

MINUTES
VSWEA BOARD OF DIRECTORS
REGULAR MEETING
WEDNESDAY, NOVEMBER 03, 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)

Michelle Kratzer (MK)

Tom Lopez (TL)

Benjamin Yen-Yi Fong (BF)

Myriah Mhoon (MM)

Scott Edwards (SE)

Sergio Elixavide (SEL)

Blayne Goodman (BG)

Nick Casura (NC)

11.17.21 Approved

Andrew Young (AY)

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

- Barb Cunningham
- Vincent Slayton-Garcia
- Laura Slayton-Garcia
- Tammy
- Amy Edwards
- Helena Moriarty
- Roxana Elixavide
- Angelina Hart
- Sophie McCurley
- Heather Sullivan
- David Schantz
- Ambrosia
- JJ
- Deb
- Cynthia Bartholomew
- Sami Rank
- Kayla Barnes
- Megan
- Laura Heaney
- Dave Larson
- Dannie Oconnor
- Nicole Goodman

OPENING VERSE / INTRODUCTIONS

Meeting was called to order at 6:33pm. GS welcomed the public to the meeting, read the opening verse, and reviewed meeting procedures.

The Board members introduced themselves along with FM and MK. The Board applicants also introduced themselves.

GS Provided an overview of the agenda.

BUDGET AND FINANCE

Enrollment Update

FM Since the last meeting we've increased by 6 students. We are at 293. I'd like to hold that for quite some time. That'd be nice. We had a tour yesterday with 13 new people. Some want to come right now, and others want to come next year. I'm fairly confident that we're stable right now. I want to get us to 300, but I'm happy with where we are right now.

Mortgage Refinance

GS We're working on refinancing. We have a letter of interest from Desert Financial. It's not a commitment. It's just a letter saying let's continue the discussion. The letter says the loan value would be the lesser of 1.2 million. Amortized over a 20-year period, but it'll be a 10-year loan, meaning we wouldn't have to refinance for 10 years. Interest rate of 4 percent. Does anyone want to discuss further or are we okay to sign this letter and move forward?

11.17.21 Approved

DM I know when we had issues earlier and needed payment arrangements that RSF offered some deals. We won't get that with other banks.

GS We had issues previously 10 years ago. We took a short-term loan for 100k and that was a violation of RSF covenants. As a result, they would only give us a renewal of 15 months, and it has a large prepayment penalty.

DM What's that prepayment penalty, and is that still applied if we refinance with RSF?

GS 5% of what we'd prepay. It's a significant amount of money. Not sure on the second.

DM Thank you.

GS I'm still in talks with Desert Financial and Chase Bank, so nothing is a done deal. We're just getting the ball rolling.

GS moved to approve signing this letter of interest for Desert Financial Credit Union. DF second. No further discussion. Vote unanimous in favor: GS, DF, AS, NG, DM, JT, KK. **Motion passes.**

EXECUTIVE DIRECTOR

Update

FM We had a heck of a day, starting with a bad car wreck on Southern. It was a challenge. But with every challenge, there's silver lining. Some parents approached me to suggest we get our parents to contact the City of Phoenix to request a light at 28th St. As you know, we've been worried for a long time about safety on 28th St and Southern. Monday and Tuesday, we had an outbreak of 6 students with Covid this week. 2 more were tested, and they were thankfully negative. Monday we can bring 1st graders back, and Tuesday we can bring 6th graders back. I know it was a tough call, but with that many students it alarms us that it could spread to other students and staff. Because of this, we also stopped doing after school clubs since it's cross pollination of grades. When we mix classes, we get a negative effect of spreading it. We'll probably stay closed for another week. The LDC and I decided to cancel Martinmas. We thought about moving it to December, but December is so full. We will still do the Martinmas story as curriculum in the classroom. We just won't have the nighttime event. It's very sad that we have to do this, but we need to stay in person. We did start the woodshop in the back by the high school. They demoed the old slab and put in the new slab. It's the same contractor who will be doing our bathrooms.

DM Was it a DMS family that was involved in the car accident?

FM I don't know that it is or isn't, but my best guess is it isn't. I think I would've heard by now.

DM With all the cases, are those families doing okay?

11.17.21 Approved

FM Yes, as far as I know everyone is doing well. No one has had to be hospitalized.

GS Was there any talk of moving Martinmas to Spring?

FM No, we only spoke about November and December.

GS I'll defer to you on that then.

NG Is there any way to move classes outside?

FM Being outside does not change the state department or the CDC guideline. It's about consistent use of masks. It doesn't have to do with inside or outside. Being consistently masked allows us to be outside. DMS wants us to mask inside, but if we want to avoid going home, we have to mask consistently. Did that answer your question, NG?

NG It answered my question for now.

GS Thank you, FM. We appreciate you keeping it brief.

BOARD PROCEDURES

Board Applicant Interview

GS Tell us a little bit about yourself. Just as a reminder, I've asked everyone to keep their answer at a minute or less due to how many applicants we have. We will have the opportunity for follow up questions at our next meeting.

NC 9-year US army vet. Just finished MBA. Work as VP for Wells Fargo. Have a degree in Atmospheric Physics and Mathematics.

BG 2 daughters at DMS. His wife Nichole does some volunteering at DMS. Hockey fan. Hockey scholarship to a school in Boston. Civil Engineering—water/wastewater work. Canadian.

BF Father of 3, 2 at DMS. Moved to AZ 5 years ago. We were lucky to find DMS. I teach at ASU Barret College and am responsible for a lot of curricular needs.

SEL Father of 7, recently a grandpa. We have 5 kids at DMS. Highschool down to Kinder. I'm an enterprise architect for the last 8 years. Involved in sports—lacrosse.

SE Father of 4. Academic Medicine—surgeon, educate medical students, researcher. Dad, surgeon and educator and research scientist.

AY 2 boys at DMS. Been here for 5 years. Born and raised in AZ. Works for Enterprise Rental Car—runs offices, fleets, dealing with customer mitigation and accounts. Entrepreneur—they run four businesses from their home. He also volunteers at the school.

11.17.21 Approved

TL Spent the past 35 years on retail management—small businesses to large business. Been responsible for multimillion dollar budgets. Responsible for hiring, training goals, new operational trends. Established retail customer base—to help with keeping customers. Helped with fundraising for soccer and show choir when his boys participated.

MM I am a mom of 2 little boys. Originally from Chicago where I attended the Chicago Waldorf School. Currently the CEO of New Life Center-the largest domestic violence shelter in the state. I've been a macro social worker, building policy, getting funding from the state, sits on the state board of massage therapy to protect women from human trafficking.

KK What made you interested in joining the board?

BF Moved here 5 years ago. We don't have family in AZ, so we're outsiders. To find a community in the school who have been so warm and welcoming has been great for us. I want to give back especially when there's probably some burn out on the board and in leadership.

BG Moved here 2 years ago—the primary reason was because we had a charter Waldorf school. I want to give back. I've been listening in. I think I have the skillset to help manage some of the difficult conversations. I think I can help keep the school stay on track and move the school forward in a positive direction.

NC I would echo that. I've been in school the last four years. I haven't been able to give the time needed for a position like this, but I have the time now, and I can give my skills to the team.

MM I want to give back to my community for my 2 boys, and I want to help with policy and strategy. I want to create stability. I cannot be on campus during the day, but I am able to be at meetings in the evening.

TL My background in markups and the discussions about t-shirts and stores, I'd bring that to the board. Also fundraising. We did a lot of easy fundraisers that didn't cost the clubs or show choirs anything, so I bring that expertise to the board.

AY I've been a DMS family for the last 5 years. We're dedicated; we drive 30 miles to get our kids to school. We're dedicated, and we serve. Previously, my job was farther away, and I couldn't help as much. Now we need folks who know how to deal with customer service and mitigation, and I can provide time to be involved, and I want to bring that experience to the board and focus on where we can grow. We're moving in a positive direction, and I want to push that forward.

SE Everyone has been attracted to the Steiner philosophy. I didn't have it as a kid. I didn't know it existed until recently. Given that investment, this is a special opportunity. I want to support the school with resources I have. It's important to me to preserve the Waldorf values and traditions in the classroom.

SEL We're in Gilbert. It's a drive and an investment. What led me to apply and run this time around, with the events and struggles that we have been having, I want to be involved to help.

11.17.21 Approved

I'm looking for an excuse on my side to spend more time at the school and bring my skills to the table. I grew up in Mexico, and I want to bring that cultural background to the mix to bring a different point of view. I did a startup company from scratch. I wear multiple hats. Been through that—bring a lot of experience. Being a board member for a sports club allows me to bring some ideas for fundraising. I want to be more involved in the school.

DF What skills do you have that you think will fit and serve the school as a board member?

AY One of the largest impacts we need to have is customer service mitigation. I think we need more hands to help with that. I also look at moving forward—growth, profits, promote within and moving careers and knowledge base. I have these skills to help get folks in the school moving forward. I want to retain families. We can start expanding out since we're fine financially. I've worked in sales growth and constituency. I have a lot of ideas to help us move forward.

BF I teach at ASU Honors College. It runs Socratic seminars. I run community dialogues at ASU with community leaders to spark conversation with ASU students and those outside, and this is a service commitment I've taken on. It involves event planning. I also supervise a scholarship which runs annual community service events. I'm involved in that planning and coordination.

BG I think I bring diversity. I was a resident assistant in college. I learned a lot about diversity and leadership. At work, I manage profit and loss statements. I have good risk mitigation and contract negotiation skills. I know what to look out for to make sure the school gets the best bang for their buck. I have good in-depth knowledge of market pricing. Having the right people and the right pace of growth is something I can bring.

MM Beyond my skills, I love board work and governance. It's been my expertise within my career. I've staffed boards and nonprofit boards. I believe strongly in the nuance of understanding and elevated good governance and having a healthy board that is able to be in partnership with staff. It's a balancing act to make sure things are in place. It's a lot of strategy work to get to that place, and that's exciting work to me.

NC Years of experience in the army in communication. In business I've got my MBA. I'm a strategy person. I deal with risk management, schedules, finance. I've worked on the largest Honeywell project as well.

SE I've made a career of being on various committees and boards with the goal to get things done that others haven't been able to do. Whether it's creating a new division or establishing the money for an accredited fellowship in the state. Fundraising—I'm good at soliciting industry and partnering with businesses to gain grants. I think everyone has these types of talents. The thing that separates me is that I'm a physician. I think it's important at any time in any school board, but now it's particularly important. Boards are doing the best they can, but the recommendations are not a one size fits all. There's room for interpretation. I'd like to be a part of that process and I think it would give people peace of mind.

SEL The skill that I could bring is problem solver. To me it's a puzzle to solve. It's helped me throughout my career, my personal life. Approaching problems with a problem solver

11.17.21 Approved

mentality—to understand the issue and take a step back to see if that’s the real problem or a symptom. Problem solving is always the same. I deal a lot with data. Data involves governance and moving data and problem solving—solving the root of the problem. I think that skill would be helpful to the school.

TL When I worked at stores, I was sent in to help a store that was broken or needed to be fixed. My ability to see what needed to be changed, what employees need to be hired and training those employees on how to react to customers. Having skills that were detail oriented helped me with that. Working to hire new staff and train them—this store went from nearly closing to profitable in six months. I still have customers and employees who are still in contact with me from that store. Troubleshooting and expecting them to hold to the standards that I communicated.

NG In your opinion, what is the biggest concern facing DMS right now?

TL The biggest concern right now is growth. It’s a double-edged sword to grow. We need qualified teachers, classrooms, financial stability. Coming from my background in retail, this was a game changer. In relation to that is how is this going to affect stability in the coming years? In past meetings, JT mentioned that existing buildings need updating and general maintenance. I agree with that.

SEL The biggest challenge is budgetary. Budget is always a problem, a constraint. How do we get fundraising together? At some point, you have to run the club like a business. The second issue is there seems to be a massive political divide because of the Covid situation. It’s the issue that’s hitting the country as a whole. That’s a deep issue that we need to figure out how to solve, because if we’re not together it’s going to make things more difficult.

BF From what I’ve heard is that the financial situation is better than it’s been for a long while. I see it less a problem as political division but rather community division. I would say it’s more about distrust of other members of the community. I was happy that the Michaelmas play brought everyone together. I’m hoping to build that more as we come out of some of these Covid protocols, and the more we can do that in the coming years, the better.

MM I feel like we’re in chronic stress; we’re out of whack with our rhythm. We’re so jaded and angry, and we’re on high alert. We’re not allowing ourselves to get back into a lull of rhythm. That doesn’t mean we have to be harmonious or believe in the same things, but the concern is that if we aren’t supported, we’re attacking, it’s going to be a disservice to us getting back on track for our kids and for the reasons that we’re here. I want us to get back on track.

BG The biggest concern is to keep in person learning. Managing over a computer screen is tough. I can’t imagine teaching over a computer. I think the biggest concern is keeping kids in classrooms.

SE Money is the biggest concern. Without money, there is no school. Thank goodness for GS and others for navigating all of these financial trials. We always can use more money.

11.17.21 Approved

NC Fundraising is the number one concern. The money has to be there to bring in students and teachers and buildings. Then of course, the division. Bringing a process there—keeping kids in school. What is the process to make sure there are mitigation pieces in place and making sure that's consistent? And that's tough.

AY I've followed the board, watched administration issues, and financial issues. I think the biggest struggle we have right now is in person learning. We need to mitigate that. Keeping kids in person helps with enrollment, with retaining teachers, with retaining families. We won't all have the same opinions, but we have to have the goal of keeping the school open and around. I think staffing has been a big struggle. It has been an issue to the students regarding empathy and mitigation issues. I love that we have a program to have teachers trained in Waldorf, but we need to get them to stay. We need quality people to do this year to year. We need to make that feasible for them and make it something they look forward to. My school takes care of me, they take care of my finances. I'd like to see shifts with that. If we can keep teachers, that will help us. We've made a lot of progress with finances. We need to access companies for grants. It's secured money; once you get your foot in the door, it's almost residual. If we can get to 340, we need to start opening up more classes. It'll bring us money, and hopefully we can branch out into other areas of Phoenix.

JT In your opinion, what is going well at DMS right now?

TL Growth is good. Parent involvement is getting better. We're doing festivals again and Waldorf traditions. But with what FM said we're cancelling Martinmas, so that's not so good, but Waldorf traditions celebrated regularly is good.

BF I thought Michaelmas was great. I understand why we're not celebrating Martinmas. I like that finances are on track. I think our priorities are right: keep the doors open and kids on campus. I think we should strive to keep that goal.

SE I've seen all kinds of schools—private, charter, public, but I've never seen such parent involvement in my life. Once you have that, it's a powder keg to tap into. We talked about a lot of negativity, but we do have a common thread—we make our kids our priority, and we hold these Waldorf traditions close.

AY When I look at what has happened over the past 5 years through board meetings, first and foremost, the admin change was great. We wouldn't be here right now without all the things FM is doing. I am so grateful. You have done so much during this difficult time. I've never seen that kind of activity and involvement from an administrator like FM. If you have a good leader, and we do in FM, it helps the whole school. That bleeds down into the staff and families. The thing that's kept us here year to year is the community. The community comes together for that common thread: in person learning and Waldorf pedagogy. It's like nothing we've seen anywhere else. I'd love to see that continue and stretch into other communities. DMS is doing quite a few things right now, and FM has been a big part of that. The board as well has made a lot of decisions, and they've handled a lot of changes well. I'd love to continue with that as well.

11.17.21 Approved

BG In construction safety is important. I think that a culture in general is good, and FM has done a good job. FM is out there talking to the parents. He's created a culture that makes people want to be there. So thank you, FM.

MM FM, all things FM. And that's not to say that I don't fuss or disagree, but having strong leadership is important. Our teachers are preserving that light of doing all they do in the midst of pandemic and chaos. I have so much excitement for my child, and he has an amazing teacher. He's alive and sparked, and that's amazing in the midst of this chaos. I think the covenant of teachers/curriculum to stimulate and sustain through the pandemic is not what we're seeing in other schools.

SEL The leadership that FM has provided is stellar. Being here all day and night, sending emails all hours. The second thing that's going really well is the community. I think MK is on the call, and we had a birthday party and we invited the whole class. She warned me that everyone would show up. It was an incredible experience. We've never had that before. People coming together. Within the school, whenever I'm there, you feel like you're part of a family. That's important. It's what DMS does well. With FM's leadership he's trying to evolve that to help everyone feel a part—a sense of belonging.

NC The top two things are dedication and involvement. I think FM can say with 293 students you probably had a thousand calls from parents. Michaelmas brought a lot of parents. Internally, the dedication of the staff provides stability.

DM What has the board done well this past year?

BF Hiring FM was a great decision. He's brought his expertise to the school. The board has managed some very difficult decisions with a great deal of civility. There were contentious issues that were addressed, and the board did a great job handling it.

BG I agree. GS, you've done a great job making tough decisions. They may not be popular, but they're necessary. I give you all credit for reading through every iteration of the CDC guidelines.

TL FM has been doing a great job. There were a lot of hard decisions and hard discussions. It was difficult; however, the fact that everyone came together is good. I like that town halls are regularly scheduled again. I think that's important.

MM I think that fact that you didn't run away. That shows a lot of grit and dedication to our school.

SE Specifically, hiring FM was a good decision. Going after the PPP money was very smart.

SEL The main one is bringing FM on board. It was a bright decision. The other thing the board has been doing well is making the tough choices/decisions. It's not easy, but the decisions have to be made with the information in front of you that's in the best interest of the school and the community. Sometimes I don't agree with those decisions, but it is something that they do well and they stand by it.

11.17.21 Approved

AY FM has been such a vital decision. We did well on that call. I love that we're refinancing. I know that was an issue previously. The board has done a great job at helping with that on attendance and enrollment and using FM to implement all of that. We're not in the red, and we can find funding for the bathrooms and other property changes. I like to see that we're expanding out with online sales and thinking of our growth with finances.

NC FM has obviously been a great choice coming in. I think the board has done a great job with strategy to keep people in class. Even when we were online, the teachers were available and teaching. We have good finances now.

AS What could the board do better or differently?

BF The skills the board used during a crisis was extremely admirable. One thing we have as an issue is community division. Some community members feel unheard. I can't say if that's the board's fault, but I think if I was a board member I'd try to improve communication. I know it's a fraught process, but it's important everyone feels heard.

SE I believe strongly that every board should have medical representation.

BG Our kids are in person now. I think at some point the board should move back to in person and one time a month. I think that would show comradery. Having parents attend and bring up their concerns. In person would go a long way.

AY I know the board has had a lot of challenges the last few years. As far as what they could do differently, I'd like to see more support of our teachers. I'd like to see more community education. I know FM is trying to do his best to handle that, but I think getting teachers on board would help. We need to all move in the same direction.

TL I'd like to see a list of attainable goals. Realistic. I know we need to be flexible, but I'd like to see yearly goals. I'd like to see a continuation of fundraising. Being in the corporate world, I know there's a lot of mom and pop shops that would give grants. I'd like to continue the communication with all facets of the school—parents, teachers, etc. Outreach to make sure everyone knows that the school exists in the Phoenix area.

NC Grants are important. Having 1-3-5-year strategies would be nice to see. I know it's hard for the board to communicate, but I'd like to see more of that.

SEL The board could do differently—regarding the pandemic, the board had to make tough decisions. I think it would be good to seek out a medical opinion. I think it can be done in the future. Other issues too—we could bring experts from the outside to give an opinion to help us make an educated decision.

MM Working off of a strategic plan. There's a lot of overaccommodating or sway. Not having a governing plan or pillars to continue to support the board in tough choices. You have to govern and not always accommodate.

11.17.21 Approved

GS What is your availability for time commitment to the board?

AY I've become quite more available. I work from home, so I have availability to help with the board. In the past, I've tried to make do with other volunteering, but now I can offer more time. Time is not much of an issue anymore.

SE DMS is my priority. I make my own schedule, so my time is DMS's time.

TL My availability is flexible. I work parttime, and then I'm free.

NC Now that I'm done with school, I've got 20-30 hours free a week.

MM I do have time constraints. I am extremely dedicated to give time to DMS, but my wavering point right now is that meetings are bi-monthly. I would do better if it was once a month.

SEL I work from home, so outside of business hours I'm available apart from kids' extracurricular activities.

BG My schedule is flexible. I make my schedule, so I'm committed.

BF I too wish I had lots of flexibility. I do have time constraints, but I can definitely put aside time to fulfill board commitments.

DF If selected as a board member, what committees or projects would you like to focus on in your first year?

AY I'd like to support our staff. I think we need to keep these folks who keep our kids engaged. We need to support them more. A while ago we talked about a nurse on staff, and we need to allocate funds for that. I'd like to help with online sales in stores. I'd like to be able to grow that and expand it. I'd like to help with this refinance loan too.

BF I want to sit in and see what's existing and jump on board. The one that seems important is fundraising. I think coordinated messaging would help. I'd like to help to make that happen.

BG I think setting some goals. A 2025 business plan would be a good idea. My bread and butter is capital projects, and I'd like to be involved in those.

MM I want to stay open. I want to fit into the needs of the existing board and staff. I have experience in different committees and board work. With my experience as a CEO, I was asked to help with finances, and even though I'm not a numbers person, I am doing well to help with that need.

NC Maintaining buildings. We had some AC issues. Also, jumping on teacher support. Giving them the certifications they need to be effective in the school.

SE My connections in the valley with hospitals and urgent care centers. I'd love to help with some programming for students to shadow nurses, dieticians, pharmacists. There's a

11.17.21 Approved

foundation that has philanthropic activities, and students could have an opportunity with that as well. I have access to labs, and students could utilize those.

SEL My plan is to be here for the long run. With that, my hope is to focus on getting familiar with what's happening around DMS. I'd like to try to evaluate a list of challenges and try to prioritize and see how I can support the administration, staff, and the board.

TL I'd like to help with fundraising. I'd like to set up goals for the board that are obtainable. It's important to know where we're headed for the year.

AS What conflicts of interest do you anticipate as a board member and how will you manage them?

TL I don't think there'd be any conflicts of interest as my wife is a teacher. There have been other teachers and spouses of teachers with no issues, and I think I can do the same.

NC Perhaps being more interested in a certain class or teacher. We need to set aside our own views.

SEL Other than personal belief and personal choices, I don't think there's any issue. I think managing personal beliefs is like anything else. It's about a thinking methodology, setting aside personal beliefs and problem solve with the best educated decision you can.

MM I don't foresee any conflict of interest. If there was, I'd go to the board president and share my thoughts and documentation if necessary.

AY I don't have any conflict of interest. My business has nothing to do with DMS. I manage teams for a large corporation, and you can't be personally attached. You have to look at the greater good and what's best for everyone.

BG I don't see any conflict of interest either. I will agree with MM. If that did arise, I'd talk to the board and remove myself from that situation.

BF No foreseeable conflict of interest. I'd just excuse myself if needed.

SE No conflict of interest.

GS Thank you, everybody. We did it. We're only 9 minutes over. I'm going to call that a Waldorf victory. The comments have all been helpful and good to hear. You've made it difficult for us. We will enjoy this luxury.

Voting Procedures

GS My thought is a thumbs up/thumbs down and then those who have passed will go through to the next round. Then we'd cast votes based on order of who you'd like.

KK That seems fair to me. Thumbs up/thumbs down and then a stacked ranking.

11.17.21 Approved

NG Do we want to fill all five spots?

GS We don't have to. My view with how strong the candidate pool is, is why wouldn't we fill them?

NG I've never sat on a board before, so I don't know how this goes.

DM I think 11 is a lot.

NG FM, what do you think?

FM A typical board is an odd number, and it's generally 5. 11 is very large. A big piece of what a board has to do is reach consensus. 11 is really big.

GS Counterpoint to that is that it would be different than a public school board We're not elected by constituents, and we're also private in a way that we're a charter school that has chosen a board who picks its successors. Larger boards aren't that uncommon. Phoenix Children's Museum has 20-30 board members. But it's not uncommon to have more board members and have some expectation of fundraising of board members. More areas of expertise can be helpful.

DM Boards are usually relative to the size of the organization.

FM I remember that exercise in high school where the world was ending, and we had to choose 12 people based on occupations to resettle the world. And here we are. It's remarkable the diversity we have here. A big size can be good if we keep in that lane and utilize skills. Ideas like Covid and reaching consensus is difficult. It could be quite challenging.

DM How have we been going outside our guidelines for the allocations?

GS The by-laws were updated three years ago to pull in people from the community to volunteer, but in practicality nearly everyone who's willing to be a volunteer is a parent.

DM So we have a rule we're not following?

GS Yes, but it's a soft rule.

DM But 11 is set.

GS Yes.

DM Is discussion public?

GS We don't discuss the applicants at the meeting. You do your research privately and of course through the interviews.

11.17.21 Approved

AS Typically, we have the opportunity to ask follow-up questions at the next meeting and then we vote after.

GS Voting is public.

DF I think regarding reaching consensus—it was a divided or split vote. It hasn't necessarily been a consensus. Meetings may be longer with a larger board.

DM Have we considered a subcommittee? Many of the applicants mentioned fundraising.

GS Are you saying elect them to a subcommittee?

DM Yes.

GS No, there's no provision in the by-laws. Committees is a different thing—it has to follow open meeting laws.

FM Candidates, I have to state this. I am going to miss the next meeting as my daughter is getting married, and I'll have 20 people in my home from Seattle. It's my youngest daughter. I don't want you to think I'm skipping out. It's just a big deal for our family.

DM Congratulations!

GS I'm not hearing any concerns about the voting process. I think we can plan to vote that way. Thumbs up/down, and then we'll do ranked voting.

AS Can we please see that voting form before the meeting so we have general idea of how it works?

GS Yes, I can do a mockup and send it over beforehand.

Approval of Minutes

GS moved to approve the 10/20/21 Meeting Minutes. NG second. No further discussion. Unanimous vote in favor: GS, AS, DM, DF, KK, NG, JT. **Motion passes.**

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

CLOSING VERSE

KK read the closing verse.

11.17.21 Approved

GS Thank you, everyone. We'll see you 11/17.

Meeting was adjourned at 8:47pm.

Prepared by AS on 11.03.2021.