

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees
Wednesday, December 2, 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:

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

Don Remboski called the Board of Trustees meeting to order at 5:41pm.

Agenda Review and Consent Agenda Approval

- A motion to approve the November 4 and 17 meeting minutes and consent agenda reports was made by Tim McCauley with support from Heather Rindels. There were no dissentions and the motion carried.

Development Update

- Katrina Klaphake provided the group with a report on Giving Tuesday. We received great response and received over \$5,000 in donations.
- The faculty and staff campaign raised over \$10,000 which beat the goal.
- We have raised slightly more than \$97k for annual fund this year. Katrina noted that she has been speaking with several donors about additional, major gifts towards our Annual Fund goal for 2020-21.
- The Winter Festival raffle and activities are being organized for December 12. All proceeds will go towards our COVID response fund. We have raised \$85k so far and spent close to \$100k. We hope to raise enough to cover expenses completely.
- Request for raffle – Board members are asked to buy a gift cert to a restaurant or business that can be included in the raffle. This is a way to support local businesses and entice people to buy raffle tickets.
- We received a \$3,000 grant the Waldorf Foundation for DEI work.

Bylaws Correction

- Carolyn Raschke updated the Board that the last revision of the Bylaws did not include the correct legal name of the organization. Edits to correct Rudolf Steiner Association of Ann Arbor to Rudolf Steiner School Association of Ann

Arbor, changes to standardize verbiage in all sections and small changes to clarify language were reviewed by the Board.

- Gary Banks noted that the full name of the organization needs to be made on page 2 also.
- A motion to approve the revised Bylaws was made by Tim McCauley with support from Heather Rindels. There were no dissensions and the motion carried.

Parent Council Rep as Standing Board Member

- Sian Owen-Cruise noted that Parent Council has been encouraged to send a visitor to board meeting. This has happened in the past but not consistently.
- Sian noted that the COVID-19 Taskforce parent membership perspective has been extremely helpful and suggests that the Executive Committee of the Board approach the Parent Council and invite a permanent member to the Board and suggests that this take effect in either late spring or next school year.
- The group held a short discussion. The next step is a conversation between Executive Committee representatives and Parent Council leadership.
- The Administration requests that the Parent Council rep be a full voting member. It was noted that this would require a bylaw change.
- A motion to support the Board Executive Committee to explore formal representation from Parent Council on the Board with Parent Council leaders was made by Knut Hill with support from Paul Trombley.

YTD Financial Review

- Carolyn Raschke reviewed year-to-date 2020-21 Financial Statements as previously distributed.

Covid-19 Response

- The COVID-19 Taskforce continues to meet every two weeks.
- All classes will be remote during the week of November 30-December 4 and January 4-8.
- We have experienced an uptick in reports of positive cases and are working across the school to mitigate transmissions.
- Decisions to move programs to remote learning are made on each campus separately: High School, EC, Lower School.
- Vaccinations will be a topic reviewed with the Faculty in the future. We will remain vaccine neutral unless there is a mandate from the government.

- Sian informed the group that the CDC is considering reducing the quarantine period from 14 to 10 days. We will implement changes only if they are mandated by the Washtenaw County Health Department.

2021-22 Tuition Rate Discussion

- Carolyn Raschke reviewed projected future enrollment numbers and the Finance Committee's presentation on 2021-22 tuition and expense estimates.
- Impact of asking people to pay more – want to be sure this doesn't impact Annual Fund
- Asking community, reminding community of the special place we are
- Pay teachers what professional teachers earn – what is the increase?
- Isn't right to pay them what we do.

Review Administrator's Goals

- On the topic of her goals, Sian Owen-Cruise noted that they were written in May and June. Given the pandemic, some were met, some are in process, and some are simply not possible.
- Don Remboski commented that much of what the School Administrator is doing this year has been unwritten and unwritable and will be reviewed once pandemic is over.
- Sian formally acknowledged the extra work being done by Administration staff.

Neighbor Outreach Committee

- Sian Owen-Cruise introduced the idea of a Neighbor Committee to continue the positive relationships we have with those who live around us. She proposes a member of the Board hold responsibility, assist with identifying people within our community to serve and assist with outreach efforts.
- Knut Hill volunteered to serve on this Committee as the Board representative. A formal proposal for the Committee will come to the Board in January.

New Business

- Knut Hill reminded the group that decision-making for moving to remote learning is no longer based on Executive Orders from the State of Michigan. We are now responsible, and the Board will be involved.

- Sian Owen-Cruise clarified that a Board meeting is needed if we sense a community concern. Meetings will be called with a 24 to 48-hour warning.

A motion to adjourn the meeting was made by Jim McCauley and Heather Rindels with support from Elizabeth Head. There were no dissentions and the motion carried. The meeting was adjourned at 7:14pm.

2020-2021 Board Meetings

December 16, January 13, February 3,
March 3, April 14, May 5, June 2