

**Rudolf Steiner School of Ann Arbor  
Minutes of the Annual Meeting of the Board of Trustees  
Wednesday, February 2, 2022**

**Present:** Gary Banks, Elizabeth Head, Anni Fox Maniglia, Knut Hill, Jim McCauley, Don Remboski, Heather Rindels, Paul Trombley

**Excused:** Sara Deon, Tim Standke

**Others Present:** Katrina Klaphake, Sian Owen-Cruise, Carolyn Raschke

**Don Remboski called the Board of Trustees meeting to order at 5:42pm.**

**Agenda Review and Consent Agenda Approval**

- A motion to approve the consent agenda reports and the January meeting minutes was made by Elizabeth Head with support from Heather Rindels. There were no dissentions and the motion carried.

**Development Update**

- Katrina Klaphake presented a brief Development update and informed the group that the Annual Fund Class Campaign is underway, and we are receiving good response from parents.
- A committee met to discuss plans for spending the donations from Miles for Megan as well as the High School library donations in her honor that were received in the past.
- Katrina informed the Board that the Finance Committee supports cryptocurrency donations to the school and that she is working with a company that will process those donations. They will be processed the same way as stock donations.

**COVID-19 Response**

- Sian Owen-Cruise informed the group that we have not had any school exposures in the last week. County case levels are down as well as hospitalizations, both very good indicators. We have a greater reliance on testing and are continuing to test faculty and students for sports.
- The State Health Department updated its test-out protocols for PreK students due to their analysis on cases and case load. This means that our 3-4 year old students can have the same test-out process as 5-6 year old

students. The COVID-19 Taskforce supports changing our plan so that all Early Childhood children have the same options.

- The full group supports this change. It will now go to the College on Thursday.

### **Board Self Evaluation Process**

- The group was reminded to complete the self-evaluation survey. Feedback will be compiled and reviewed by the Executive Committee later this month and will be presented to the group in March.

### **Middle School Support Proposal**

- The Middle School Support Proposal for a fourth Middle School teacher for the next two years to be funded from Contingency funds was reintroduced with no changes.
- A short discussion followed and it was noted that an assessment would be done after two years and that the position is not limited to a full-time employee if a part-time or two part-time employees would serve the school better.
- A motion to approve the Middle School Support Proposal was made by Knut Hill with support from Anni Fox Maniglia. There were no dissensions, Tim Standke's proxy vote was counted and the motion carried.

### **Joint College/Board Meeting March 10 at 5:30pm**

- Paul Trombley stated that the joint meeting would focus on strategic planning.

### **School Administrator Feedback Process**

- The survey for feedback on Sian's role as School Administrator will be sent soon. Responses will be reviewed by Don and Heather and discussed privately with Sian before being shared with the group in March.

### **Alma Partners Proposal**

- Sian Owen-Cruise introduced Alma Partners as DEI Consultants who are specifically Waldorf-focused. We have contracted with them for an 8-month training program for faculty and staff. Katrina has worked with a few donors to fund the basic cost.
- The focus for our school will be:
  - Bias Incident Intervention and Support
  - Expanded Hiring

- It is possible that the self-paced course will be open to the Board.
- The community will be informed in the next DEI update.

### **Strategic Plan Proposal**

- Sian briefly reviewed the already distributed Strategic Plan Proposal and noted that work will begin soon so that a draft is finalized in the summer months and the final plan in place by November.
- Sian suggests a 3-year strategic plan with a focus on DEI work, responses to our accreditation recommendations, and items from our previous strategic plan.
- Support for the Strategic Plan Proposal was unanimous.
- Sian was thanked for moving the school forward in this work, especially during a pandemic.

### **SBA Loan Payoff**

- Jim McCauley presented the Finance Committee's recommendation to pay off the \$150k Small Business Association loan plus the approximately \$7k in accrued interest. The school received this loan as pandemic relief in spring 2020. The terms are 30 years at 2.75%. The Finance Committee recommends this action so that it does not impede our ability to refinance our bond with Bank of Ann Arbor in October 2024.
- A motion to approve paying off the SBA loan was made by Gary Banks with support from Elizabeth Head. There were no dissensions, Tim Standke's proxy vote was counted and the motion carried.

### **New Business**

- Sian Owen-Cruise informed the group that she will be out of town for a few days next week.

A motion to adjourn the meeting was made by Gary Banks with support from Paul Trombley. There were no dissensions and the motion carried. The meeting was adjourned at 6:37pm.

### **2021-2022 Board Meetings**

March 2, College/Board March 10 at 5:30pm,

**April 7 (Thursday at 6pm)**, May 4, June 1 (Annual Meeting)