

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees  
Wednesday, August 5, 2020**

**Present:** Gary Banks, Elizabeth Head, Knut Hill, Daryl Honor, Anni Fox Maniglia, Jim McCauley, Mike McFall, Don Remboski, Heather Rindels, Tim Standke, Paul Trombley

**Excused:** None

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

**Don Remboski called the Board of Trustees meeting to order at 5:43pm.**

**Agenda Review and Consent Agenda Approval**

- A motion to approve the July 1 meeting and July 16 joint College/Board meeting minutes and consent agenda reports was made by Jim McCauley with support from Daryl Honor. There were no dissentions and the motion carried.

**Covid-19 Response**

- Sian Owen-Cruise updated the group on the final version of the Return to School Plan, informed the group that the plan was submitted to the State of Michigan Department of Education and noted that a significant number of families are concerned.
- We are offering 2 attendance options if we are in Phase 4 and are calling it the Flexible Link Program. The program allows families to be enrolled and connected but with students working from home and not school.
  - EC – the main focus is parent support as remote learning is not successful for EC students.
  - HS – full tuition, streaming of afternoon classes and main lesson
  - LS – the most challenging especially for Grades 1-5, offering the following options:
    - No enrollment and quarterly meeting with class teacher, parent meetings, etc. Oak Meadow homeschool curriculum is suggested.
    - Individual plan with no reserved space in class
    - Individual plan with reserved space in class
    - We are focusing on the health of our faculty also

- Enrollment will be solid in LS and HS. EC is the unknown. We will know more in the next weeks as families make final decisions and other families enroll because of available space.
  - Budget changes will be made if enrollment does not support current model
- Grades 6 and up – classes will be streamed

### **Development Update**

- Katrina Klaphake reported that the Development Committee is meeting this week for planning based on the Department's internal retreat. 2019-20 Annual Report is available and gives detail on the \$210k raised for Annual Fund. This is even more than the stretch goal. Katrina and her team were congratulated and thanked by the group.
- For the 2020-21 school year, there have been many positive responses from other donors in meetings with Katrina and Sian. These have not been direct asks but discussions with larger donors of our challenges and needs.
- There are plans for in-person and virtual events with some fundraising emphasis but more of a sponsorship focus.
- Planned Giving and bequest work is continuing with plans for more visuals and communication.
- Katrina closed by thanking the Trustees for their Annual Fund giving. Knut Hill commended the Development team for its extraordinary organization, relationship building, and surpassing its goals.

### **Anti-Racism and Overcoming Implicit Bias Task Force**

- Sian Owen-Cruise listed the members of this Task Force:
  - From the Board: Gary Banks, Elizabeth Head and Heather Rindels
  - From College: Angela Gladstone, Tara McKnight and Margot Amrine
  - From Administration: Sian Owen-Cruise
  - From Parent Body: Pamela Ruitter-Feenstra
- A final proposal will come to the Board and College by Friday, August 14.
- Everyone from the task force will attend an AWSNA-sponsored webinar on the topic and work will begin in more targeted way after feedback from Board and College. A letter will be issued in the next days letting the community know this work is happening.
- Name change discussions are ongoing and the group is moving intentionally through that process.
- The Board will be asked for reflection and action at its September meeting.

## **Board Diversity Survey Results**

- Knut Hill introduced the Board Diversity survey results and noted that with the work currently happening in the Anti-Racism and Overcoming Implicit Bias Task Force, the Executive Committee proposes that this group wait to see if there are any Board-specific tasks identified.
- Jim McCauley suggested the book, How to be an Anti-Racist, to be discussed at the Board level as a Board study.
- Elizabeth Head suggested the Nice White Parents podcast that was recommended by New York Times. Also suggested was This American Life's "The Problem We All Live With" segment which focuses on integration and how we are more segregated now than the time of the Civil Rights movement.

## **Finance Committee Update**

- The Enrollment Dashboard as distributed was reviewed which now includes a column totaling the students withdrawn due to Covid-19. The revenue impact of these students is not yet known because of the many options we are offering families who prefer to keep their EC through Grade 5 students home.
- The Finance Committee is meeting every two weeks to assess the situation and will continue to communicate with the Board.

## **New Business**

- Sian Owen-Cruise informed the Board that she and Mike McFall have been talking of using a downtown store front space for a RSSAA art gallery and community activities center (parent/child classes, evening art classes, Waldorf-inspired offerings to homeschooled students, RSSAA events, etc.) This is like an active downtown billboard and would not require any funding from the school in its infancy.
- Mike McFall commented that we are constantly talking about how we can engage the community in a different and dynamic way and this is a way to do something unique and interesting and build connections. It would be a sign of our school's strength during the pandemic, that we are continuing to be creative and invest in our community.
- The group responded very positively. Sian noted that the biggest concern is that there is no capacity to do more work right now.
- The Board was asked if it approves a small group working on a proposal to bring back to the group in the next two months? The group gave its approval.
- Mike McFall was formally thanked by the Board for his work on this idea.

- Sian also introduced a series of messages about the Community Compact, the agreement with the community while we are in Phase 4. Board members, Parent Council members and faculty from the Covid-19 Task Force will also coordinate messaging.
- Heather Rindels thanked Sian Owen-Cruise and the faculty and staff for their immense efforts. She stated that she is proud to be part of the school at this time.

A motion to adjourn was made by Tim Standke with support from Paul Trombley. There were no dissensions and the motion carried. The meeting was adjourned at 7:22 pm.

### **2020-2021 Board Meetings**

September 2, Joint College/Board on September 24,  
October 7, November 4, December 2, January 6, February 3,  
March 3, April 14, May 5, June 2