



Board of Directors – Regular Monthly Meeting

18 December 2014 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 – 6:03pm
 - a. Present – Laurie Ristig, Evelyn Cortez-Ford, Kalysta McClaughry, James Dean McDonald, Eva MAnz-Jackson, Blair Cano, Jason Guerrero, Scott Levy, Erin Bay, Jack Roberts, Christie-Marie Butler, Marty Schneider, Melanie Chadwick, Sandra Johnson-Benning, Anne Ritollo, Ian Kallenbach, Gina Budler
 - b. Check in & read Mission Statement

2. Public Comment— 6:10-6:30
 - a. James – Wanted to get clarity on what the remaining professional development budget is, both for the retreat (Professional Development Committee) and for ongoing Waldorf training. He also voiced the need for a Pedagogical Director or somebody who can speak from a place of experience about Waldorf education consistently for the staff. In the recent professional development survey to the staff – Top four needs: 1. Waldorf Pedagogy (building Waldorf curriculum), 2. Activities and Strategies, 3. Child Development work, 4. Inner (self) Development work.

3. Approval of November 20th minutes. Motion to approve November 20, 2014 minutes as written. Motion: Scott Levy, 2nd: Marty Schneider. Motion passes.

4. Operational Report 6:30-7:00pm
 - a. Director’s Report
 - i. Finance (Jason Guerrero from G&G) – School leadership (Finance Committee) will be performing a revision to the budget in January. Reviewed the November Balance Sheet compared to the previous year, November P&L Budget vs. Actual, and the November 2014 Check and Credit Card Registers (see handout).
 - ii. Unified Improvement Plan (see handout) – Our action plan was approved. Evelyn and her team identified our priority challenges (in Writing, Mathematics, and Reading). The plan includes creating a “guaranteed and viable curriculum” intentionally for K-7th grade utilizing Waldorf methods. The action plan and timeline are in place and ready to utilize beginning in January.
 - iii. Progress we’ve made this year – Just to review the things we have done this school year, Evelyn compiled a list of things we have accomplished

thus far, and items currently in-progress. The list is substantial (see handout).

- iv. Single track vs. double track – Switching to single track creates a one-million dollar difference in PPR. The board will be reviewing the budget at the January Board Retreat, and looking into several options to include beginning to single track next year for 1st grade and indefinitely into the future, single tracking for a specified number of years until turnaround status is over and the school is in a place financially and has a solid foundation for growth, etc.

5. Board Report & Action

a. Policy & Procedures Review

- I. Hiring Policy – Blair received a draft from Jason that she is revising and will share with the board in the near future.
- II. Communications Policy – Blair is also working on drafting the communications policy.
- III. Charter conversion to a Power Point to be accessed by the faculty and parent population – covers the highlights of the charter so that the general public can have an understanding of the charter contract without reading through the entire lengthy document. Blair is proposing this, and will update the board on the status of this endeavor.
- IV. Director Review Committee – This committee has been formed, and is meeting this Saturday morning, and again Jan 2nd. Committee members will evaluate Evelyn from the parent/staff/board member perspectives.

b. Recruitment of new Board members update - Christie-Marie Butler and Ian Kallenbach are both interested in joining the board. Laurie and Eva will schedule interviews with both before the board retreat.

c. Finance Committee update – Finance updates were already covered by Jason Guerrero. Dates for committee work is going to be moved closer to the board meeting dates in order to give the board a more up-to-date financial picture during our meetings. The next committee meeting is moved to Friday, January 9th at 10am.

d. Facilities committee update – As it stands, whether we single or double track next year we will fit in this building. The facility search has been halted until the committee has a clear understanding of the future needs of the school.

e. WAC Committee – Discussed onsite teacher training, the need for a pedagogical director, and the possibility of starting a book study based on the lectures of Steiner.

6. Other business 7:30-8:00pm-

- a. Finalize Board Retreat for the year – January 11th, 2014 from 9am-4pm. Laurie will book a location and inform the board once it's booked.

7. Adjournment

- a. Remaining Board meetings— 1/15/2014; 2/19/2014; 3/19/2014; 4/16/2014; 5/21/2014; 6/18/2014

- b. Motion to adjourn at 7:52pm. Motion: Laurie Ristig, 2nd: Sandra Johnson-Benning. Motion passes.