

Madrone Trail Public Charter School

Jackson County, Oregon

Regular meeting of the Board of Directors

Wednesday, December 14, 2016 at 5:30 pm

Madrone Trail Public Charter School – 3070 Ross Lane, Medford, OR 97502

I. Call to order/ Roll call

Amy called to order the regular meeting of the Madrone Trail Public Charter School Board at 5:30pm at Madrone Trail Public Charter School 3070 Ross Ln. Central Point, OR 97502.

Sarah conducted a roll call. The following persons were present: Amy Gygax, Sarah Trujillo, Monica Rathjen, Leann Tourzan,

Karen Bailey (Administrator)

Absent- Louise Lavergne, Jane Higgins, Mark Sievert

II. Opening verse

III. Approval of minutes and agenda adjustments

a) Approval of November minutes Amy Gygax If we don't have any changes to make, can we have a motion to approve the minutes from last month?

Motion approved

Sarah Trujillo I make a motion to approve Novembers minutes **Leann Tourzan** I second the motion

Aye – 4 (Rathjen,Gygax,Trujillo,Tourzan)

No - 0

IV. Public comment- Amy Gygax Now we have time for public comment. **Christine Leonard** I came because I am from Woodland Charter and I am interested in the question of teacher training, and how hard it is for them to get trained, but we need them to be trained. I wanted to hear what was going to be said about those options.

V. Approval of consent agenda Amy Gygax We might need to go out of order tonight, because Karen is not here yet, and a few questions about the financials. Does anyone

have any changes to the agenda? **Sarah Trujillo** No **Monica Rathjen** No **Leann Tourzan** No. **Amy Gygax** Then we will skip ahead to the Strategic Plan

a.) **Expenditures October 2016 Amy Gygax** I had a question about a check to Donna Kendy that has not cleared. **Karen Bailey** Yes, I don't know why, since it is for \$500 I am assuming it is a cell phone reimbursement check. There is one for Michelle Coull that has not cleared. What should we do about that? **Leann Tourzan** I can ask Michelle. **Amy Gygax** I know that we just got the Snack Shack up and running and so there were a few checks for reimbursement for supplies. Does that money come out of the class fund? **Karen Bailey** Yes. **Amy Gygax** There were three checks that were out of our payroll account, and usually that account is all direct deposit. One to Tracy, one to Hillary, and one to Jane. I hadn't seen payroll checks, they were **Karen Bailey** I don't know why, we should ask Tracy.

Motion approved

Amy Gygax I move to approve the expenditures for October 2016 **Monica Rathjen** I second the motion

Aye – 4 (Rathjen,Gygax,Trujillo,Tourzan)

No - 0

c.) **Expenditures November 2016**

Motion approved

Amy Gygax I move to approve the expenditures for August 2016 **Sarah Trujillo** I second the motion

Aye – 4 (Rathjen,Gygax,Trujillo,Tourzan)

No – 0

VI. Discussion Items:

a.) **Teacher Training Program Karen Bailey** I am going to pass a few things around as we start to talk about Waldorf professional development. This is what went out to the five public Waldorf schools in our state to start to build support. To key into teacher needs, board needs, and school needs, about what would and Oregon Public Teacher Training look like. The limitation is that it would not be transferable across states. The good thing is that it would be affordable, and be what we would consider a minimal level of Waldorf training for us. And it could be a spring board to more Waldorf training, should the teachers choose it. So it would be paid for in our case, and each school would have to decide what they could afford, but my vision is that

we would pay for this for every teacher. We are looking at about \$5000 a year, for the next three years, so pretty affordable. They could take this training and take it on to Antioch, to complete their Waldorf certification. It would be their first summer, so on third of their certification. They could also take the SOU program for one of two things. A Masters in Education with a Waldorf endorsement for those teachers that want a Master's Degree. That would be transferable. That would be recognized. In Oregon, we also have the issue of teacher licensing. We have to have half of our teachers licensed, and we are about at that level now. Some of the others are registered charter school teachers. A lot of teachers want to get their license. It is an added benefit to you as a professional, puts you up on the salary scale, and makes you more mobile. SOU has a program in their education department called the Holistic Learning Center, even though it's not Waldorf per se, it's multiple intelligences, it's classroom management, human development. There is a lot of mutual benefit for us to do this. Plus, they need a place to train their student teachers, so having this kind of relationship with SOU, would give is the opportunity to bring in student teachers to those teachers that want it. In my Waldorf Administration course, I've had this Training of Teachers through the lens of 4 frames. We all took a quiz to see which frames set our teaching temperament. SOU has a conference coming up, the 2nd International Holistic Teaching and Learning Conference. They have room for more speakers, and more mentors. It's up to us to gather names of people that we would like to be a part of this conference. It can be our in-service days. It is a little bit of awkward timing, Sept. 14-17, 2017, right at the beginning of school, but because we have in the past had a whole week of in-service before school starts, it could be that we decide we would rather participate in this conference. Now I would like to talk about SOU to get an overview of their program in terms of their Master's as far as licensing, what kinds of hours are required, and what the categories are. I did a thorough analysis, last spring, comparing SOU with Sunbridge, Antioch and the Rudolf Steiner College. It was to try and see what SOU offers fit in with what we need. they are set up to do. I discussed with Dr. William Greene what Sunbridge did after they lost accreditation, and how they reformed in partnership with Sunni College in New York State, where you can do a training in Waldorf education, and when you finish the program, and you can take those credits and some or all of them could be used at Sunni for a Masters. It was Dr. Greenes opinion that they could do something very similar to that. When we hire people, if we want them to commit to getting their Waldorf certification, it is much harder if we do not have ways of making that education accessible. The next thing is a general outline of what we are proposing. It is basically a menu of options, so that teachers can get credit for their preparation for the next grade. Our teachers have been doing this, they love it, and need it. They have never gotten credit for it. The last thing I want to talk about is Building

Bridges, a brand-new program that Torin Finser set up out of Antioch. This is the only one of the options that does offer Waldorf accreditation. You need 15 teachers, and the trainer would come to us. They would fly out, and work on our own schedule. But if you completed this, it would count as the first of three components to get full accreditation at Antioch. What I am asking of the board is to hold this picture of what you want for the school. What is the minimal expectation of our teachers? But they all deserve to learn more. Leann can speak to this she did the hybrid program. **Leann Tourzan** Yes, I did my original training in 2000, and it was nice to get a good refresher, with great teachers, I wouldn't trade it for the world. It is hopeful that SOU is open to working in this area. **Karen Bailey** We could potentially have a 2 week class at SOU the 2nd and 3rd week in August. They can hire adjunct faculty, like a Waldorf trainer. So, it could start as early as this summer. And last time I checked with Torin Finser he was open to starting with us this summer as well. The problem would be that we would have to make a commitment for our teachers all to be on board, as well as some teachers from other schools to get the 15-minimum enrollment. I like to give teachers options, and they may not all want to do this. We have teachers that have started other programs and may not want to switch. The other directors and I are meeting in January, and we will discuss hard numbers, and it would be in June right after school gets out, then go to Art of Teaching, and possibly a class at SOU, but not necessarily. I would love to specialty teachers to be able to participate as well. **Sarah Trujillo** With the Building Bridges program, would it be a three-year commitment? **Karen Bailey** Yes. There is more curriculum information online for the Center of Anthroposophy. **Amy Gyax** We can review this material, and discuss further at our next meeting.

- b.) **Cell Phone Reimbursement Karen Bailey** In the past we have budgeted money for the teachers to get reimbursement for their phones. I feel this is something good to give our teachers, because they do use their phones for school, and it makes them reachable. I think full time employees should get \$500, totaling \$8000. In addition, it is recommended that some part-time employees receive \$200 each, totaling \$800, for a grand total of \$8800.
- c.) **Strategic Plan Amy Gyax** We had formed our committee to do the timeline, and the last time I was meeting with Karen we realized that, before we make the timeline we need to go through each of the goals and make objectives under those goals, and then we can put them on a timeline. We thought over the next few meetings we can discuss each of those goals as a group. Each meeting we can take one of those goals, and identify objectives for those goals. Once we go through all those we can put them on a timeline We will start next month with the first one, which is communication. **Leann Tourzan** The faculty is working on their list of goals, so that might be helpful in identifying objectives as well.

- d.) **Book Study Amy Gygax** We need to pick a new book for our book study, did anyone come across any books they are interested in reading **Sarah Trujillo** I found a couple that I was interested in. The first one is called Partnership of Hope by Christopher Schaefer. It looked like it dealt with the administration part of running a Waldorf school. The other one was Forming School Communities by Matthias Karutz, and I thought that one sounded like it would be very timely for where our school is right now, and might offer some insight. **Amy Gygax** We did previously read Partnership of Hope, but it was one that I was going to suggest, because as soon as we were done with it we wanted to re-read it as a board because we got a lot from it, and we do have mostly new board members that have not read it. So that would be an option, and we can look into the other one. Maybe we can look at those, and decide at our next meeting. **Monica Rathjen** This one is a more for fun reading, but I read Living a Spiritual Year by Adrian Anderson. It can give a deeper meaning to the festivals and seasons and yearly rhythms. A little bit of an easier read than some Steiner books.
- e.) **Board Fundraising Amy Gygax** I am going to propose that we table our discussion on fundraising until next time when we have more board members present.
- f.) **Eighth Grade Exit Interviews Amy Gygax** Thank you Monica, for bringing yours in. **Sarah Trujillo** I am still trying to reach the families that I was assigned. No success yet. **Leann Tourzan** Do we have a set of standard questions that we are asking? **Amy Gygax** We do. They are pretty simple questions. Basically how long was the student at Madrone Trail? What things did they like about the program? What improvement they would recommend, and where are they going to high school? **Leann Tourzan** Are you asking the parent or the student? **Amy Gygax** The parent, although, if the student has something they would like to say, we talk to them too, and then we put them all together as our yearly report to the district. We also discuss them as a board and collate all the answers. As Karen Bailey has arrived we should go on to the Teacher Training discussion, so that we don't have to keep Christine.
- g.) **Family leave proposal Karen Bailey** We have had a committee of teachers working on a proposal for a family leave policy that we should look at. I have come up with another one. Both, you have been given to review. In looking at them both what are your thoughts. **Monica Rathjen** I am concerned that if we set something into policy like a 12-week leave, where would the money come from, and what would you do? **Amy Gygax** I know that in other countries that offer family leave it is a system that you pay into over time, so there is money available when people need to pull money out. I liked in the one proposal, that it would come from rolled

over sick days, and there is a source that can build up over time. **Karen Bailey**, It is possible that we could eventually build up to 12 weeks, but we would have the money in hand, instead of promising something we might not be able to pay **Amy Gygax** We could make the policy for a range of weeks, depending on the need.

Karen Bailey How do you feel about calling it a Teacher Support Fund that would give Family Leave a priority but, could be used for an emergency teacher fund, that would cover things like, a death in the family, major illness, car wreck, that way as teachers are giving up their personal days, everyone has a potential of benefiting from the fund? That could make it easier for the teachers to give up those sick days, that if they are not planning of having children, might be less of an attractive idea.

Amy Gygax I think it would be nice to have a Teacher Support Fund that could be used for other things. I would feel good about that. **Karen Bailey** I also think that there is a potential for others to want to donate to a fund, once it is created. We have a potential to fund raise specifically with teacher art from our in-service days, that we could sell at the auction, and put the money directly into this fund. **Amy Gygax** Tonight, we are going to decide which proposal we would like to move forward with. We can decide which one we want to proceed with and work out the details. It sounds to me that we would like to proceed with the one that uses sick days as a funding mechanism **Karen Bailey** So Leann, if you could take that back to the faculty, and get consensus on the willingness to give up those sick days.

h.) Medford School District visit Amy Gygax For the board it was Louise, Monica and I, it was more intense than we had anticipated. They talked a lot about measuring how we are doing and having that data. Beyond test scores, how can we show that our students are having success. They would like some more bench marks. They asked about GPA's, which is something that we don't really have access too. It seemed to me that we are going to have to come up with some ways to measure, which I think will mean more work for teachers. We will need to tighten up procedures, which Karen and I have been talking about, and that is what we have been working on. Michelle did ask about whether we were legally allowed to have an earlier cutoff date for Kindergarten than the district. I was surprised because we have had a contract with the district and this has never come up. I followed up, and asked her if she wanted me to consider it, and the previous superintendent had said it was okay to have an earlier cut off if we abided by it. She got back to me that there is an OR law that says the cut off is Sept. 1st and emailed with Kate Patteson and she said I think it is allowable as long as charter does not prevent that. I did some research and have not been able to find specific law, and Karen and I have discussed getting legal advice on this issue, which could be helpful as our charter renewal approaches. One of the other things that came up was, that Michelle said that the intention of charter schools in Oregon was to it better for less money. So, in my research, I found the legislation from when they began having charter

schools, and I didn't see anything that made that reference. **Monica Rathjen** They asked about what our financial access was, and seemed to think that we should have more involvement in the day to day. They were asking very specific questions, and I feel that we should have more concrete information for next year at least. I asked the Eighth-Grade parents that I interviewed if they would be potentially interested in receiving a phone call from us for the next three years, so that we can continue to collect that information. I think that the district is interested in us showing them that our students go on to thrive in high school. They all said that yes, they would.

Karen Bailey I would like to offer an option of having an annual alumni reunion at my house, to facilitate that continued relationship. I would also like to consider making the parent survey more extensive. Also, I would like to introduce the idea of a School Accountability Committee, which Matt Duesek has expressed an interest in. They could give a yearly State of the School report that would show us what we need to work on. Which would do the parent climate survey, track alumni, and testing report. I also want to add that I do think we should get legal advice, what they might say is that it is illegal, but that we can recommend waiting, and that we retain the right to have them repeat Kindergarten, which is not very cost effective.

Amy Gygax Although it was much more stressful than I anticipated, I do feel like it was productive, in that now we see what to focus on as we move toward our charter renewal. If we can show improvement in certain areas it will put us in a good position to negotiate our renewal. **Karen Bailey** Lowering our opt out rate for testing would be very helpful. The district would be very happy if we could shift that. And we will get a written report from them.

i.) **Board Correspondence Thank-you's-** Jen Hook, and Megan Smith

VII. Adjourn regular meeting

VIII. Open Executive Meeting ORS 192.660(2)(i)-Personnel

IX. Adjourn Executive Meeting

X. Reopen regular meeting

XI. Action Items:

a.) **Teacher Support Fund Approval**

Discussion Amy Gygax We are not voting on any policy at this time we are just deciding which one of the two options to move forward with. **Karen Bailey** The teachers do want this to be a board policy. **Amy Gygax** We talked about which one to the two presented ideas to move forward with

b.) Approval of Cell Phone Reimbursement

Motion approved

Amy Gygax I move to approve the cell phone reimbursement with the money coming from the maintenance fund **Sarah Trujillo** I second the motion

c.) Aye – 3(**Rathjen,Gygax,Trujillo,**)

d.) No - 0

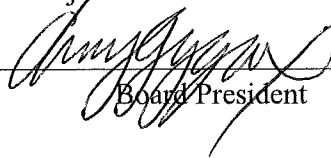
XII. Informational items: **Amy Gygax** I would like to change the way that we do the agenda. Moving forward, email me with items to go on the agenda, and we will add time limits.

XIII. Closing Verse

XIV. Meeting Adjourned

Minutes submitted by: Sarah Trujillo

Minutes approved by: _____


Board President