

Board Meeting Minutes for Wildflower Nature School, Inc.

I. Meeting Details

Chairperson: Angela Banitt
Secretary: Nicole Monk

Date: March 17, 2026
Time: 5:30pm

Location: Wildflower Nature School
Street Address: 160 Ruby Ranch Road
City: Silverthorne
State: CO Zip: 80435

II. Roll Call

Laura Landrum took roll call at 5:36 PM

The following persons were in attendance:

- Angela Banitt, Executive Director
- Tiana Ibarra, Assistant Director
- Laura Landrum, President
- Lexi Dolan, Vice President (joined to pass vote on email voting)
- Shane Ardell
- Alex Stangroom, parent

Absent:

- Nicole Monk, Secretary
- Jonnah Glassman, Town of Silverthorne Rep
- Ben Kass, Treasurer
- Susan Gelman

III. Call to Order

Meeting Agenda Distribution - Speaker: Laura Landrum 5:30 PM

February meeting minutes - We will vote on the meeting minutes over email as we do not have quorum present.

IV. Board Updates

Board of Directors Updates - Speaker: Laura Landrum 5:38 PM

Benefits Policies (Tuition Discount, PTO, Sick Time and Unpaid Time): Discussion about logistics on benefits / PTO accrual rate changes when employee changes from full-time to part-time or vice versa, and having the threshold for “full time” status to be averaging 36 hrs per week for all types of benefits.

Performance Reviews: Goal is to have it once a year - March is a placeholder. Lining up with end of fiscal year suggested (July or August).

Investigation Policy: Goal is to have a standardized process as well as clarify language for classifying concerns (abuse vs neglect vs not best practice).

Staff Raises and Compensation: Goal is to clarify as well as provide more flexibility and opportunities for higher compensation.

Developmental Screening:

Follow up: Angela and Tiana to review benefits related policies closely and alert the board to any proposed edits.

Follow up: Board will vote via email for all policies besides benefits related policies.

V. Financials Update

Financials Update - Speaker: Angela Banitt 6:06 PM

We are in the black this month, mainly due to Right Start grant. Actively working to reconcile the ECO reimbursements discrepancies.

Right now fiscal year ends on 8/31, school district ends on 7/31. Wildflower is trying to align schedules with the school district. Does it matter if fiscal years align? Consensus is no - fiscal year will stay the same.

Staffing budget grew in February - primarily due to more staff and more overtime.

VI. Grants Update

Financials Update - Speaker: Laura Landrum 6:14 PM

- Had a great meeting with Buell, application is still pending
- Received half of the Copper grant - funded the Garden program but not the BEE program
- Several large grants we are pursuing over the next few weeks
- Laura, Nicole and Angela meeting this week

VII. Fundraising & Events

Events Update - Speaker: Shane Ardell 6:16 PM

- Good feedback from Family Appreciation night
 - Spent less than half of what we spent last year
- Brainstorming Meeting for Annual Fundraiser
- Elk's Lodge Breakfast moving forward on May 17
 - Asked parents to sell a certain amount of prepurchased tickets
 - They take 50% of profit
 - Last year talked about doing a silent auction as part of the breakfast - will defer until after talking about annual fundraiser

VIII. Communications & Reports - Angela

Communication & Reports- Speaker: Angela - 6:22 PM

Have done some updated emergency medication training with admin/staff.

Working on a temporary solution for some increased enrollment.

Personnel Update

- Exiting employees - Maria Guadalupe
- Employees on leave - Paola Arredondo
- Returning employees -
- New Employees -
- Promotions -

Waitlist Cleanup: Followed up with families on the waitlist, cleaned up wait list - the only families remaining on the wait list are those who have confirmed they still want to be.

Playground Improvements: Should hear more at the SCA meeting. Hasn't been much communication over the last couple weeks. County is reviewing contracts.

IX. Kindergarten Update

Kindergarten Program Updates - Angela Banitt 6:25 PM

We have pre-approval through public health and state licensing, fire dept, Town of Silverthorne and Summit County government. Angela to meet with the Silverthorne Childcare Authority, may include Laura pending the agenda.

Not much construction needed. Submitting application to state licensing. Idea would be for Golden Columbines to move into Clovers room in May.

Have had a few families ask about 3 or 4 days instead of 5 days. Do not yet have tuition rates. Potentially licensed at 20 students. Have between 8-10 currently enrolled families interested. Would still fall under Colorado Department of Early Childhood, not Department of Education.

X. Food Program

Survey Feedback Report - Speaker: Laura Landrum - 6:37 PM

Response rate was high (all but five families responded) - 68% by family said yes, 70% yes weighted by days of the week.

Did have some questions about allergies / dietary restrictions. Also have a small minority (3 out of 75) ask about all organic. Goal is still to do whole, nutritious foods, organic where possible. Laura to meet with Kelly (CACFP nurse) about nutritional requirements in cases of allergies / restrictions (e.g. what are alternative milk options that meet the nutritional requirements).

Lexi and Laura have worked on streamlining one 6-month menu, going to create a summer variation. Open to solutions focused feedback.

If we move forward, would lean toward a part time position for the kitchen staff.

Would food program still be a separate line item on monthly invoices, or rolled into tuition? Could rolling it into tuition mean it could be covered with tuition assistance?

Roll out earliest would be early summer.

Next steps:

- Figure out a summer menu (Tiana, Angela and Vienna?)
 - Laura to walk staff through requirements
- Laura to meet with CACFP about requirements in cases of allergies / restrictions

XI. Other

Parking Concerns - Angela Banitt 7:20 PM

Parking improvement options are on the radar.

XII. Adjournment

Meeting has Ended- Speaker: Laura Landrum 7:24 PM