

difference in the world. I had no idea that Allison felt like it was a witch hunt for her job. I don't know what has happened, I don't have communication with my teachers and I feel like I am being prosecuted by the community and the teachers. I feel like I want to go and I don't have the heart because I love this school. I just want you to be aware of how it was handled in such an ill way. The conception is that I went after Allison and that is not what happened. I think that having a director in a position with more of an emotional attachment to this situation would have solved the issues sooner. **Dan Beck** I signed up also on the sign in sheet, because I had some concerns with the way things were handled, I want to commend the board on the way that this was handled and how the board listened to everyone and commend you (Jessica) on coming in and writing letters. It sounds like some turned it into a sporting event with a winner and a loser. If we all cut each other a break and see that we are working towards a school that upholds our values. What I heard afterwards was the ignorance of how people think and now we have the potential of having a climate where people will not come forward with any complaints. I feel weary and defeated because if we have disagreements we need to solve them like adults, that is actually healthy and I thank you Joe for stopping some of the backlash. It blows me away that this is happening. **Jessica Robinson**, Matt Dusek came to my child's god parent and said he was A.D.D. and needed to be medicated. That is totally not true and they should not be saying things like that, whether it is true or not. **Lynn Sullivan** I was not at that parent council meeting, being told that we don't need your help or want you to volunteer is not what we as a board want. **Dan Beck** Jessica Robinson was told that she was not allowed to MC the auction. Ted Trujillo was told by a faculty representative, speaking for the faculty, that Jessica could not MC the Auction. **Jessica Robinson**, I requested that I have a chance to speak to the faculty and was told by Matt Dusek that they were not giving it another thought and putting it behind them. **Katherine Holden** I appreciate you coming forward and bring your concerns and we will be discussing how we can best help to alleviate this situation. **Alyssum Barber** Can I speak as a faculty member, as a group we are wanting to move forward, we don't want this divisive allusion to be there, we are very busy with our own classrooms. We do not want to hold grudges, as a faculty we are setting out to hold Jessica and Jaden with love and respect. I feel like the faculty is being lumped together with what Matt Dusek said. The impulse behind the meeting was to support Allison we don't have a union and so we must stand together in support of one another. The feeling from the faculty is that they wish Jessica would come

to Allison directly instead of going to Joe first. I just want the board and Jessica to know there is no grudge and no ill being held towards you. **Joe Frodsham** I am sorry that that came to you and if I would have known it would have been stopped. You are a valued member of our community and Jaden is a wonderful boy whom I play ball with regularly. **Michelle Coull** I know this has been difficult, we are all about inclusion not exclusion. **Jessica Robinson** This is the second round with Allison. By the time I got around to speaking it was very misconstrued. We are all involved in this. My son is still going to school here and I hope you all see that as well. **Katherine Holden** I can see that you are coming from a deep sense of care.

5. Discussion Items

a. School Director job/responsibilities looking toward the future

Katherine Holden – *see letter from Abby Hatfield as reference.*

Thinking about the future and sustainability, I don't want to be caught in a situation with trying to find someone who will do the same things that Joe is doing. I always think education improves when I have honest conversations about where things need to be improved. Don't want to rush into making a decision. **Dan Beck** Lorraine was on the board last time we looked at a directorship. **Joe Frodsham** I love this school, it is the best place to teach. When it was said that 'We have a distinct movement away from the Waldorf model.' This really hurt me because I always ask is this Waldorf. I would like to work two more years, have the budget totally in place for all of our additional programs funded, I want to leave this school fiscally sound. I would like to leave with our school having a set of traditions put into place. That's my current idea and goal. I don't want to leave it in a mess. **Dan Beck** that puts the point back on our concern, does it make sense to have someone come in to provide an overlap **Amy Rudolph** I know there is a huge intention to keep things Waldorf. If you had a pedagogical director he could oversee that process. **Joe Frodsham** I don't have a paid position but maybe we should make her into a paid position that is Mechtild Howard she is the knowledge that I rely on. I don't think it is necessary to have a pedagogical director. *Joe addresses different parts of Abby's letter.*

Lynn Sullivan you don't think you need more help? **Joe Frodsham** I

am looking at this through my eyes. **Lynn Sullivan** I think you are taking offence to a lot of Abby's letter. **Joe Frodsham** In looking at this letter there are just so many things that are not correct. **Michelle**

Coull I feel like we are in a wonderful place, the faculty has a great rapport with the director. We went to conference with Eugene Schwartz

he states the best way for a Charter school to succeed, is that the teachers go with their class from 1-8, for me I would like to look towards the future. Let's talk about what we want when Joe is getting ready to retire, not necessarily to get thing right now. **Perry Hart** I will say in the short time that I have been here Joe has a great rapport with the teacher. We are in the pioneer phase where everyone breaks their back to get things done. The next wave will not be as passionate. **Katherine Holden** it is a sense of ownership that take pride in what they are doing. **Dan Beck** I have been with a corporation where the new person comes in and is like a bull in a china shop. **Joe Frodsham** the person who does more than even myself is Tracy she does so much and I couldn't do her job, but she can do mine, so in a sense we do have 2 administrators. **Katherine Holden** I appreciate the angle that you are coming from, but I want to pause on this for a minute. I know Abby has had these conversations with you and when she left she didn't feel confident. **Joe Frodsham** When so many of the things in the letters are stated and not correct, I do not know how she could go away from our meetings misunderstanding. **Katherine Holden** I am just confused how she could have come away with a wrong impression. **Lorraine McDonald** one of the points that is in here, was that we don't use the alliance enough. We should try to plug in more there, can we get a person to be a liaison for the Alliance. We could invent a first public Waldorf school formal directors conferences. Maybe we need to get more of a word out there. We need better communication, for example the 2nd grade evaluation, as a parent I knew nothing of the evaluations or who was performing them. **Dan Beck** in my world it is continued improvement. **Lorraine McDonald** I agree, a lot of these things we are currently doing, but there are some nuggets that we could use and implement. **Dan Beck** When you are constantly busy taking care of the daily business, sometimes the nuggets get missed. **Amy Rudolph** even when I was working here I felt like, we could have a pedagogical and business type person and it would make this an even stronger school. I think it is not like saying anything is bad, but how do we make it stronger and make our school better. **Michelle Coull** I hear what Joe is saying and I don't see as this being an impossibility, but that we look at all aspects. **Amy Rudolph** Having someone who is already on board will help with the transition when Joe does leave. **Michelle Coull** the transitions that we have had have been really rough, with the first administrator and the second. This will be the first fairly smooth transition. **Dan Beck** maybe we could actually talk Joe into coming

back as a part time. **Katherine Holden** I don't want to close this and then be scrambling in two years to find someone with certain characteristics.

Form a committee: Amy Rudolph and Katherine Holden

Dan Beck We will put together some points so that Abby doesn't feel like we are putting this on the back burner. **Lorraine McDonald** I will go through the points with Joe and then meet with Abby. And go through the letter with the directions the school is heading to.

- b. Sabbatical - Joe Frodsham** Before I got here they have been talk of a sabbatical. It is worth it to the teachers, to be paid \$30,000.00 less than regular teachers, because they feel like they love this school and we will get a break. We have had 3 ½ years of no teacher turnover and it has been wonderful. I have talked with the teachers and many say they would be out of here if we didn't have a sabbatical to look forward to. I would like to go through and come up with options for sabbatical program, which will meet the needs of the teachers. It has to be sustainable, so I want to make sure that it is fiscally sound. So I put in a little budget with the sabbatical in place. I try to give the teachers a 3 – 3 ½ % raise each year. Maybe a little more. I've been adding in additional funding and working with Mark Button on a 20 year plan financially for fixing things. We have a 15 year roof but the air conditioners we will have to start replacing. I increased our maintenance for next year to \$30,000.00 – taking \$10,000.00 we can put away for the roofs to be replaced. I would like to get a group together and meet with the teachers to see what they want to do. We would need to get the community buy in and educated. I would really like to have us look at this and come up with some guidelines.

Lorraine McDonald I did go online and saw some schools that have sabbatical options. Maybe if we can get ahold of them and see what they do.

Dan Beck Also I am hoping for the communication piece and want to make sure that the parent body is in support. And that we are positive that this is the focus, which the teacher are looking towards.

Lorraine McDonald I am a little worried that we have teachers saying they would be out of here if not for a sabbatical. **Michelle Coull** when this came up, it was concerning the fact that we are getting a lot less than the teachers, within the other School Districts. That the sabbatical was a little bit of a relief and a buy in. **Perry Hart** the salary part is the tunnel.

Lorraine McDonald we do a lot of things that support the teachers and we want to find out what the teachers are really looking for. **Perry Hart** I feel part of my responsibility is to do the best thing

for the school. Joe do you see any way possible to afford a 2nd part time administrator in the future and the sabbatical? **Dan Beck** a lot of people who work in the non-profit form that from the amount of money they bring in or raise. **Amy Rudolph** I am all in favor of giving the teachers a sabbatical and to also include the Kindergarten teacher. I feel like this is already in place and has been promised to the faculty. And it has put us in a difficult position if we are unable to make this happening.

Alyssum Barber it is my understanding that it has been on the budget for the last 4 years. I have worked in a public school and I can tell you that this is a very different beast. I spend until 11:00 to 11:30 every night and this is a benefit that we will be getting, as a sabbatical, to ourselves and our families. It sweetens the pot for us to put so much time and effort into this job knowing that the opportunity is there to have that year. **Lorraine McDonald** we understand that, we just have to look at the legal and fiscal outcome for the school. There isn't a policy right now and we need to look at all the pieces. We have to do our due diligence, I agree that each teacher should take a year sabbatical and we just need to see what that will look like.

- c. **School Climate Survey- Katherine Holden** – *see handout* Draft of the new survey, hopefully we have touched on areas that we need to focus on. We tried to not make it too long, since that was a complaint with the last survey. **Dan Beck** feedback at the next board meeting? **Katherine Holden** well if we are not meeting until the end of April. Why don't you try and email me by April 14th.
- d. **Evaluations/ Supervision- Katherine Holden** we already covered that above, what is done? How many hours are spent? And who is doing this?
- e. **Board resources website/board practices update – Lorraine McDonald** it is something that we are still working on. I met with Daniele while she was in town and she went through it step by step. I will be giving you your own log in's and passwords. And I am working with Sabrah and linking it to the Madrone Trail Website.
- f. **Auction fund allocation- Amy Rudolph** in the past we have done paddle raises and there was questions on if we can put it into a certain fund? I believe that the paddle raise wants to be used for Teacher education. **Dan Beck** it is within State law that if a raising of funds be used for what it is being donated. **Joe Frodsham** All we would need is to have a final tally of how much is to be put into that sub-account, then we create another line item and those funds are earmarked for only that purpose.

g. George Hoffecker presentation –Amy Rudolph Woodland Charter is doing a workshop with George in regards to communication skills next Wednesday or Thursday. That they have invited us to attend. The other option is that he would be willing to stay and do a ½ day workshop with our board for \$450.00 this would potentially take place on the following Saturday. **Lorraine McDonald** we do have board training in our budget? **Joe Frodsham** yes we do. **Michelle Coull** so would this be something that someone can go to and bring back **Amy Rudolph** I think most would need to attend.

6. Action Items:

a. Documentation for bank to remove Daniele Anderson from bank information. Motioned by Katherine Holden 2nd Perry Hart 7-Aye (Beck, McDonald, Hart, Holden, Sullivan, Coull, Rudolph) 0-No Motion approved

7. Budget – Expenditures for January Government Account – January 2014

I motion to approve all deposits and expenditures in the government account for the month of January as stated in the packet. Motioned by Katherine Holden

Beginning balance \$89,517.59

Checks cleared from previous month

50566		
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\$23.12

Checks cleared this month

50568	50570	50571
50572	50573	50574
50575	50576	50581
50582	50583	50585
50586	50587	50588
50589	50590	50592
50594		

\$14,759.72

Total amount cleared

\$ 14,782.84

Checks not cleared

50569	50577	50579
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50580	50584	50591
50593		

Voided checks	50578	\$619.92
Electronic Payment	29 transactions	\$78,671.59
Voided electronic	0	
Deposits	4 Deposits	<u>\$199,964.63</u>
Ending balance		\$196,027.79

7- Aye (Beck, McDonald, Hart, Holden, Sullivan, Coull, Rudolph)
0- No
Motion Approved

Private Account – January 2014

I motion to approve all deposits and expenditures in the private account for the month of January as stated in the packet. Motioned by Katherine Holden

Beginning balance	\$56,691.54
Checks cleared from previous month	

\$

Checks cleared this month

1712	1713	1714
1715	1717	1718
1720		

\$6,634.63

Total amount cleared	\$6,634.63
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Checks not cleared

1719		
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\$62.80

Voided checks	1716
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Electronic payments	6 transactions	\$2,701.22
Voided electronic	0	

Deposits	14 deposits	<u>\$6,892.27</u>
NSF Checks returned		<u>\$0.00</u>
Ending balance		\$54,247.96

7- Aye (Beck, McDonald, Hart, Holden, Sullivan, Coull, Rudolph)
0- No
Motion Approved

High Yield Savings Account –January 2014

I motion to approve all deposits and expenditures in the high yield savings account for the month of January as stated in the packet. Motioned by Lorraine McDonald

Beginning balance	\$59,193.35
Interest payment	<u>\$ 5.01</u>
Ending balance	\$59,198.36

7- Aye (Beck, McDonald, Hart, Holden, Sullivan, Coull, Rudolph)
0- No
Motion Approved

Savings Account – January 2014

I motion to approve all deposits and expenditures in the savings account for the month of January as stated in the packet. Motioned by Lorraine McDonald

Beginning balance	\$185,072.23
Interest payment	<u>\$23.52</u>
Ending balance	\$185,095.75

7- Aye (Beck, McDonald, Hart, Holden, Sullivan, Coull, Rudolph)
0- No
Motion Approved

Payroll Account – January 2014

I motion to approve all deposits and expenditures in the payroll account for the month of January as stated in the packet. Motioned by Lorraine McDonald

Beginning balance		\$3,659.20
Deposits	2 transaction	\$ 54,000.00
Electronic withdrawals	transaction	<u>\$ 57,274.70</u>
Ending balance		\$ 384.50

7- Aye (Beck, McDonald, Hart, Holden, Sullivan, Coull, Rudolph)

0- No

Motion Approved

8. Informational Items:

- a. Mid-year director’s evaluation update Joe Frodsham** *-see handout* brief description of the mid-year directors evaluations **Katherine Holden** we already have the binder for the Common Core. **Joe Frodsham** Yes I have the binder from the alliance and I have been looking through it. Currently I am pulling stuff from the binder for the faculty, depending on grade level.
 - b. Joe’s Updates Misc. Joe Frodsham** going to a non-profit conference to get in-touch with donation and grants. Mindy Nagel one of our parents have submitted the West Family Grant to paint the school.
 - c. Update on Procedure for grievance. Lynn Sullivan** If the grievance procedure that are put in place were followed I believe it would not have gotten as far as it did. I am a little concerned that the parents are feeling as if they are not being heard. Might make a parent exasperate and blow things out of the water. **Dan Beck** I have points that we will be talking about at the next regular board meeting. How we will improve the process.
- Regular Session temporarily adjourned 8:24 p.m.**

9. Executive session ORS 192.660(2)(b) called to order at 8:24p.m.

Executive session adjourned at 8:56p.m.

Regular session called back to order at 8:56 p.m.

10. Closing verse led by Joe Frodsham

11. Meeting adjourned at 8:57

TB 3/5/14

Signature Board President or Chair