**Rudolf Steiner School of Ann Arbor**

**Minutes of the Board of Trustees Wednesday, May 7, 2025**  
**Meeting**

**Trustees in Attendance:** Elizabeth Head, Cindy Schoen, Jenny Rajda, Heather Lomason, Donny Likosky, Gary Banks, Rob White, Walker Barnes, Sheena Anand, Angela Gladstone

**Others Present:** Elizabeth Kozisek, Jane Ford, Knut Hill, Katie Simon

**Elizabeth called the Board of Trustees meeting to order at 6:36 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 Donny with support from Cindy at 6:39pm.

**Admissions**

Seeing a trend of enrollments mid-year. The numbers are much better this time this year rather than last. Gary suggests we look into why we had so many withdrawals. Katie has done a lot of work in regard to retaining the 8th grade going to 9th. Gary discusses the message that high school should not be an optional choice and the importance to finish their Waldorf education by building an understanding of what the high school is and has to offer. Hiring a marketing director is an important piece. We are also working on building a better relationship with Detroit Waldorf. The Board discusses ways to increase and improve enrollment, especially from the Detroit Waldorf school.

**Budget and Finance**

March is ¾ the way through,

The current firm can do a review next year, making a proposal for the audit. Budget can be voted today or next week. The finance committee has approved the 2025-26d budget. Working on a cash forecast; budget is mostly cash. 25-26 we may need to dip into reserves.

Concerns- enrollment projections, financial assistance, salaries. Not many changes on the budget from last year.

A motion to approve the 2025-26 budget was made by Cindy, with Donny as a second, and all in favor, at 7:20pm.

**Development Update**

Identify all funds raised, not just annual fund.

Major gifts should be reported elsewhere in reports, track annual giving better. Goal setting for next year will be new goals. Not a fixed report. Considering lower enrollment. All in all, fund raising was good this year.

**Senior Class Legacy Gift**

The Senior class decided on a school van at the legacy gift. This will be great for marketing, as it could be wrapped in the school logo. It will also solve transportation issues for sport and could be used for class trips. Still in talks with matching donor, wants students to be involved. Get students excited for the van. Elizabeth and Jane working are working with the donor, and Gary and Katie will be working with the students.

**Administrator’s Update**

Without any questions about Knut’s report, Knut passed on his time to speak for the sake of time for the meeting.

**Administrator Search Update**

Have candidates coming in person and a week from this Friday, the hiring team will have a recommendation. Angela wants to schedule a meeting with the Board and College. Conversation with Sian- we need to think about salary for this position as the normal salary range and the projected amount is simply not enough. The Board discusses the salary of the Administrator and a possible adjustment to current calculation.

Proposal to approve up to $10,000 increase for the administrator, not to exceed $95,000; empower committee to negotiate the offer in good faith including an offer package was made with all in favor at 8:26pm.

**Adjournment**

A motion to adjourn the meeting was made by Donny with Cindy as second. There were no dissensions, and the motion was carried out at 8:27 pm.

Minutes taken by Elizabeth Kozisek