

**VICTORY VILLAGE DAY CARE CENTER, INC.**  
**BOARD OF DIRECTORS MEETING**  
**SEPTEMBER 19, 2019 6 P.M.**  
**VVDCC MULTIPURPOSE ROOM**  
**OPEN SESSION MEETING MINUTES (J. DUMOND, BOARD SECRETARY)**

Present: Ann, Julie F, James, Cami, Jeanne, Dorrie, Eric, Edith, Will, Julie D (via Zoom)

Call to order: 6:03 pm, Julie F.

Ann welcomed new parent members Eric and Edith

1. Parent/Teacher Time: multiple teachers, multiple parents

Prior to the teachers speaking, Ann reiterated that we have read all their letters.

Racheal F, Houria, Evan, Tracey, Kapila, and Deana spoke in support of retaining Jeanne Wakefield as Executive Director and shared personal stories about their work with Jeanne over their years of employment. Several other teachers were in attendance, but did not speak: Ana, Silvia, Mary Alice, Najia, and Mariam.

Three parents were in attendance; two spoke to address their deep concerns about the end of Jeanne's tenure at the center.

The Board thanked the parents and teachers for sharing their perspective.

2. Executive Director Addresses the Board: Jeanne made a statement about her love and heart for the Center to the Board.
  - a. Discussion: Ann enquired of Jeanne, what would the transition plan have been upon your retirement?

Jeanne stated that it would be a long training process to find the right person to do the job the right way; the job is difficult and given the diversity of the staff, a bit of a social experiment. With proper time and recruiting, the right person could be found.

3. Follow up on old business:
  - a. Julie F- asking Jeanne to report the previous personnel incident that ended with teachers being terminated. Jeanne stated that she would prefer to report directly to the person she has a relationship with, our licensing consultant, who would then report it on and make a determination of whether or not an investigation was warranted. Dorrie stated she would prefer it to be reported in writing or to a neutral party; Ann indicated per her conversations with a legal expert, there is no defined path to reported and that an oral report is acceptable. The Board agreed that Jeanne may report it to her contact, and Jeanne agreed that she would follow the instructions of her contact in terms of further action.

Ann briefed the newer members on the situation; Jeanne reiterated that she did not know about the incident beforehand. Further discussions about possible ramifications of reporting were discussed; Jeanne was instructed to make the report and follow up with the Board Chair when this was completed.

4. The Board moved to closed session to discuss a personnel matter at 6:50 pm, called by Ann.