

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees
Wednesday, November 1, 2017**

Present: Gary Banks, Dilip Das, Cindy Harrington, Daryl Honor, Knut Hill, Jim McCauley, Mike McFall, Bob Rajewski (via phone), Don Remboski, Heather Rindels, Tim Standke

Excused: John Schramm

Others Present: Sian Owen-Cruise, Carolyn Raschke

Don Remboski called the Board of Trustees meeting to order at 5:40pm.

Approval of Minutes

- The agenda as distributed was reviewed.
- A motion to approve the revised minutes from the Oct 2017 meeting was made by Daryl Honor with support from Mike McFall. There were no dissensions and the motion carried.

Administrator's Report

- The Administrator's Report was reviewed as distributed. No major enrollment concerns compared to budget.
- Marketing is now being run by the Administrative team. A large group from many areas of the school has been formed and is working well.
 - A new Marketing Plan will come to the Board in December.
 - Our social media presence is being reviewed through the UM School of Information Systems.
 - We have implemented a wider presence in the area – Observer, NPR, bus advertising, new publications, more US-23 north presence
 - A parent group is needed for feedback and input 2-3 times per year and for us to solicit professional advice
 - The search for a Marketing person for 2018-19 will begin as soon as the job description is more defined
 - The Administrative team is doing work above and beyond regular work, strong meetings, strong advertising look
 - Website and visual impression of the school will be changing also – 12 weeks planning
 - Using Google analytics on our website and we can track if interest is from ads based on timing
- Retention and Parent Education Progress

- Funds are being requested in 2018-19 to address student retention through a series of parenting presentations – social media, discipline for young people, Waldorf education, more
- Update on Waldorf 101 classes offered – 20 EC families attended, well received

New Business – Board Resolution for City of Ann Arbor Easements

- The City of Ann Arbor Easement resolution was reviewed by the group.
- A motion to adopt the City of Ann Arbor Easement resolution was made by Knut Hill with support from Tim Standke. There were no dissensions and the motion carried.

2018-19 Tuition Increase Proposal

- Carolyn Raschke introduced the 2018-19 Tuition Increase Proposal and Dilip Das requested that the group focus its discussion on questions first and a general question and answer session proceeded.
- The group asked for College of Teachers input. Gary Banks responded that the College has been apprised of this increase and is mainly interested in the possible number of non-returning families.
- The last increase over 10% was in 2008-09 and 8-10 families were affected.
- For the 2018-19 increase, Administration will be proactive with families who may be affected.
- Historical background on tuition and tuition assistance increases was given by Don Remboski and Bob Rajewki.
- A set of Talking Points is necessary for Board and faculty:
 - Net zero budget
 - Enrollment
 - Reasonable annual salary increases
 - Eurythmy/Educational Support funds
 - Increase in Tuition Assistance
 - Change in Tuition Assistance application timing for returning families
 - Additional LS parking
- Sian Owen-Cruise noted that an Educational Support assessment will be done by Jeff Tunkey in February 2018. This will not be an evaluation of teachers but of the support system itself from PreK-12.
- Feedback from the College of Teachers on tuition increase:
 - Young families may not be able to return
 - This may create a less diverse community
 - How to create a 100% scholarship

- The College understands and agrees with the need to support the program better, Grade 8 trip funding, Eurythmy and remedial work
- Dilip Das requested full support from the Board for the tuition increase.
- Knut Hill asked whether our percentage of tuition assistance was comparable to other schools listed in the data provided by the Finance Committee. This information is not available.
- Knut Hill suggests that community meetings be held so that parents can voice opinions and receive more information
- The Board acknowledged that the 2018-19 tuition is in synch with local competition and that it is highly confidential until a formal announcement is made to the community.
- A motion to approve the 2018-19 tuition increase was made by Knut Hill with support from Mike McFall. There were no dissensions and the motion carried.
- Knut Hill noted his appreciation for the amount of effort by the Finance Committee.

Waldorf Study – AWSNA Shared Principles – tabled until next meet

2017-2022 Strategic Plan Update – tabled and Sian Owen-Cruise will update with individuals

Administrator Search Update

- The Administrator PreK-12 job description has been updated by Sian Owen-Cruise and the College of Teachers and distributed to the Board.
- The Administrator Search Committee has heard Sian Owen-Cruise's feedback on the Administrator position and also has been informed that she is interested in the position.
- Sian Owen-Cruise has been offered the position and she has accepted.
- The Hiring Committee requests that the Board do the following:
 - Approve the Administrator Job Description
 - Recommend Sian Owen-Cruise as Administrator PreK-12 subject to concurrence of the College of Teachers
- Sian Owen-Cruise was thanked for her work that continues to strengthen the school and the Administration.
- A motion to approve the Administrator Job Description and offer Sian Owen-Cruise the position of Administrator contingent on College of Teachers approval was made by Dilip Das with support from Tim Standke. There were no dissensions and the motion carried.

- It was noted that another vote would be necessary if the College of Teacher has substantive changes to the job description.

A motion to adjourn the meeting was made by Gary Banks with support from Jim McCauley. There were no dissensions, the motion was approved and the meeting was adjourned at 7:05pm.

Board meetings for 2017-18 are scheduled for December 6,
January 10, February 7, March 7, April 4, May 2, June 6