

Rudolf Steiner School of Ann Arbor

Minutes of the Board of Trustees Wednesday, April 3, 2024

Meeting

Trustees in Attendance: Elizabeth Head, Knut Hill, Cindy Schoen, Angela Gladstone, Jenny Rajda, Lubhit Girdhar, Walker Barnes, Gary Banks

Others Present: Elizabeth Kozisek, Siân Owen Cruise, Jane Ford

Absent: Tim Standke, Dana Sutton-Myers,

Knut called the Board of Trustees meeting to order at 8:06 PM.

Agenda Review and Consent Agenda Approval

A motion to approve the consent agenda reports, including the meeting minutes from the March Board Meeting, was made by Cindy with support from Gary.

Jenny stated an edit for the March minutes- “Jenny asks board what doing well, as a group, decide on actions” rather than “Jenny asks the Board to go into what we are doing well and not and will take actions upon these items” under **Board Self Evaluation Launch**.

With this edit to be made, a motion was made to approve from Elizabeth and second from Walker 8:07, the motion was carried out unanimously.

Vote on Board Treasurer

Walker first, Jenny second 8:18pm unanimous vote for Lubhit Girdhar to be the interim treasurer until June.

Update for Hiring Interim School Administrator

Gary spoke about the College's draft for posting for interim; everyone agrees on interim route; interim could grow into the permanent School Administrator if they are the right fit. The plan is to leave job posting up for about 3 weeks, starting Friday, then evaluate where we are.

The hiring committee will start permanent job search in October

There will be four members on the committee to start with the potential of adding more- Gary, Wendy, Angela and Knut. The hiring process will include meeting with qualified candidates through zoom and in-person interviews, then bring the nominee to the Board to meet; the plan is to have the candidate hired by the end of June.

Vote on Hiring Plan

Proposal to hire an interim administrator: post on Friday, hold post open 3 weeks, April 24th to look where we are, whether we have interim candidates, permanent, ect

Elizabeth made a motion to move forward to hire an interim administrator, with a second from Cindy, and a third from Jenny, with unanimous approval at 8:33pm.

Vote on Hiring Siân as support

Siân has offered support 8-10 hours a week to help the Interim Administrator and school in the transition and training.

Cindy made a motion to make an offer to Siân to be the Administrator's Advisor, 8-10 hours a week, with an hourly salary, for 12-18 months, with a second from Jenny at 8:47pm, receiving unanimous support.

2024-25 School Administrator Review

With Siân leaving, the plan is to skip the School Administrator's review this year, with all other reviews to be sent out as per usual.

Instead of the review, a job description for the Interim School Administrator and for the permanent School Administrator will be up for review.

Jenny made a motion with a second from Elizabeth to forego administrator review with unanimous support at 9:52pm.

Board Member Recruitment

The Board has a need for three new members, with potential of looking for candidates from the personnel committee as well as the other committees.

The Board also discusses what are we looking for in candidates and what are the goals for new members, with the idea of joining a committee first before becoming a member.

The Board would also like to see a few new people added to the committees, including finance.

This will begin by Board members talking to potential members, send to candidates to Siân to review, then invite candidates to Board meetings to see how they fit/feel about being a member. First, there should be a post on ParentSquare to reach out about adding new members to committees.

Adjournment

A motion to adjourn the meeting was made by Gary with support from Lubhit. There were no dissensions, and the motion was carried out at 9:03pm.

Minutes taken by Elizabeth Kozisek