on various Admissions activities. She reported that the preliminary projection of K-12 enrollment for the 2016-2017 school year is 469 (low) to 479 (high) students, which is very close to SDJA's current K-12 enrollment.

ADVANCEMENT REPORT

Jessica reported on the status of the Annual Campaign and directed giving totals for FY15/16. Thus far \$1.28 million has been raised.

STRATEGIC PLANNING REPORT

Russell updated the BOT on progress in achieving SDJA's Strategic Plan objectives. Of the 23 objectives listed on the Board's Strategic Plan Dashboard, 14-15 tasks have been completed, and five more objectives should be completed within the next one year. Three of the objectives have issues that will need to be resolved for successful completion, and therefore may take several more years to achieve.

GOOD AND WELFARE

The Board members congratulated Mark Bielas for his presentation at the 36th Anniversary Black & White Soiree, and expressed their condolences to Ira and Andrea Feinswog on her father's passing, and to Coach Steve Shoemaker who lost his father. Congratulations to SDJA for taking first and second place at the REMS competition. Additionally, SDJA has offered to host a private school science competition next year. SDJA's baseball team is currently undefeated and has scored 42 runs this year and has only given up 3. The SDJA Lions' April 8, 2016 game will be at Petco Park and all are encouraged to attend.

EXECUTIVE SESSION

After the regular Board meeting, the Board met briefly in executive session.

ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at approximately 1:00 pm.

Ira Feinswog
Secretary