

Rudolf Steiner School of Ann Arbor

Minutes of the Board of Trustees Wednesday, June 5, 2024 Meeting

Trustees in Attendance: Elizabeth Head, Knut Hill, Cindy Schoen, Angela Gladstone, Jenny Rajda, Dana Sutton-Myers

Others Present: Elizabeth Kozisek, Siân Owen Cruise, Jane Ford, Brian Vroom, Emily McLaughlin, Donald Likosky, Rafael Castilla

Absent: Tim Standke, Lubhit Girdhar, Gary Banks, Walker Barnes

Knut called the Board of Trustees meeting to order at 6:32 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 Jenny with support from Cindy at 6:36 pm.

Board Executive Slate

- President: Elizabeth Head
- Vice President: Cindy Schoen
- Interim Treasurer: Lubhit Girdhar-staying through the summer
- Secretary: Jenny Rajda

A motion to approve Elizabeth as Board President was made by Jenny with support from Cindy, with all in favor at 6:38.

A motion to approve Cindy as Board Vice President was made by Elizabeth with support from Angela, with all in favor at 6:40.

A motion to approve Jenny as Board Secretary was made by Cindy with support from Elizabeth, with all in favor at 6:42.

Proposal from Finance Committee

Brian goes over the school mortgage coming up in October and making a large payment at the time of refinancing to reduce the principal payments.

Brian also discussed the need for other financial reserves, which would be capital needs for the school for the next five years. Examples of school needs are replacement of roofs for both campuses as well as a new HVAC system for the HS.

He brought to the Board a Proposal for designated funds, which would set aside money for capital needs as stated, or for any operational needs.

Capital Improvements Reserve

Operational Contingency Reserve

A motion to approve creating the Capital Improvements Reserve and the Operational Contingency Reserve was made by Elizabeth with a second from Angela with unanimous support (with proxy votes from Lubhit, Gary and Tim) as was passed at 6:53.

Proposal from Personnel Committee

A proposal from the Personnel committee was brought to the board discussing the salary calculation for full-time faculty, which has not been adjusted in over 10 years. This new calculation came from Siân collecting information from full-time staff and their varied professional experience. If approved, this new salary calculation would be used for the 2024-25 school year.

A motion to approve the proposal to change the calculation for salaried employees was made by Jenny with a second from Cindy, with all in favor (including a proxy vote from Lubhit, Gary and Tim) at 7:06pm.

Approval of Interim School Administrator Contract

Board approval for the Interim Administrator contract- Elizabeth motions to approve with a second from Angela, with no dissensions (including proxy votes) at 7:08.

Approval of MHSAA Contract

Knut makes a motion to approve the MHSAA Contract with Elizabeth as a second, with everyone in favor (including proxy vote) at 7:10.

New Business

Knut thanks Donald Likosky for coming and thanks Dana's work on parent council.

Knut recognizes Tim and Cassie for the work they have done for the school and community and thanks them for everything they have contributed.

Knut presents, with gratitude, Siân with a tile to choose from as a parting gift.

Knut, as outgoing President, makes comment on how Covid was terrible but with great leadership, the community got through it and gives Siân a warm thank you for everything she has done for our school. She is truly beloved by the community.

Cindy expresses her gratitude for Siân and her communication.

Jenny expresses her admiration for Siân and how she can handle anything that comes her way and that she is there wherever she needs to be, meeting whatever needs to be met.

Siân expresses gratitude for being able to stay and be a part Knut transitioning into the Interim Administrator position.

Adjournment

A motion to adjourn the meeting was made by Knut with support from Elizabeth. There were no dissensions, and the motion was carried out at 7:25pm.

Minutes taken by Elizabeth Kozisek