

Intro Session 8:30 am

A1. Call to Order: 8:34am, Attendance: Hillary Mizia, Amy DeVries, Jon Pointer, Tim Weinmann, School Director: Liv Helmericks, Pedagogical Chair: Nancy Sexton (approved absent), Faculty Rep: Barbara Albert, and Business Manager Sarah-Gennie Colazio. Guests: Greg Hirschi and Denise Morrison, Abby Keeler (asked to join at 8:45am)

A2. Approve Minutes: Approved

A3. New Business: No new business

A4. Approve Agenda: Approved

A5. Reading Our Mission: Cultivating the Creative Mind: Tim read a new version he is playing with.

Mountain Sage Community School offers Waldorf-inspired, arts-integrated education, fully incorporating sustainable living practices into student learning. Each child will be empowered to cultivate meaningful connections to their intellectual, physical, emotional, social and creative capacities in healthy, safe and beautiful learning environments. Through a supportive community of peers, parents and teachers, each child will become a confident, self-directed and engaged learner, invested in their own education.

A6. Public Comment - 3 minutes per person - limit 20 minutes total:

Denise Morrison(Parent) came to discuss the lack of a Math Teacher for the 6th grade. She expressed her thoughts on needing to better ready the Middle School students for traditional High School. She also feels the Middle School curriculum is moving away from our Waldorf roots.

Note Ariel Witt has resigned from the Board

Business Session 8:35 am

B1. Consent Agenda

B1.1 GP 3.8 Self-Monitoring Process

Questions asked: Does 'sponsor' mean authorizer? Yes, or District.

Changes to be made: Adopted date. Remove #3 and note that the monitoring schedule will be annually and reflected on the Board Calendar.

B1.2 GP 3.9 Mission

A different version was offered by Tim. For now the current Mission will be adopted.

A discussion of changing the Mission could be had at another time.

Changes to be made: Adopted date. Add missing period.

B1.3 GP 3.7 Investment in Governance

Questions asked: What is meant by Board Ends? Ends is a typo to be deleted.

Changes to be made: Adopted date. Ends typo and typo in #3 to say 'Each April'

B1.4 GP 3.6 Board Committee or Liaison Principles

Questions asked: Who is the superintendent? The School Director

Changes to be made: Adopted date. Superintendent and/or Principal will be amended to School Director. #5 will be amended to say all committee expectations etc., will be stated in Committee Charters.

B1.5 GP 3.5 Board Members' Code of Conduct

Questions asked: Shouldn't we be consistent with directors, members and trustees?

All directors and members will be amended to trustees. Should we mention ex-officio regarding employees serving on the Board? No, employees will not be on the Board of Trustees. The School Director, Pedagogical Chair and Faculty Representative will be required Advisors to the Board of Trustees per updated MSCS by-laws. Advisors and will be held to the same agreements all Board trustees are held to.

Changes to be made: Adopted date. All directors and/or members will be amended to trustees. Consumer will be amended to guardian. Principal will be amended to School Director.

B1.6 Needed extra: ADD 4.6 New Board Members

Questions asked: Can all trustees see a resume or set of skills prior to the meeting?

Yes. Can the President summarize the phone interview in writing? Yes. Would we still have a Q & A at the meeting? Yes.

Changes to be made: Member to be amended to Trustee. A combination of the old and new process with an intent to streamline the addition of new Board trustees was discussed.

The Board consented to items B1.1-B1.5 with the changes listed above. B1.6 will be updated and brought again for consent at the next meeting.

B2. Discussion Items

B2.1 2016 Budget

B2.a Projections: Options discussed to resolve the projected deficit were increasing class size, fundraising for non-recurring expenses, paring back on salary increases, revisiting lease space, revisiting 6th grade class, and revisiting some of the new proposed positions. The need to look at a long term budget model was discussed. The Board looked in depth at the proposed salaries and new positions. Other revenue streams discussed were aftercare revenue, Read Act revenue, the homeschool program and fundraising in order to pre-pay our facility lease. A revised budget will be discussed at the next meeting.

The priorities discussed were: 1. salary increases 2. new lease space 3. new positions with some new positions possibly prioritized before the new lease space.

A question was asked about including a facility fee as a line item on the budget. Sarah-Gennie suggested that would look too much like a tuition fee.

Jon Pointer moved that the Board support the proposed solution to increase all class sizes (except Kindergarten) from 24 to 26 students.

Tim Weinmann seconded the motion

The motion was unanimously approved.

The Board is focused on having a solid marketing plan in order to fill classes and gain revenue from additional students. A revised budget will be discussed at the next meeting.

Greg leaves: 9:33am

B2.b Staff PTO carry over: The Board discussed. A proposal will be coming to the next meeting which will suggest allowing unused PTO to rollover into sick time.

Sarah-Gennie leaves: 9:43am

B2.2 Fund Development

B2.a Plan check-in: Ariel held homeschool and lease (infrastructure) and after school care. Probably not much to report on that area right now. A homeschool meeting will happen in early February. Amy updated the Board about Annie Krieg taking over the writing of grants. Amy has been and will continue to research grant options with a focus on professional development and facilities grants. Annie would want an hourly fee. Liv will need to decide how many hours we can afford. Tm updated the Board on Fundraising. The subcommittee currently includes Monica Corrado, Kay Batey-Weber and Ariel Witt. They will meet in early February. Hillary updated the Board on donor development. She has reached out to MS moms on the Facebook page and asked for donor names. Hillary will reach out to the greater MS school community to further develop a database. Hillary is also looking into explainer video software that could be used to send messaging to parents about the budget focusing SCRIP, a monthly donation and other items. Jon updated the Board on the RiverSong group he has developed. They would like a tour of school.

Denise leaves: 9:52am

B2.b Development Coordinator: This position is in the hands of budget priorities.

B2.3 Marketing Outreach: The Board discussed the need of a marketing calendar.

B2.4 UIP: The UIP is waiting for feedback from CDE. The administration is focusing on professional development within Math and continuing to find ways to support teachers and students throughout the testing process. Early literacy needs to be focused on because of our play-based kindergarten. We want prospective parents to hear a strong message that we have a thriving early literacy program.

B2.5 Enrollment Policies: The Board discussed founding family status. It was decided that a period of 2 years of service on the Board (beginning up to 2 yrs prior to opening), 100 documented volunteer hours or a combination would result in Founding Family status.

B2.6 Board Development

B2.a discussion with Bill Bethke: Hillary and Liv met with Bill Bethke to discuss having him become legal council for MSCS. He will be working on some new by-laws that will help to move us from a membership to a non-membership Board. A conversation with PSD so they are aware and on board with the changes will be needed. Bill noted that Ex-officio members do count towards a quorum and are included in open meeting laws. Because of this, all staff will be removed from official board status. School Director, Pedagogical Chair and Faculty Representative will be Advisors to the Board. These Advisors will be held to the same agreements the trustees of the Board are held to.

B2.b candidate check-in: Gregg Hirschi joined part of the meeting to see if he would be a good fit for the Board. Hillary will meet with him on Friday. Hillary has had some other conversations, but no candidates as of yet. Amy Molina (school psychologist) has spoken to Liv about her interest.

B2.c consensus for public school boards:

The Board discussed traffic flow issues. Parking and traffic flow will be added to discussion for next month.

B3. Action Items

1. School Fees Presentation: decide board or school admin: The decision is that the Board supports the school fees, but they will be shared by the Administration. A Registration Day will be held at end of this school year and again in August.
2. Subcommittee for Liv's review: decide members:
3. Board Meeting Day/Time: decide on new day/time: The Board decided to meet on the 4th Thursday of every month from 8:15am to 10:45am beginning February 25th.

Closing Session 10:55 am

C1. Review All Action Items

C2. Move to Adjourn: 11:01am

C3. Closing Verse: *Steadfast I'll stand in existence. With certainty I tread life's path. Love I cherish in the depths of my being. Hope I place in every deed. Confidence I place in every thought. These five guide me through existence. These five guide me to the goal.*