

**Rudolf Steiner School of Ann Arbor  
Minutes of the Annual Meeting of the Board of Trustees  
Wednesday, May 4, 2022**

**Present:** Sylvia Gardner, Jim McCauley, Knut Hill, Don Remboski, Heather Rindels, Paul Trombley

**Excused:** Gary Banks, Elizabeth Head, Anni Fox Maniglia, Tim Standke

**Others Present:** Walker Barnes, Lubhit Girdhar, Katrina Klaphake, Adrian Madland, Sian Owen-Cruise, Carolyn Raschke, Cindy Schoen

**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 April 7 minutes was made by Heather Rindels with support from Jim McCauley. Proxy votes from Elizabeth Head, Anni Fox Maniglia and Tim Standke were counted. There were no dissensions and the motion carried.

**Development Update**

- Katrina Klaphake reminded the Board that the Golf Outing is on Thursday, May 26.
- She shared a special Tuition Assistance thank you from a parent and informed the Board that the goal is to wrap up Annual Fund by the end of May.

**COVID-19 Response**

- Sian Owen-Cruise informed the group that Washtenaw County's current COVID Community Level is medium. If we move to high, many events will be impacted and masking will be required across both campuses and restrictions on in-person meetings.
- She noted that the variants (ba.2 and Omicron) are very contagious in families.
- We have 3,000 tests in stock and another 5,000 arriving soon. This is likely our last shipment as the State will no longer supply tests. We hope the expiration date on the shipment is 2023.

- Sian requested Board support if we move to High. Our COVID precautions were designed to reduce the number of closed classrooms and faculty infections.

### **Trustee Slate**

- Heather Rindels thanked all Board nominees for attending the last two meetings and for committing to this important work.
- Sian Owen-Cruise reminded the group that they will be voted in at the beginning of the June meeting.

### **Governance Model Review Update**

- Sian Owen-Cruise noted that the College and Board both review the Governance Model in advance of all new school years. Our internal review indicates that this year's changes include only names (new Chairs, staff and Trustees) and dates. No substantive changes are necessary.
- The final draft will be sent and a vote is scheduled for the June Board meeting.

### **Strategic Plan Next Steps**

- College/Board meeting is scheduled for May 11 at 6pm and the DEI Town Hall is on May 17 at 6:30pm (to be rescheduled to late May/early June if we move to COVID Community Level High). After those two meetings, we will have a clearer vision of the Strategic Plan goals. Board member nominees are invited to both meetings.
- In August, the whole community will be asked for input and the plan is scheduled to be finalized by mid-November 2022.
- The Strategic Planning Committee suggests structuring our plan using the AWSNA categories.

### **Sabbatical Proposal**

- Jim McCauley gave the group an overview of the Sabbatical Proposal and confirmed that it has the support of the Personnel and Finance Committees.
- Paul Trombley provided the College feedback and noted a correction/revision in the part-time eligibility section. Sian Owen-Cruise noted that decisions on sabbaticals will be made by HUB and the Carrying Groups, and that these leaves will be planned.
- A motion to approve the Sabbatical Proposal with College revisions was made by Paul Trombley with support from Knut Hill. Proxy votes from

Elizabeth Head, Anni Fox Maniglia and Tim Standke were counted. There were no dissentions and the motion carried.

### **Employer Contributions to Employee Benefits for 2022-23**

- Carolyn Raschke reviewed the employer contributions to health insurance and health savings accounts that, for audit purposes, need to be formally approved by the Board in advance of the next school year.
  - 80%/20% coinsurance split for FT employee health coverage
  - \$2,200 pay-in-lieu of benefit for employees opting out of health coverage
  - \$1,500 single/\$3,000 two-person HSA contribution for those enrolled in the school's health plan
- A motion to approve the 2022-23 employer contributions to employee benefits as previously distributed was made by Paul Trombley with support from Knut Hill. Proxy votes from Elizabeth Head, Anni Fox Maniglia and Tim Standke were counted. There were no dissentions and the motion carried.

### **Old Business and New Business**

- To encourage engagement and personal connection in this group, Knut Hill suggests that we include a standing Board anecdote agenda item monthly. The group was in support.

A motion to adjourn the meeting was made by Heather Rindels with support from Paul Trombley. There were no dissentions and the motion carried. The meeting was adjourned at 6:36pm.

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

College/Board May 11 at 6:00pm,  
DEI Town Hall May 17 at 6:30pm (to be confirmed),  
June 1 (Annual Meeting)

### **2022-2023 Board Meetings (tentative)**

(July meeting cancelled, buildings will be closed that week), August 3,  
September 7, October 5, November 2, December 7,  
January 4, February 1, March 1, April 5, May 3, June 7 (Annual Meeting)