



Board of Directors Monthly Meeting
19 February 2015, 6:00 –9:00 pm
2904 W. Kiowa St., Colorado Springs, CO 80904

MINUTES - Approved March 15, 2015

1. Call to Order – 6:00 – 6:10
 - a. Roll Call - Blair Cano, Laurie Ristig, Sandra Johnson-Benning, Marty Schneider, Eva Manz-Jackson, Melanie Chadwick, Christie-Marie Butler, Jason Guerrero, Evelyn Cortez-Ford, Ethan Hemming, Terry Croy-Lewis
 - b. One word check in & read Mission Statement

2. Public Comment
 - a. Raj Solanki - Asked whether we are a community of cooperation or dominance?
 - b. Rita Issagholian - Question for Ethan Hemming. Rumor running around school that if there is a change in directors or organizational structure CSI will come and shut us down. Can that issue be addressed tonight at some point? Comment for the board - There is vagueness in the language of the by-laws. For the benefit of our school, the community has asked the board to step in and be appreciative for the lack of safety our faculty experience, and the uncertainty parents feel. Why isn't the current admin is not being supervised more directly by the board? The board should be more involved while we are in a crisis.
 - i. Ethan Hemming (response) - CSI will refer to statute. What you are referring to is "revocation". It is highly unlikely that it will happen, but it can happen. Health and Safety issues, financial malfeasance, or evidence that suggest the school will run out of money are reasons for revocation. It's less likely in terms of academics, but it could happen. Our first concern for Mountain Song is the academics. In year-three of the turnaround if we don't get out, could that result in a non-renewal, absolutely. On top of that the concerns that have come to my attention is the governance. The board wanting to shift from one leader to another is a red-flag that goes off in my head. There are certain warning-signs that correlate with failure. I don't think that's the situation here, but looking at the variables in this situation it could happen. Second, I would urge you to think carefully about the delineation of roles. What you are asking is concerning. When a board is concerned in operations, something is wrong. I hope that helps.
 - c. James Dean McDermott - When we had the Town Hall, I had gone with the understanding that this was a place where things were going to begin to mend, where apologies might be made, and staff would end up feeling better. People left not feeling good. Then, we met faculty with a mediator. On a personal level, again I felt worse...maybe much worse after our meeting. I just don't know if

that's the last step? I don't know if mediation is even possible or a reconciliation is possible.

- d. Tricia MacGruder - The reasons you gave why CSI would close a school, those issues are real right now. They are real because of the admin that we have. Safety - we aren't having drills. I hope that the board is being communicated with by parents.
3. Waldorf Education- importance of handwork in Waldorf Education (Postpone until meeting TBD)
 4. CSSI visit feedback with visiting guests: Ami Desai, Kelly Rosensweet, Ethan Hemming, and Terry Crow-Lewis.
 - a. Amy Descai, Kelly Rosensweet present from CSSI
 - i. The report identifies things that are repeated three or more times in their interviews and findings. Every new charter school has a lot of areas to improve upon. This is a document that can be used to guide strategic planning moving forward. It's based on the ten standards CSSI views, and looks at how schools implement the standards. The rubric is 120 pages. Board members will receive an electronic copy.
 - ii. Board Report - The first part will mark commendations. The second will identify Major themes specific to the board. The rest of the report will lay out themes with specific recommendations.
 - b. Ethan's feedback - We don't use this as rated evaluation, but rather use it as constructive feedback for the school. My advice is to triage and prioritize what should happen when. Recommended focus:
 - i. Fiduciary responsibility, we need to be a viable operational entity.
 - ii. Staff and leadership evaluation system.
 - iii. Alignment between Waldorf and public school curriculum lacking. Everything is in the view of performance management.
 5. Operational Report (Postpone until meeting TBD)
 - a. Director's Report
 - i. Pedagogical Director/support
 - ii. Credit card Policy update
 - iii. Communications Policy
 - iv. Social Media Policy
 6. Board Report & Action
 - a. Policy revision updates (Postpone all policy updates until meeting TBD)
 - I. Hiring/Termination Policy- Laurie
 - II. Communications Policy- Melanie/Eva
 - III. Kindergarten acceptance policy update- Sandra
 - IV. Grievance policy & Form (what constitutes a grievance?)- Marty
 - V. Director's evaluation-Blair
 - b. Vote
 - i. Motion to make Laurie Ristig the Vice President - Motion: Christie-Marie Butler, Second: Melanie Chadwick. Motion Passes.

- ii. Vote for Greg Augspurger for position of Treasurer. Motion: Christie-Marie Butler. 2nd: Marty Schneider. Motion Passes. Motion passes with one negative vote.
- iii. Vote for single track or double track going forward into 2015-2016 - tabled until next meeting.
- iv. Motion to accept the financial reports as presented. Motion: Marty Schneider, 2nd Christie-Marie Butler. Motion passes.
- c. Financial Report - approved for a \$60k loan by CSI to cover a cash-flow issue. This is not a systemic financial issue. The loan will be re-paid in full by the end of the fiscal year. Financials were not presented until the meeting. In future meetings financials will be emailed prior to the board meeting.
- d. WAC committee update (tabled until next meeting)
- e. SAC committee update (tabled until next meeting)
- f. Parent Council update (tabled until next meeting)
- g. Recruiting New Board Members (tabled until next meeting)

7. Other Business

- a. 6pm Wednesday, February 25th - Next board meeting to cover all items not covered during this meeting.

8. Adjournment

- a. Remaining Board meetings— 3/19/2015; 4/16/2015; 5/21/2015; 6/18/2015
- b. Motion to adjourn - Motion: Marty Schneider, Second: Eva Manz-Jackson. Meeting adjourned at 8:55pm.