

**Rudolf Steiner School of Ann Arbor  
Minutes of the Annual Meeting of the Board of Trustees  
Wednesday, December 1, 2021**

**Present:** Gary Banks, Sara Deon, Elizabeth Head, Anni Fox Maniglia, Knut Hill, Jim McCauley, Mike McFall, Don Remboski, Tim Standke

**Excused:** Paul Trombley, Heather Rindels

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

**Don Remboski called the Board of Trustees meeting to order at 5:44pm.**

**Agenda Review and Consent Agenda Approval**

- A motion to approve the consent agenda reports and the November meeting minutes was made by Jim McCauley with support from Anni Fox Maniglia. There were no dissentions and the motion carried.

**Development Update**

- Carolyn Raschke provided Katrina's Development report and noted the donations from Giving Tuesday.
- Katrina will contact the Board about gift cards to fill in Winter Festival raffle prizes.

**COVID-19 Response**

- Sian Owen-Cruise updated the group on current COVID cases in our faculty and students and reminded everyone of the amount of extra work being carried by the administration and faculty. Substitute teachers and assistants are not available and no applicants are responding to our job postings.
- Rapid tests are becoming scarce at the State level. It was clarified that our rapid tests are provided at no cost to us. We are working closely with WISD to get a new supply.

**Waldorf Study**

- Gary Banks provided an overview and personal perspective to the Freedom of Teaching Principle:
  - **WALDORF SCHOOLS SUPPORT FREEDOM IN TEACHING WITHIN THE CONTEXT OF THE SCHOOL'S SHARED AGREEMENTS.**

The educational program of each Waldorf school is founded on Rudolf Steiner's

insights about the growing child, informed by the teachers' ongoing study of anthroposophy and their professional development in Waldorf education. The faculty of the school works collaboratively and cooperatively to develop, refine, and periodically review the educational program. Individual teachers work creatively with curricular, pedagogical, and assessment components of the program out of freedom and in a way that serves their individual students, the class as a whole, and the school community. This work reflects and respects the shared educational understandings and agreements of the faculty.

### **Tuition Increase Proposal**

- Carolyn Raschke provided the group with an updated proposal from the Finance Committee for a 6% increase that is possible because of two grants recently received: \$45k from the State of Michigan Child Care Stabilization Grant and \$65k from the Emergency Assistance for Non-Public Schools grant. A 6% increase 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.
- A motion to approve a 6% tuition increase for the 2022-23 school year was made by Knut Hill with support from Tim Standke. There were no dissensions and the motion carried with proxy votes in support from Gary Banks, Paul Trombley and Heather Rindels.

### **Administrator's Goals**

- Sian Owen-Cruise noted that the pandemic is having an impact on one of her goals to engage faculty and staff in the wider community but mentioned that there has been good progress on critical goals.

### **Year-to-Date Financial Review**

- Carolyn Raschke provided additional detail to the reports as distributed in the meeting packet.

### **New Business**

- The Board was informed of challenges facing the Middle School sports league.
- The Finance Committee presented the idea of an opt-in multi-student discount that would bolster retention. The original request for this came from the Admissions department. Carolyn Raschke provided an estimate on the number of families this would impact along with a projected cost. Some discussion followed; both support and concern were expressed.

**Other Business - none**

A motion to adjourn the meeting was made by Elizabeth Head with support from Tim Standke. There were no dissensions and the motion carried. The meeting was adjourned at 7:11pm.

**2021-2022 Board Meetings**  
January 12, February 2, March 2,  
April 13, May 4, June 1 (Annual Meeting)