

PDA Board of Directors Meeting: via Zoom Conference Call
February 8, 2022, 9:00 -11:30 a.m. EST
Meeting Minutes

Color Key: ACTION ITEMS highlighted in Yellow. VOTES highlighted in Turquoise. FUTURE meetings and agenda items

In Attendance: (X=present)

X	Kelly Gfroerer <i>Executive Director</i>	X	Solenne Roland-Riche <i>Co-Chair</i>	X	Nuria Rodriguez Font <i>Co-Chair</i>
X	Suzie Bohm <i>Treasurer (non-voting officer) Until: 10:20</i>	X	Jody Malterre <i>Director</i>	X	Gloria Cleve <i>Director</i>
X	Lois Ingber <i>Secretary (non-voting officer)</i>	X	Judy Wu <i>Director</i>	X	Esmat Lamei <i>Director</i>
X	Omneya Askar <i>Director</i>	X	Aisha Pope <i>Director</i>	X	Vanessa Zablah <i>Director (Joined at 9:15)</i>
X	Brad Ainge <i>Consultant</i>	X	Jane Nelsen <i>Founder</i>		Lynn Lott <i>Founder</i>
X	Ari Hurtado <i>Advisor (Until 10:20)</i>				

The meeting was called to order at 9:00 a.m. EST.
 Compliments and appreciations were shared.

1. **Approval of Minutes.** Gloria moved and Nuria seconded approving the January, 2022 BOD meeting minutes as distributed. Majority approval by those present and eligible to vote (6).
2. **Financials.** Suzie reported the 1099's and W-2's were sent out in January. Tax preparation is underway. Revenue from the February online conference was higher than projected.
3. **Copyright / Licensing / Best Practices.** Update on intellectual property of Positive Discipline (PD). The PDA and Empowering People, Inc frequently receive requests to use PD and PDA materials. The PDA has official agreements with Jane, Lynn and other developers to use their materials and to be the certifying entity. The PDA is a non-profit corporation registered in the state of South Carolina. Intellectual Property attorneys in South Carolina work closely with the PDA to make sure legal agreements are in place between the PDA and authors of the programs we oversee certification in PD. This is a best practice and important to the stewardship of the PDA.
ACTION ITEM: Continue sharing best practices for appropriate use of intellectual property.
4. **Events.**
 - a. **February Online Conference.** Gratitude was expressed to the BOD members who volunteered, as well the staff effort for making the conference run smoothly.

- b. **Teacher/Educator Online Series.** This is being developed for Summer, 2022, anticipating beginning in July.
 - c. **May Conference Updates.** Registration is open for the PD conference. NASAP has separate registration. People are encouraged to make hotel reservations early.
 - d. **Netherlands TT: Final decision.** Discussed the need for a decision on whether to hold an in-person TT in conjunction with ICASSI this summer. Factors include: it is in a rural area making travel to and from, staffing, and registrations challenging, the country currently has quarantine and testing requirements, and registration for ICASSI is open but they will make a final decision by March 15 regarding cancellation. Brainstormed ideas include a survey to determine interest. The discussion prompted the larger question of how often and where to hold TT's, balancing the need for connection as members, regional access, costs and requirements for maintaining Trainer status. The history has been to rotate regions and that this is still the goal. **ACTION ITEM: A survey will be sent out.**
 - e. **Possible Online TT: Fall, 2022.** Kelly proposed an online TT in the Fall based on member requests. **To be discussed further.**
5. **By-laws Revision for Committees.** The purpose of Committees is to do specific work related to a topic in order to advise the BOD long term according to the Strategic Plan. The bylaws need to be revised to specify Committees, determine how often they meet, and define what and how they report to the BOD. Each Committee would have a chair or co-chairs who report to the BOD. The distinction was made between a Task Force, which is time-specific and short term, and a Committee which is ongoing over time. Suggestions for possible Committees: International Advisors Committee, LT Committee, Finance Committee, Social Justice/DEI, ACT, and Sunshine/Encouragement. **To be discussed further including how to insure language accessibility for Committees.**
6. **Program Development.**
- a. **Pricing of AFPD.** There has been inconsistent pricing for this workshop, especially online, creating concerns about fairness by both participants and Trainers. Some in-person pricing has been based on the regional market, so variance can be explained by the need for travel, etc. Online, however, is different. This is not a certification workshop, and although it may be helpful, it is not required for attending ACT. The question is how to achieve fairness and professional best practices. **To be discussed further.**
 - b. **Student Survey on Benefits of Class Meetings.** Esmat shared a PPT of a survey conducted with 569 students at the Oasis School. It was suggested the students could create something about this to share for educating others.
 - c. **Equitable Workshop Certifications.** Discussed how to further support certification options for those living in regions where incomes do not match the current workshop pricing. Possibilities include Educators organizing to bring in Trainers, certifications for special groups at special pricing, and whole school and whole agency workshops. Trainers can be informed so there can be advocacy. Price setting has always been offered, however Educators need to know about this, not just the Trainers. **ACTION ITEM: Staff will continue to communicate about scholarship and grant options as well as special pricing for regions facing financial hardship.**
 - d. **BOD/Affiliates Meeting.** Discussed the upcoming joint BOD/Affiliates meeting March 22, 2022. The goal is to celebrate what is going well so that all are learning from each other.
 - e. **Research Update.** **Deferred.**

7. **Board Co-Chair Staggering.** A vote was needed for Jody to continue as Co-Chair through the spring to facilitate the staggering of terms recently approved in the bylaws. Gloria moved and Solenne seconded that Jody continue as Co-Chair through May, 2022. **Approved by a majority of those present and eligible to vote.** A vote on Officer positions was also needed. Gloria moved and Solenne seconded that Suzie serve as Treasurer and Lois as Secretary for the calendar year 2022. **Approved by a majority of those present and eligible to vote.**
8. **Miscellaneous.**
 - a. **Ideas for PD 40th Anniversary.** **Deferred.**
 - b. **2022 Board Meeting Planning.** **Deferred.**

9. Reflections and Gratitude

Upcoming Conferences and Think Tank, 2022

- *February 11, 2022 1-day ONLINE Conference (English and Spanish Tracks)*
- *May 26, 2022 Conference in collaboration with NASAP in Washington, DC/ Northern VA (English) Registration open*
- *July, 2022 Think Tank in collaboration with ICASSI event in the Netherlands – may be rescheduled due to COVID.*
- *Fall, 2022 Online Think Tank?*

- *Think Tank and Conference, San Diego, United States: Summer 2023*
- *Think Tank and Conference 2024 – Dallas, TX*

Board of Directors online Zoom meetings are the 2nd Tuesday from 9:00 – 11:30 EST.

Upcoming Board Meeting dates 2022:

Mar. 15, 2022 (Note: third Tuesday)

April 12, 2022
May 10, 2022
June 14, 2022
July 12, 2022
Aug. 9, 2022
Sept. 13, 2022
Oct. 11, 2022
Nov. 8, 2022
Dec. 13, 2022

Respectfully submitted by

Lois Ingber, Secretary