

MINUTES
VSWEA BOARD OF DIRECTORS
REGULAR MEETING
WEDNESDAY, MAY 19, 2021
VIA [Zoom](#)

MEMBERS PRESENT:

Gregory Schneider (GS) – President

John Tanner (JT)

April Sauer (AS) – Secretary

Danielle Martinez (DM)

Dan Franks (DF) – Treasurer

Nellie Grossenbacher (NG)

Kerstin Kubina (KK)

MEMBERS ABSENT: None

The President, Treasurer, and Secretary were present, and a quorum was reached.

GUESTS

Invitees of the Board:

Frank Mirizio (FM)

Joan Darling Treadaway (JDT)

Peter Rennick (PR)

Teresa Marzolph (TM)

Members of the public present via Zoom/Registration through Google Forms:

06.02.21 Approved

- Michelle Kratzer
- Susan Kerr
- Adeline Carrera
- Riva Figueroa
- Mr. Schantz
- Barb Cunningham
- Tammy
- Helena Moriarty
- JJ
- Heather Sullivan
- WS
- Laura Heaney
- Sami Rank
- Jill Thomas
- Colleen
- Deb
- Patricia
- J Falconburg

OPENING VERSE / INTRODUCTIONS

Meeting was called to order at 6:32pm. GS welcomed the public to the meeting, read the opening verse, and reviewed meeting procedures.

The Board members introduced themselves along with FM, JDT, PR, and TM.

GS Provided an overview of the agenda.

COMMUNITY

TM Briefly DMS Interim Executive Director. Loved DMS. Excited to work on community-wide contemplation exercise. Started in January, and they are now ready to share their efforts with the whole community.

JDT She was on 3 different boards at Waldorf schools. She's grateful to the board's commitment. In 1991, she met with others to discuss the possibility of a Waldorf school in AZ. Found PR and others and worked to bring about schools in AZ. They developed AZ Council for Waldorf Education (ACWE). Developed EC programs around the state. Property was purchased. In 1996 DMS was founded in Phoenix. ACWE used to meet at DMS twice a year for conferences. Worked close with DMS in the late 90's as a consultant and a mentor, getting to know staff and students. She would bring other teachers to visit DMS. They would say, "What a

06.02.21 Approved

beautiful Waldorf School." Desert Marigold was a shining star of what best represented Waldorf education. Appreciated knowing previous DMS board presidents as they attended ACWE meetings. Excited about bringing the contemplation exercise to DMS.

PR Retired family therapist. Lives locally. ACWE met in his office. Served as DMS board president and board member previously. JDT has been a guardian angel of Waldorf initiatives in AZ. Interested in being involved in DMS contemplation so that he could contribute to that life and growth of the school. Looking forward to how this process can unfold and hopefully will be something we can recommend to other Waldorf schools to make a new beginning. It's a good thing that the school has been open to this process to see how we can improve our community, communication, and strengthen the work of the teachers. Our hope and our dream that we can provide a place for children to become creative individuals, send them out into the world as thinkers, peace makers, and change agents. Thankful to be a part of this process.

JDT Discussed how contemplation exercise was developed. A teacher at the Denver Waldorf school headed up its development. Offered it to JDT to see if she had a use for it. Many schools are experiencing turbulence, teacher turnover, lower enrollment, organization difficulties, and administrative problems. She felt the contemplation could address all of these issues. Developed out of the idea of a child study which I consider to be the heart of a Waldorf School. It looks deeply at the school and finds ways of meeting its own destiny in the best possible way.

PR Brought the idea up to the board president to see if we were interested. Spoke to community as well. Brought in TM to help with the process. Board agreed to the contemplation, and it went from there.

JDT Another school used it for a faculty. We will use it community wide. TM has helped to move it forward with the new goal. Grateful to TM and FM. Excited to work with FM, who met with them every two weeks. He has done a tremendous job. The process is manageable and will be helpful to everyone who participates.

TM Discussed ways to participate.

GS Shared the calendar.

TM Asked community to share link to others who may be interested as well. On Monday, a feedback form was made available to the public. Most questions are optional, and it can be done anonymously. 21 volunteers representing the community will participate in the contemplation exercise (7 sessions). Members will be selected by their respective groups. They will be announced on 5/27.

FM Working on getting staff selected. Curious about the change in board structure, if we should add more to the contemplation.

GS Many board members want to participate, so if there's room for 1 more that would be great. But if not, that's fine too.

06.02.21 Approved

TM Board was capped at 2 due to quorum rules. Perhaps another board member could participate as a parent.

PR Now the board could have 3 seats?

GS Yes.

PR Discussed possible voting issues, but he'd like to see 3 board members.

JDT Curious if we should move up the total to 22.

TM Another member wouldn't be an issue. But that board member would most likely be a parent and would add to the parent list too.

PR and JDT agree that 22 would be fine.

GS Great, we'll take the 3.

TM Other ways to participate: attend 5/22 7pm Social Mission of Waldorf and 6/12 7pm Celebration of DMS History. Both will be recorded. Contemplation exercise will be 6/9-10, 6/16-17, 6/23-24. 8/3 final contemplation exercise. All sessions will be recorded and shared on Parent Square. TM, JDT, and PR all available to answer questions via email/phone listed on Parent Square.

GS Thank you for this impossible amount of work. This is wonderful.

DM What can we all do to make sure this is a valuable experience?

JDT Be there. As a board member and a parent have listening ears. Attending opening sessions.

PR Wants to get questions from all community so that more than the 21 can actively participate. Wants communication to be as open as possible to bring about a sense of the whole. We want all voices to be heard.

TM JDT and PR are staples of the community. She's an outsider and an admirer. Everyone within the community is more in touch with another than they are. Asking and encouraging one another to participate and lean into this process is so helpful.

JDT Encourage others to contact us to talk. They will be available to whatever is needed.

NG New to DMS and board. Not new to Waldorf. Took feedback survey. Wished there was a place to share wrap up thoughts. Grateful that she can reach out to share those other thoughts.

TDJ Thank you, and welcome to Desert Marigold.

06.02.21 Approved

GS We discussed having exercise sessions in the evening. Now they're scheduled 8-10am. What was the thought process that went into that decision?

TM Due to the shift to the month of June, PR, JDT, and she weren't available in the evenings. Had to shift to the morning.

GS Sounds like you're getting a lot of interested people, so that's great.

TM The contemplation exercise will be hosted in person in the Eurythmy room. Will have an option for virtual participation if preferred.

Discussion regarding a possible time change.

GS My thought is it's better to leave the times as they are as there are people planning around work schedules.

TM Any other questions or concerns? If there's anything we need to be aware of to make it better, that'd be good.

DF Grateful and excited to start.

AS She thinks the board consensus is that we're ready to begin. Excited that we're starting off with a presentation for everyone and then moving into discussions and goal setting and coming together as a community. We're so grateful for the work you all have done.

PR What's unique about this opportunity is it brings the 3 arms of the school--teachers/faculty, parents, and the board--together. A chance to intermingle and share thoughts and concerns to deepen and broaden the communication and understanding of all the parts of the school.

GS He's been hearing about wanting to do something like this since he joined the board 2.5 years ago. Trusts this group to put this together and see it through.

7:46 JDT, PR, and TM left the meeting.

BUDGET AND FINANCE

Update

GS Reviewed Balance Sheet April 2021. Total assets 2.7 million. Reviewed Profit and Loss. More tuition and tax credits came in. Under on state revenue due to lowered enrollment. Should correct itself next school year. Gross profit is 2.4 million. Net income of 161k. We're well in the black for the year. Any questions?

KK What makes up misc. revenue?

GS Garden sales, consumable materials donations, and other misc. contributions. Asked if KK had seen the financials.

06.02.21 Approved

KK She didn't receive them. Email may not have been set up in time.

AS Discussed folder on google drive for meeting documents. Link goes out before every meeting for this folder.

2021-2022 Budget

FM Governor has released the new numbers for the formulas, and they're all increasing in monies paid out. Today, we have 297 students enrolled on 8/11. Wants to be cautious so he and Monique built the budget on 287. This helps if we get a drop in enrollment. Did not include ESSER II or III which is about 249k. He'd like to reserve that for capital projects. Even with those projects, we'd have about 50k left. We'll add jr high/high school choir teacher—Ms. Hunter. Mr. Kaiser will be taking on 6th grade. Wants to hire a curriculum/pedagogical director. Job was posted for a part time director. Needs 3 special education aides. Enough money to give teachers an increase of pay. With all those expenditures, we have 75k leftover. We may get 50k in savings for insurance. That would be added to the 75k. Cushioned maintenance budget to prepare the campus over the summer. This is a good thing.

GS We'll see the budget all in writing soon.

Approval of Legal Invoice

GS moved to approve payment of the legal invoice for Squire Patton Boggs for \$5607.50. DF second. No further discussion. Unanimous vote in favor: JT, GS, AS, DF, DM, NG, KK. **Motion passes.**

EXECUTIVE DIRECTOR

Update

FM Thankful for PR, JDT, and TM for putting this contemplation together. They have been great at listening to all parties. We're all anxious to get to work. We want to make this positive as we come out on the other side.

FM Sent board the final brochure for the summer training. JDT sent it out to other AZ Waldorf schools. Parent Council is helping to fund this training. Lots of trainers will be coming: Rebecca Hipps, Michelle Blazewicz, PR, JDT, some DMS teachers as well. He will be attending these

06.02.21 Approved

courses himself. Board members may be able to attend, but he wants to offer seats to other teachers/staff first.

FM We have 8th grade promotion upcoming, high school graduation, rose ceremony, rainbow bridge, grade documentation, moving classes, check out for teachers. There's a lot going on. Let's focus on the kids. In another six days we can say, "We got through the Covid year." Has some hires to do. Tomorrow staff will meet to discuss and choose an insurance plan.

AS Are you sleeping and drinking enough water? These are such great changes. It's so exciting to see what you've accomplished and what's next on your to-do list. We're excited to see plans for next year, and you're doing great.

FM One more piece, we did the survey for next year's intentions. 120 responses have already come in. He'll send some updates on numbers when they come in.

COVID-19

Update

GS Things are mostly good news. AZ numbers continue to go down; the number of vaccinated individuals goes up. We seem to be situated well for next year. Reviewed school's dashboard on AZDHS.

DF Pediatric vaccination trials are also in process. Expecting Pfizer to be available in September for children.

GS Yes, and children 12 and up can be vaccinated. Vaccines work. Obviously, everyone can make their own choices.

JT GS, when do you think we might anticipate deciding whether or not we will be using hybrid next year?

GS I would think by the end of June. We'd have surveys in. We'd discuss mask policy and hybrid around the same time. But I'd like to decide on the hybrid part soon. We want to give teachers time to plan accordingly.

DM What about the Executive Order that FM mentioned at the last meeting?

GS That was true when FM said it, but then we got an email from the charter board saying that charters have more flexibility if they want to have hybrid as an option. If we are going to do it, we'd have to go through a process. Let's find out what the survey says and put it on our next agenda to discuss this.

06.02.21 Approved

BOARD PROCEDURES

Approval of Minutes

GS moved to approve the 05/05/21 regular meeting minutes. DF second. No further discussion. Vote is unanimous in favor: GS, DF, JT, AS, DM, NG, KK. **Motion passes.**

GS moved to adjourn. DM second. No further discussion. Unanimous vote in favor: JT, GS, AS, DF, DM, NG, KK. **Motion passes.**

CLOSING VERSE

DM read the closing verse.

Meeting was adjourned at 8:20pm.

Prepared by AS on 05.19.2021.