

**Rudolf Steiner School of Ann Arbor  
Minutes of the Annual Meeting of the Board of Trustees  
Wednesday, September 8, 2021**

**Present:** Gary Banks, Sara Deon, Elizabeth Head, Knut Hill, Anni Fox Maniglia, Mike McFall, Jim McCauley, 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.**

**Sara Deon Introduction, Agenda Review and Consent Agenda Approval**

- Sara Deon introduced herself as the Parent Council representative. Sara is a parent, COVID Task Force member and a former High School Law & Government teacher.
- A motion to approve the consent agenda reports and the June and August meeting minutes was made by Elizabeth Head with support from Jim McCauley. There were no dissentions and the motion carried.

**COVID-19 Response**

- Sian Owen-Cruise updated the group on our strong enrollment numbers, weekly faculty testing plans, tests ordered from the State of Michigan, and the absence of MHSAA guidelines for sports.
- She noted that the Washtenaw County Health Department recently issued a mask mandate that covers school athletes.

**Development Update**

- Katrina Klaphake updated the group that the final amount raised for the 2020-21 Annual Fund was \$234k which was far past our stretch goal.
- The stretch goal for 2021-22 is \$250k, past the \$195k budgeted goal. She noted that we are off to a great start with \$120k pledged.
- She provided details of the generous anonymous gift also.
- The 2021-22 Annual Fund campaign begins with a Board launch with a goal of \$15k followed by the Faculty/Employee campaign and then our families.

- She noted that the Alumni Pulse has been rebranded and that the Development Department has worked for a few years to make it easier for parents to donate.

### **Endorsement of Heather Rindels as President**

- Don Remboski announced that he will retire from the Board of Trustees as of June 30, 2022, and that Heather Rindels has accepted the invitation to be the next Board President. Don noted that Heather will shadow/partner with him during the remainder of the school year.
- The Board will be asked to approve the shadow/partner model at the October meeting.
- Heather Rindels reminded the group that the Vice President position will need to be filled as of July 1.

### **Accreditation – Self Study**

- Sian Owen-Cruise reviewed the documents required for our Accreditation that need to be reviewed and approved at this meeting: Employee Records Retention Policy, the Self Study, and the School Policy and Practice Inventory & Assessment Form
- Employee Records Retention and Destruction Policy – a motion to approve the policy was made by Knut Hill with support from Gary Banks. There were no dissensions and the motion carried.
- Self Study – Sian noted one small change that corrected the Shared Funding employees. A motion to approve the Self Study was made by Tim Standke with support from Paul Trombley. There were no dissensions and the motion carried.
- School Policy and Practice Inventory & Assessment Form - the inventory was reviewed by Sian Owen Cruise in detail. She noted that the only real concern was the feedback provided by the faculty on Compensation. A two-fold motion to a) invite the College to reconsider their answers after a better explanation of the question and b) to approve the School Policy and Practice Inventory & Assessment Form was made by Knut Hill with support by Tim Standke. There were no dissensions and the motion carried with Paul Trombley's agreement to take this back to the College at its Sep 9 meeting.

### **Bank Account Signers**

- Carolyn Raschke reviewed the signers on our various Bank of Ann Arbor accounts.

- A motion to approve the list of Bank of Ann Arbor account signers was made by Gary Banks with support from Heather Rindels. There were no dissensions and the motion carried.

### **DEI Update**

- Sian Owen-Cruise reviewed the Climate Survey summary with the group and noted that it shows places where we have work to do. A DEI Town Hall is scheduled in October (April and October annually). There will be more committee work to report on in the next 6 weeks.

### **Strategic Plan**

- An updated Strategic Plan was provided in the meeting packet. Due to the pandemic's resulting financial stress, physical limitations, and work overload, we may not get to some items. Sian Owen-Cruise noted that these will become our first order of business items for the next Strategic Plan.
- 2022-23 will be our planning year and we will have feedback from our Accreditation.
- The group discussed adding employee salaries and an ongoing commitment to support all employees.

### **Other Business**

- Formal thank you messages were recorded for Daryl Honor.

A motion to adjourn the meeting was made by Jim McCauley with support from Paul Trombley. There were no dissensions and the motion carried. The meeting was adjourned at 7:07pm.

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

October 6, November 3, December 1, January 5, February 2,  
March 2, April 13, May 4, June 1