

**Rudolf Steiner School of Ann Arbor – Minutes of the Board of Trustees  
Wednesday, July 12, 2017**

**Present:** Paul Conahan, Dilip Das, Cindy Harrington, Daryl Honor, Jim McCauley, Don Remboski, Knut Hill (via phone until 6:10pm), Mike McFall (voted in and attending) John Schramm, Tim Standke

**Excused:** Dilip Das, Heather Rindels

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

**Don Remboski called the Board of Trustees meeting to order at 5:47pm.**

**Approval of Minutes**

- The agenda as distributed was reviewed.
- Dilip Das suggested a revision to the June minutes. A motion to approve the revised minutes from the June 7 meeting was made by Daryl Honor with support from John Schramm. There were no dissentions and the motion was approved.

**New Business**

- Cindy Harrington announced that she would continue as College Chair for 2017-18 and thanked the group for its support.

**Administrator's Report**

- The Administrator's Report and Enrollment Dashboard as distributed were reviewed.
- Sandra Greenstone informed the Board that the Admissions Coordinator is conducting a survey of families who left the school or who didn't enroll after touring. The findings will be reported soon.
- Enrollment for 2017-18 is currently 317 with 5 over in the HS and 18 under in the LS. Early Childhood is expected to meet budget and have a wait list.
- It was also noted that the 2018-19 budget process by the Finance Committee in the fall will include a full analysis of tuition assistance for Early Childhood and whether the up to 50% award can continue.

**New Board Member – Mike McFall**

- Don Remboski formally introduced Mike McFall, a parent of 2 children at the school and a community businessman, to the group as an overwhelmingly

positive person who cares deeply for the trajectory for the school. Mike McFall then commented that he has grown to enjoy the school community greatly and is interested in making it a healthy environment for his children and the community.

- Mike McFall was asked to step out of the room and a vote for membership was taken.
- Tim Standke moved to approve Mike McFall as a new RSSAA Trustee. Knut Hill supported. There were no dissentions and the motion was approved.
- Mike McFall's three-year term will be 2017-2020.

### **HS Expansion Update**

- Paul Conahan stated that we are on track for loan/bond funds with BOAA. The BOAA Bond Committee meets July 13 and formal bank approval is expected on July 18.
- The group was reminded of the two phases of the HS project: 1) fully finished gym and shell classrooms and 2) fully finished classrooms. Paul Conahan noted that the school can make a loan application to fully fund both phases based on the construction estimate. This may be another option for us.
- Sian Owen Cruise remarked on next steps regarding the site. A construction fence will go up first. The silt fence is up, the oak tree has been taken down. The Quonset Hut has asbestos but will be taken down. Some sewer pipe needs to be replaced because it is not correct for under a building. The foundation will be the first thing installed along with the parking lot in order to give the construction team a place to park.
- Paul Conahan noted that the bond issue will take up to 1 ½ months after approval. Trustees will be notified via email after the Bank of Ann Arbor meeting on July 18.
- Knut Hill asked whether full Board approval is needed for the higher loan amount to complete Phase I and Phase II. Paul Conahan clarified that the Executive Committee is able to finalize this decision because the Board approved a resolution giving the Executive Committee full latitude to increase the loan amount in order for the project to get done.

### **College of Teachers Updates**

- Continuous Improvement: Cindy Harrington reported that the Continuous Improvement Plan work continued through the end of the school year College meetings. Cindy Harrington noted that more work through the summer is planned.
- Sian Owen Cruise commented that the Continuous Improvement group realized that a strong pedagogical presence was missing in the HR processes

that the Leadership Team handled in 2016-2017. Moving forward, there will be a 3-person decision group instead of a 2-person group. The Coordinator, Faculty Chair and Pedagogical Chair will form the 3-person group.

- The Continuous Improvement Group also identified the need to establish regular communication with the Pedagogical Integration Team and noted that the Pedagogical Chair will also attend faculty meetings.
- Sandra Greenstone commented that Sian Owen-Cruise is enthusiastic about helping our curriculum be a continuum as Pedagogical Chair. The Chair will analyze how the curriculum flows from EC to Grade 12 and educating our parents also.
- Sandra Greenstone also commented that she has been listening to the Faculty closely this year. The Leadership Team Model was not tested when it was adopted and the Faculty has been speaking clearly about how they hold the school, their emphasis on consensus, and the faculty's role in key decisions. Sandra urges the Board to listen and care. Our Faculty needs to feel supported and happy and feel that we are in a governance system/model that they can stand behind.
- Knut Hill stated his support of Sian Owen-Cruise in the Pedagogical Chair role and noted that Waldorf Administration can be isolating. Is there a Leadership Team Model with a Pedagogical Chair at other schools? Is there any special training for Leadership Team members? Sandra Greenstone commented that the HUB group has been HR trained and ongoing training is necessary. Sian Owen-Cruise informed the group of two organizations focusing on Waldorf Administration: Sunbridge and Leading the Spirit.
- Paul Conahan supports collaboration between the Board and College and asks how is this accomplished? Cindy Harrington commented that College members need to attend Board meetings.
- Part of the conversation – we only have the governance system that we are invested in. Encouraging faculty to work on committees and join board.

## **Resolutions**

- MHSAA (for Athletics) - The Board of Education/Governing Body hereby delegates to the Superintendent or his/her designee(s) the responsibility for the supervision and control of said activities, and hereby accepts the Constitution and Bylaws of said association and adopts as its own the rules, regulations and interpretations (as minimum standards), as published in the current HANDBOOK as the governing code under which the said rules, regulations, interpretations and qualifications. In addition, it is hereby agreed that schools which host or participate in the association's meets and tournaments shall follow and enforce all tournament policies, procedures and schedules. This authorization shall be effective from August 1, 2017 and

shall remain effective until July 31, 2018, during which the authorization may not be revoked.

- A motion to approve the MHSAA resolution was made by Daryl Honor with support from John Schramm. There were no dissensions and the motion was approved.
- Organizational Authorization to Transfer – this Charles Schwab resolution names Carolyn Raschke as representative of Rudolf Steiner School Association and enables her to sign as owner on behalf of the school for the transfer of donor funds for the capital campaign challenge gift.
- A motion to approve the Organization Authorization to Transfer resolution was made by John Schramm with support from Paul Conahan. There were no dissensions and the motion was approved.

**2017-2022 Strategic Plan Work** – deferred until next meeting

Don encourages everyone to read and familiarize themselves with this in light of any discussion items talked about tonight.

**Other Business**

Cindy Harrington informed the group that she will continue as College Chair in 2017-18. Cindy Harrington was formally thanked by all Trustees.

A motion to adjourn the meeting was made by Paul Conahan with support from Daryl Honor. There were no dissensions, the motion was approved and the meeting was adjourned at 7:25pm.

Board meetings for 2017-18 are scheduled for August 2, September 6, October 4, November 1, December 6, January 10, February 7, March 7, April 4, May 2, June 6