

MADRONE TRAIL PUBLIC CHARTER SCHOOL  
Jackson County, Oregon  
Meeting of the Board of Directors,  
Wednesday, April 23, 2014- 6:00 p.m.  
Madrone Trail Public Charter School – 3070 Ross Lane, Medford, Or 97502

Board Members

Dan Beck

Joseph Frodsham

Cliff Beneventi (on leave)

Tracy Boykin

Lorraine McDonald

Perry Hart

Katherine Holden

Lynn Sullivan

Michelle Coull

Amy Rudolph

Discussion of eighth chapter from *'The Way of a Child'*

1. **Call to Order/ Roll call:** 6:22 p.m.
2. **Verse:** led by Joe Frodsham
3. **Agenda adjustments and approval of minutes:** add Discussion item e follow up on complaint procedures. **Lorraine McDonald I move to approve the minutes for February and March board meetings.**  
**7- Aye (Beck, McDonald, Hart, Holden, Sullivan, Coull, Rudolph)**  
**0-No**
4. **Public Comment:** **Alyssum Barber:** we do have an 8<sup>th</sup> grade teacher who is waiting to hear about how the sabbatical will proceed. If we can get a timeline on this process. **Jane Higgins** can we speak today or should we wait until the study session? **Mechtild Howard:** so we can speak and then we can stay and listen to the discussion on the sabbatical. **Alyssum Barber:** Situation for my family I am happy to put in as much work as I do

to make MTPCS run smoothly. When I was hired I was under the understanding that there would be a sabbatical. We have already started making plans as a family to go to Ecuador to teach in a Waldorf school. So I know that this board is formed and it seems like that we are coming on a little hard but this is what we have been led to believe for many years. I have done my research and I could be making \$60,000.00 per yr. working for the Central Point School District. I don't want to jump ship and don't think that I would but we want to attract people and keep a strong faculty it seems like offering a sabbatical to help facilitate and take the burden off of the teacher. There is a big sacrifice that all of our families are making. But there is a deficit there and it would be a kind gesture. I have been looking forward to living my life on my terms and I have a responsibility to my family. I feel like option number 1 would be the best option, for my personal family. **Lorraine McDonald** What I am hearing is getting a raise is not as beneficial as taking that year off. **Alyssum Barber** There is the comfort of having that adventure and coming home to a community that is supportive of me. It is not the monetary value. **Jesse Gammon:** I think it is something that we have been living with as a school, it is a time to regroup but it is also that time where you can feel secure and not have to go out and find a new job. This job is a big commitment of time. Being a teacher becomes all-encompassing lifestyle. I'm still as responsible for even the students that enroll this year and the back time to get them up to speed in the class. To be able to breathe out for a year would be a great help and refreshing for the teacher to get back into the 1-8 trek again. **Lorraine McDonald** we are supportive of the sabbatical the matter is the financial aspect and how do we tell our parents and get them on board. **Jesse Gammon** I am super interested in the process to get the parents informed. Doing something for the school being able to keep the staff as a strong unit. **Jane Higgins** when I was offered the position here it took me 4 days to process before accepting the position because it was such a pay decrease. I have given my soul and all my time to my class. My daughter does suffer, I love this work and I don't want it to be an either or kind of things. I want the teachers to be paid what they are worth. I have committed to 8 years with the prospect of having a sabbatical to renew my spirit and breathe out and have the care and nutriment for myself. I taught public school and special Ed, I have taught difficult positions, but this is the most encompassing of all the positions. **Matt Dusek** This is a different kind of a work that we are doing. And I don't believe that compensation is part of the issue at all if the hope is to have us come back how are we health who sees us that is not up to us and not a conversation that we have

to have we strive to be alive every day in our classrooms and to be alive every day for 8 years and we need that break to breathe and regroup. I feel like as a monetary compensation it is really signing up for this do you know that we are continuing to attract the people. It is different work then what is going on in the world. **Dara Nikolic** I second what everyone else said. None of us are here for money we could be making a lot more in any public school we have chosen Waldorf because we believe in it and live it at home. Thinking about the end of that this particular type of teaching requires more time effort and soul learning a new curriculum every year there are no books given to us we have resources but we have to plan and tailor it every week for your specific class. I do not make a livable income to support 2 students we live in a tiny apartment and sometimes have no money at the end of the month but I love it and we make it work. My children also suffer I get 7 hours a day with my students and 2 hours a day with my own children. I cannot fathom how you would go from teenage adolescence then to go to 1<sup>st</sup> grade that is just not something that should happen without a break. Monetary stuff I know the people who were hired by Susan or Corrine this is what is going to happen. When the parent find out how much we make they are shocked because they see how much more time we put in then the regular teachers. **Heather Lee** I have had my kids in regular schools and I myself grew up in a public school I volunteer on a regular basis in the classrooms there is so much more heart that is involved in this environment. I have no problem with the teachers going on sabbatical for a year. If it means showing up at more fundraisers, then I will do that and I know many parents that feel the same way. As a parent I wouldn't want a parent to finish 8<sup>th</sup> grade I would want them to have that break before going to 1<sup>st</sup> grade. **Lynn Sullivan** we can present it however we want we can say that the school holds onto the funds then they get the funds and take off the year. **Hannah Jackson** This is my first class every and I cannot believe how tired I am but I could not fathom taking them thru to 8<sup>th</sup> grade and then say good bye then in 2 months start all over. **Mechtild Howard** I'm here because I went thru the whole process. What I am hearing is the board is in support but the financial end is the problem. I went through a 1-8 trek and the sabbatical is a big ting to feel appreciated. For me it would be a must and a full year I could have never come back to teach after the 8<sup>th</sup> yr. a deep appreciation and understanding for what you do as a teacher. Letting them go to be able to come back if the teachers don't take a year off I do not see them coming back and going thru the process again.

## 5. **Discussion Items:**

a. **Sabbatical: Joe Frodsham:** It is hard to come from talking to the teachers and then talk about the financial issues involved with the sabbatical. Double track we cannot get along without a double track. If we have to cut \$70,000.00 we could not make it with all of our programs. We have a cap on the number of student in the school. The issue we have with the sabbatical. We have put in our budget a sabbatical salary of \$38,000.00. SS and Medicare \$3000.00 and family insurance \$1,000. Total \$54,000.00 this is an upper average. So far I have been able to give them a \$1,000.00 bonus and \$1,000.00 base salary per year. At some point we will need to increase the base sabbatical salary. Divide that cost by 8 years it would be approximately \$6, 750.00 per year. We have talked about doing a double track at Kg. When you look at the cost of the program and the teachers we actually lose \$9,000.00 per year. **Amy Rudolph** it also cost a lot to start up a kindergarten class. **Joe Frodsham:** We have time to fix it so that both teachers would be able to take a sabbatical. **Michelle Coull** it will make a difference about if we are doing a year sabbatical or a 6<sup>th</sup> month sabbatical. **Joe Frodsham** I want to think of every obstacle and every opportunity. Since I have taken over we had a contingency fund of 185,000.00 currently we have a contingency fund of 215,000.00 I would like to make it so that we have \$250,000.00 contingency fund. **Michelle Coull** can that contingency fund be used to cover the expense for a year. **Joe Frodsham** I do not want to bring it down that much because in another 15 years we will have to replace the roofs on the buildings and that will take about \$ 200,000.00. Doing a ½ year track with the double track having one teacher teach the first half of the years and then the 2<sup>nd</sup> teacher coming in to finish out the school year and carry that class thru the rest of the 8 years. My thoughts with the teachers doing aide type work working with students one on one or working on the School Improvement plan etc. staying out of the classroom to give them a break. **Perry Hart** I don't have any problem with the sabbatical and seeing the advantages. It is more common sense then compensations. My only issue with it is I see a desire and a need to have a pedagogical administrator a commend Joe in carrying the business and the school side of the job. The first pedagogic administrator was the teacher who had finished an 8 year track and then slide into the position instead of having a sabbatical. I see the strong need and desire to do both. **Katherine Holden** this is such a long commitment and we have to make sure that it is sustainable. **Amy Rudolph** I know how much it takes away from the families but there

are so many pieces that need to be adjusted. **Lynn Sullivan** we need to be a little bit cautious it may be that we can only offer ½ salaries for the salary. **Dan Beck** we are here not just as financial overseers we are here as leadership we need to make sure that we really consider whether we are being too cautious. What if we deem it is more important to do this then building a new structure. **Joe Frodsham** it has been in the budget for the last 3 years. Even though we have been paying our mentors out of a prepayment. Up until this last year, I have still been budgeting for mentor. **Dan Beck** really we have not been acting like a non-profit board. We need to commit to being a non-profit and start a capital campaign. **Michelle Coull** this actually has been something on the books for a long time. **Lynn Sullivan** this is part of the problem in that the older board claim to fame was that they had connections and could do a capital campaign. **Perry Hart** coming back to the issues of faith in we are in pretty good shape where there came a time where there came a time where they could not do the sabbatical anymore and they had to put it by the wayside for a while it is not the worst thing if we in all good faith try to do what we can. It may not be what you want at all but sometimes you may have to go back on we are signing on for as many years as we can. Parental support there is tremendous support from the parent body that this is what we are trying to do you will find that they will come together. **Katherine Holden** I agree with that and we are pioneering this Waldorf School. **Amy Rudolph** is there an in-between option to get a whole year off but not a whole year salary. How strongly I feel about the Kindergarten teacher be included in the sabbatical year also. **Schedule the study session for May 7<sup>th</sup> at 6:00 p.m. – 8:00 p.m.**

- b. Letter from Phil Long and waiver application: Lorraine McDonald** Gesine and I met with Phil Long and Julie Evans at the District office. I have the original document to the state. All we needed to do is set it up that we have shown the letter to the District so Phil wrote a letter not accepting up but not denying the application. Also we did talk with Phil about doing a double track for all grades throughout the school.
- c. Board candidate nominations: Dan Beck** Quick comment the teachers have asked thru Joe to nominate another teacher. It is in our bylaws so we need to set up an interview and see what this person would bring to the board. **Joe Frodsham** we need to get that on the next board meeting. **Dan Beck** I would like to have an application formally written. **Lorraine McDonald** I would also like to see how they chose the candidate for the board. **Joe Frodsham** I would suggest that the processes be written down and possibly do a secret ballot.

**d. School Director job/responsibilities looking toward the future:**

**Katherine Holden** Amy and I met and had a conversation about what we would be looking for in the future when Joe does retire. We need to get a breakdown on what involved in his job description. Tracy will get a copy of the job description for Joe to go through. Also add discussion item for next month the follow up from the George Hoepfecker meeting at MA drone Trail

**e. Follow up on complaint procedures: Katherine Holden** tabled have a time frame for the next meeting. **(20 minutes)**

**6. Action Items:**

**a. School Climate survey: Katherine Holden** You all have a copy of this in your packet. Changed a little bit of wording and added a couple more questions.

**8:39 Lynn Sullivan is dismissed for time constraints.**

**Lorraine McDonald: I move that we approve the school climate survey to go ahead and launch after the changes discussed at the meeting.**

**6 – Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0- No**

**7. Budget – Expenditures for February**

I motion to approve all deposits and expenditures in the government account for the month of February as stated in the packet.

**Motioned by Lorraine McDonald**

All motion in the budget packet voted on a consent agenda

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0- No**

Beginning balance \$196,027.79

Checks cleared from previous month

50569	50577	50580
50584	50591	50593

**\$ 596.67**

Checks cleared this month

50596	50597	50598
50599	50600	50601
50602	50603	50604
50605	50606	50607

50608	50609	50610
50612	50613	

Total amount cleared

\$4,391.62  
\$4,988.29

Checks not cleared

50579	50595	50611

\$197.17

Voided checks                    50578

Electronic Payment        23 transactions

\$78,412.98

Voided electronic                    0

Deposits                            4 Deposits

\$37.00

Ending balance

\$112,663.52

**Private Account – February 2014**

I motion to approve all deposits and expenditures in the private account for the month of February as stated in the packet.

**Motioned by Lorraine McDonald**

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0-No**

Beginning balance

\$54,247.96

Checks cleared from previous month

1719

\$62.80

Checks cleared this month

1721	1722	1723
1724	1725	1726
1727	1728	1729
1730	1731	1732
1733	1734	1735



Interest payment	<u>\$21.25</u>
Ending balance	\$185,117.00

**Payroll Account – February 2014**

I motion to approve all deposits and expenditures in the payroll account for the month of February as stated in the packet.

**Motioned by Lorraine McDonald**

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0-No**

Beginning balance		\$384.50
Deposits	2 transaction	\$ 60,000.00
Electronic withdrawals	transaction	<u>\$ 50,956.87</u>
Ending balance		\$ 9,427.63

**Government Account – March 2014**

I motion to approve all deposits and expenditures in the government account for the month of March as stated in the packet.

**Motioned by Lorraine McDonald**

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0-No**

Beginning balance	\$112,663.52
Checks cleared from previous month	

50579	50611	

\$ 47.17

Checks cleared this month

50614	50615	50616
50617	50619	50620
50621	50622	50623
50624	50625	50626
50627	50628	50629
50630	50631	50632
50633	50634	50635
50637	50638	50640

50641	50642	50643
50644	50645	50648

Total amount cleared

\$12,415.22  
\$12,462.39

Checks not cleared

50595	50618	50636
50639	50646	50647

\$1048.29

Voided checks                    50578

Electronic Payment            17 transactions

\$78,734.33

Voided electronic                0

Deposits                            3 Deposits

\$101,146.26

Ending balance

\$122,613.06

**Private Account - March 2014**

I motion to approve all deposits and expenditures in the private account for the month of March as stated in the packet.

**Motioned by Lorraine McDonald**

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0-No**

Beginning balance

\$51,726.29

Checks cleared from previous month

1745

\$171.42

Checks cleared this month

1747	1748	1749
1750	1751	1752
1753	1754	1755
1756	1757	1759
1760	1761	1762

		<u>\$18,110.27</u>			
Total amount cleared		\$18,281.69			
Checks not cleared	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 50px; height: 20px;"></td><td style="width: 50px; height: 20px;"></td><td style="width: 50px; height: 20px;"></td></tr></table>				
		\$0.00			
Voided checks					
Electronic payments	7 transactions	\$831.21			
Voided electronic	0				
Deposits	15 deposits	<u>\$47,894.52</u>			
NSF Checks returned	5 transactions	<u>\$1,140.91</u>			
Ending balance		\$79,367.00			

**High Yield Savings Account –March 2014**

I motion to approve all deposits and expenditures in the high yield savings account for the month of March as stated in the packet.

**Motioned by Lorraine McDonald**

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0-No**

Beginning balance	\$59,202.89
Interest payment	<u>\$ 5.01</u>
Ending balance	\$59,207.90

**Savings Account – March 2014**

I motion to approve all deposits and expenditures in the savings account for the month of March as stated in the packet.

**Motioned by Lorraine McDonald**

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0-No**

Beginning balance	\$185,117.00
Interest payment	<u>\$23.53</u>
Ending balance	\$185,140.53

**Payroll Account – March 2014**

I motion to approve all deposits and expenditures in the payroll account for the month of March as stated in the packet.

**Motioned by Lorraine McDonald**

**6- Aye (Beck, McDonald, Hart, Holden, Coull, Rudolph)**

**0-No**

Beginning balance		\$ 9,427.63
Deposits	2 transaction	\$ 61,000.00
Electronic withdrawals	transaction	<u>\$ 68,740.49</u>
Ending balance		\$ 1,687.14

**8. Informational Items:**

**a. Joe’s Updates Misc. Joe Frodsham** I need a member of the board to sit on the budget committee. Katherine Holden volunteered to sit on the budget committee. Amy Rudolph also volunteered to sit on the budget committee. I have been interviewing candidates for next year’s 1<sup>st</sup> grade teaching position. We have two very good candidates they don’t have Waldorf training but both have been looking into Waldorf training even before we posted the position. I need some help from pedagogical committee, we are being asked to grade student work samples. It is in our contract to do work samples within the OAKS testing section. I would like to get a proper response from the pedagogical committee to send to the state level and or the district to get an exception. Mail a copy of the rubrics to Amy Rudolph. The faculty would like to make the official presentation to Robert and Sydney Rudolph on the Friday before the May Faire. If you can find out what time works for them we will make arrangements to do the presentation.

**b. Annual meeting: Dan Beck** election of board officers at the annual meeting in May. Some peoples terms are up and we need to also nominate officers.

**9:02 p.m. Regular Meeting adjourned.**

**9. Executive session ORS 192.660(2)(b)**

**Executive session called to order at 9:02 p.m.**

**Executive session adjourned at 9:25 p.m.**

**Regular session called to order at 9:25 p.m.**

**10. Closing verse led by Joe Frodsham**

**11. Meeting adjourned at 9:26 p.m.**

TB 3/5/14

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Signature Board President or Chair