



Board of Directors Monthly Meeting
15 January, 2015 6:00 –8:00 pm
2904 W. Kiowa St., Colorado Springs, CO 80904
Room #20 on lower level

MINUTES - Approved 2/25/2015

1. Call to Order – 6:02pm
 - a. Present – Dr. Evelyn Cortez-Ford, Erin Bay, Laurie Ristig, Jack Roberts, Eva Manz-Jackson, Melanie Chadwick, Blair Cano, Scott Levy, Marty Schneider, Linda Johnson, Gina Budler, Jeremy Tackett, Kalysta McClaughry, James Dean McDonald, Melinda Murphy, Mary-Ann Corey, Jennie Fuhrman, Kristi Hayes, Jesse Rochette, Dan Kurschner, Ben Miller, Alisia McCabe, Brandy Robinson
 - b. One word check in & read Mission Statement

2. Public Comment
 - a. Gina Budler – Kindergarten Tuition Fee – Concerned about using READ act money to support tuition-free kindergarten. She is worried that we would be beholden to the READ act. What direction do we want to take the school in?
 - b. Jeremy Tackett – The Waldorf methods are what brought him here as a parent. He feels we can align the State standards with Waldorf methods. We need an agreed disciplinary policy. Jeremy is concerned that some people who have come here for Waldorf education are taking their children out. He'd like to know if the board originally had a design for job responsibilities for the school Director, would the Pedagogical Director position still exist? He wants an open-door policy with a pedagogical director, and he wants to know who is doing what jobs. There are two ways this school can close. 1 – Turnaround status. 2 – The teachers leave because they are not heard. The time to do the work is now.
 - c. Erin Bay – Kindergarten – Speaking as a parent, she knows of many families who are struggling who would benefit from free kindergarten. She knows there are other Waldorf schools that take READ act money, and use it in their kindergartens. We need a dialogue on how we can utilize this money without compromising our values and commitment to Waldorf pedagogy.
 - d. Mary-Ann Corey – She is concerned with her old class because she found out we are losing some very supportive families. She is wondering if she should put her five-year-old in the school next year.
 - e. James-Dean McDonald – A lot of the heart has gone out of certain areas in this school. He is wondering if the intention of Friday early release is that it would look like, and be, a Waldorf faculty meeting? That would be the thing that re-enlivens us. Maybe we are on track after this week for making some changes. We need the faculty meeting to be really valuable. Is this a Waldorf Faculty meeting, or just putting out fires?

3. Approval of December 18th minutes – postponed until next month
4. Operational Report
 - a. Director's Report
 - i. UIP – The draft is submitted, and should be approved by March. There may be some tweaks here and there, but the timeline has been accepted by the State.
 - ii. February faculty training – Three-day professional development. We are working from a framework of teachers creating what this will look like.
 - iii. Site visit update/prep – Jack has made a schedule for interviews, and will be reaching out soon to share the schedule. Please let Jack know by next Wednesday when you are available to meet. The interviews are more like a conversation about the work we are doing. The board should be familiar with Standards 9 and 10.
5. Board Report & Action
 - a. Policies that need revision
 - I. Hiring/Termination Policy- Laurie will sit down with Pete and revise this policy. She will then send them to Jason at G&G to proofread and give feedback.
 - II. Communications Policy- Melanie/Eva will revise these
 - III. Kindergarten acceptance policy update- Sandra will be creating/revising this.
 - IV. Grievance policy & Form (what constitutes a grievance?)- Scott/Marty will review and revise
 - V. Data consolidation from Phase 1 of Strategic Planning session- Blair will compile this data. Laurie and Blair will meet to compile questions for a Survey Monkey so that we can get feedback from other stakeholders before moving forward with the second Strategic Planning Meeting.
 - VI. Director's evaluation- Terry was not happy with the evaluation rubric in the charter, so Blair will be revising this.
 - VII. Discipline Policy – Jack has engaged Kim John Payne who has helped Waldorf schools create Disciplinary Policies. He will be here in April, but Jack will work on it ahead of time, and will have a draft ready for next board meeting.
 - b. Finance Committee update
 - i. Single track vs. double track financial implications – The board does not feel that it is ready to vote on this issue during this meeting. We will be reviewing the financial and programming implications before the next board meeting, and will vote at the February board meeting. The board is leaning toward single-tracking, while keeping our current double-tracked classes double-tracked.
 - ii. Kindergarten – The board has considered offering kindergarten tuition-free beginning in January, and also re-imbursing the 2nd year

kindergarten students from this year from the beginning of the year. We are concerned about using READ act dollars for a play-based kindergarten, and do not want to compromise the pedagogical direction the Waldorf kindergarten takes. We are also concerned that 2nd-year full-day kindergarten families are being penalized for gifting their child the second year they need developmentally. The board is eager to move forward, but only if we are utilizing dollars from the General Fund, and *not* Read act dollars.

Motion to refund 2nd-year kindergarten students the tuition they have paid from the beginning of the 2014/15 school year to present, and to eliminate tuition for ALL kindergarten full-day students moving forward, utilizing monies from the General Fund to cover these costs. Motion: Scott Levy, 2nd: Marty Schneider . Motion passes.

- iii. Building implications for 3-5 year plan – We can double-track for one more year, and then will not fit in our building. This again pushes us toward single-tracking.
 - iv. Credit card policy - Scott is proposing we move our bank account from Ent Credit Union to First Bank of Colorado. The rates are better, and they do not require an individual to sign or be fiscally responsible for the credit card. The school entity takes on that responsibility. We will also add several key personnel to have access to this account.
 - v. Attrition Policy – We need to write policy on when we re-fill open slots in classrooms during the course of the year, and for what grades.
- c. Facilities committee update – No Facilities Committee meeting this month. The Facilities Committee will reconvene after the single-track/double-track decision is finalized. Lincoln and Bates are both available for sale again.
 - d. WAC committee update – The meeting was re-scheduled to next week.

6. Other Business

- a. We would like to follow-up with Mountain Phoenix re: aligning state standards with Waldorf methods. Laurie will reach out to see if this work has been accomplished. If not, she will call George Hoffecker to ask if he can make recommendations for this work. The idea of joining forces with other Colorado Waldorf Charters to share the cost of this work was proposed.
- b. The Board Interview with potential board member Christi-Marie Butler was shared, and credentials were again reviewed.

Motion to accept the nomination of Christi-Marie Butler to join the Mountain Song Board of Directors effective immediately. Motion: Scott Levy, 2nd: Laurie Ristig. Motion Passes.

7. Adjournment

- a. Remaining Board meetings— 2/19/2015; 3/19/2015; 4/16/2015; 5/21/2015; 6/18/2015
- b. Motion to adjourn at 7:54pm. Motion: Scott Levy, 2nd: Laurie Ristig. Motion Passes.