

**Rudolf Steiner School of Ann Arbor
Minutes of the Annual Meeting of the Board of Trustees
Wednesday, November 3, 2021**

Present: Sara Deon, Elizabeth Head, Anni Fox Maniglia, Knut Hill, Jim McCauley, Don Remboski, Heather Rindels, Paul Trombley

Excused: Gary Banks, Mike McFall, Tim Standke

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 consent agenda reports and the October meeting minutes was made by Elizabeth Head with support from Paul Trombley. There were no dissentions and the motion carried.

Development Update

- Katrina Klaphake announced that 100% Board Annual Fund participation has been reached and the Development staff is finalizing faculty and staff donations.
- Development staff is coordinating year-end donations, Giving Tuesday, and year-end asset donations.
- Katrina is also continuing meetings with major donors with a focus on building our endowment or reducing our long-term debt.

COVID-19 Response

- Sian Owen-Cruise updated the group on current COVID cases in our faculty and students and reminded everyone that each case is a 10-12 hour process for administration staff outside of regular work.
- In-school precautions are going well, we have administered over 1200 quick tests. Cases are up slightly in our area and have plateaued because there are no government measures in place any longer.
- Parents are managing these upheavals with difficulty and frustration. We understand this, everyone is tired and our faculty and staff are stretched. We are seriously concerned about our employees.

Tuition Increase Proposal

- Carolyn Raschke reviewed the 2021-22 budget and 2022-23 enrollment and financial projections report. She and Jim McCauley presented the Finance Committee's 7% tuition increase proposal which brings the budget close to net zero. As in years past, Administration is comfortable with a reasonable deficit at this time and will use spring enrollment actuals to balance the budget.
- It was noted that the Finance Committee agreed to 7% through consensus and that there are many faculty members on the committee. The increase was received as reasonable by the Trustees given pending inflation.
- The Board requested that we use the State of the School meeting to do a parent temperature check and obtain a better sense of the community's comfort level. Feedback will be provided at the December meeting so that the Board can finalize the increase.

Accreditation

- Sian Owen-Cruise informed the Board that our Accreditation feedback is being reviewed and then goes to AWSNA's Accreditation Review Committee in February/March 2022. We expect full accreditation contingent on the in-person visits in October 2023.
- Sian also requested that the Board consider updating our Strategic Plan earlier than scheduled due to accreditation feedback. The Board agreed to this plan.

Waldorf Study – tabled

- Trustees will begin reviewing the AWSNA principles in December.

DEI Update to Board

- Sian Owen-Cruise opened the DEI update to the Board by stating that the school needs an anti-racist statement so that the faculty feels supported when situations involving race arise. We can take up the questions from our accreditation and include strategies in our strategic plan.

State of the School Meeting Reminder

- Trustees are encouraged to attend and support. The meeting is November 9 at 7:30pm via Zoom.

New Business

- Sian Owen-Cruise informed the Board that part-time Early Childhood staff wages will increase \$2.50 per hour so that we can retain and hire new staff.

Other Business - none

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

2021-2022 Board Meetings

December 1, January 5, February 2, March 2,
April 13, May 4, June 1 (Annual Meeting)