

**Minutes of the  
Wasatch Waldorf Charter School  
17 October, 2015  
Board Meeting**

1- Roll Call:

Presiding: Kim Haleck, Vice Chair 2015

Time: 2:47 PM

Place: Canellas Restaurant, 204 East 500 South, Salt Lake City, Utah 84111

Trustees Present: Kim Haleck, Vice Chair 2015

Ary Faraji

Lisa Canella

Kevin Emerson

Matt Pardini

Joe Welch

Trustees Excused: Byron Harvison, Chair 2015

Emily Thunberg

Jessica Thesing

Others Present: Emily Merchant, Executive Director

Kara Salisbury, Administrative Assistant

Jeff Biesinger, Educational Service Provider

Shawn Crawford, public member

Kopi, public member

Executive Director Emily Merchant confirmed that the voice recorder was turned on.

- 2- Gratitudes – Members of the Board and public expressed gratitudes briefly.
- 3- Singing – Executive Director Emily Merchant led a brief signing session.
- 4- Conflict of Interest Disclosures: No conflicts of interest were reported.
- 5- Approval of Minutes from Previous Meeting: Kevin motions to approve the minutes as edited by Ary, Kim seconds the motion. The vote is taken and the minutes are approved unanimously.
- 6- Book Discussion: Understanding Waldorf Chapter 4 Discussion (10 minutes) (Kim): Kim shares the experience of her first encounter with Waldorf education, and shares that in Chapter 4 she enjoyed the part where Petrash discusses the fact that students long to connect emotionally with their education and the world, and that Waldorf students experience a cathartic experience through art that fulfills that need. She asks other members to share what they have witnessed with their own children in previous Waldorf schools. Ary shares his experience, speaking to the confidence and social awareness that Waldorf education instills. Matt shares his experience, speaking to the rigorous academic learning that takes place through the very creative strategies used by Waldorf teachers. Joe share his experience, speaking to the deep understanding that Waldorf teachers have of the developmental ages of children, as well as the “end product” that you see when the students reach the 8th grade,

with extraordinary depth of knowledge and confidence. Sean speaks to his experience with his daughter, speaking to the efficacy of the Waldorf style of teaching, as well as the positive emotional outcomes he sees in Waldorf educated children. Kim wraps up the discussion by speaking to the deep connection that Waldorf students gain with their education. Matt will lead the book discussion next month with Chapter 5.

(Next Board Meeting is scheduled for November 21, 2:30pm at Canella's.)

7. Executive Director Report (15 minutes) (Emily Merchant): Emily begins to go through the Director's Report handout, starting with information about expenditures. She says that she feels we should get some financial policies in place as soon as possible because we are beginning to spend money on things like stipends for the 3 current employees and computers for those employees. She would like to have policies in place for how this process should work.

--Emily states that we are currently at 246 students on our lottery registration.

--Emily states that she is drafting a fundraising letter that members could consider distributing.

--Emily states that regarding the foundation that will be running the preschool, we need to work on a building use policy and draft a lease that can be signed with the preschool foundation.

--Emily states that she has identified a person who could possibly be the Food Service Director for the school, who has a background in catering and interest in whole, natural foods.

--Emily discusses where we are in the staffing process, saying that the online application form on our website should be up and running this week.

--She says that she is currently working a lot on curriculum alignment with the State standards.

--She states that she is looking into teacher training programs that can come into the school.

--Emily states that the letter discussed in last month's Board Meeting was sent to the Alliance for Public Waldorf Education, and she also sent them a check for \$250 for the membership fee. She says they have asked if we would like to be the pilot school for a program they are starting that establishes steps to becoming an "accredited" Alliance school. We would be the pilot school for the "Initiative" level, and then within a year of the school opening we would be eligible to move up to the "Development" level. At the Development level we can legally use the Waldorf name. Participating as a pilot school would benefit us by putting us at least one year ahead of where we would otherwise be on that timeline.

7- Financial Report (10 minutes) (Jeff Biesinger): Jeff states that with pre-operational budget and needs being what they are, there is nothing to report at this point.

8- Facility Report (20 minutes) (Jeff Biesinger): Jeff states that we are in the middle of going over the designs for the facility. He says that the biggest challenge currently is figuring out the placement of the staircase. Emily interjects that we are under contract on the building (the "Valley Mental Health" facility). Jeff says that he should be able to bring drawings and renderings for the members to view at the November Board Meeting. He invites members to come to the design meetings that are happening for the next three Tuesdays at 9am. The meeting on Tuesday October 20 will be at the school building, the other meetings are at the Architectural Nexus office. Emily states that the neighboring businesses are going to be approached this week to discuss the dropoff and pickup logistics that will impact traffic in the area. Kevin states that he has had a conversation with the President of Architectural Nexus about a certification they offer called the Living Buildings Challenge, which is an

environmentally conscious certification similar to LEED certification, but more rigorous. He says that the President said he would be willing to come talk to the Board or the facilities committee about this process, and the Board agrees that they would like Kevin to invite him to one of the Tuesday morning meetings.

9- Committee Reports (60 minutes)

a. Board Development Committee Report (Kim Haleck) –

i. Executive Summary of Board Responsibilities (Joe) Joe hands out the written summary and begins to highlight certain points. Joe states that he will be beginning to send policies to Board members to look at, starting with the Board Responsibilities policy. Board terms are discussed, and Joe says that he thinks it's not a good idea to have all board members' terms be the same length, as a whole new board every three years would be difficult and not provide continuity. He suggest having current board members have terms of 3, 4, or 5 years, and then members who replace those original members could come in with three year terms. Emily agrees that this is a good idea but states that we will need to officially change the Board by-laws to make that legal.

ii. Policy Development Policy: Joe says that he will be writing this policy soon, and will share with members.

iii. Financial Policies: discussed previously.

Joe has uploaded the Board Responsibilities policy to Drive, and it is decided that we will vote on that policy at the November Board Meeting.

b. Marketing Committee Report (Lisa Canella)

i. Logo/Rebrand: Lisa discusses the work on renaming the school. She says that it has been decided to change it to Wasatch Charter School. When we do get to the step with the Alliance where we can use the word Waldorf in the name, the name will change to Wasatch Public Waldorf. She shows the mockup for a logo that is based on a sego lily, and says that Melanie, Matt's design contact, will be sending back a full version to look at.

ii. Marketing Strategy: Discussion about online content and physical materials, with an emphasis on marketing to the later elementary and middle school ages.

iii. Events: Emily states that we are going to be doing a series of grade-specific events toward the end of January, to be a more specific introduction for families than the general information sessions.

--Emily states that we need to be looking for a volunteer to take on being the organizer for in-person events (booths at events), for volunteer booth staffing and logistics purposes.

--Emily notes that we are going to be creating a blog on the website. She says the strategy will be to take the best performing post each week on Facebook, and then she or a Board member will write something about that item or topic and post it on the blog.

Joe raises the question of how the lottery is going to work, as we only have 2 more board meetings before the lottery will happen in January. Emily explains how that works; it will start with the 8th grade, where if we have less than 60 students on the list for 8th grade, all of them will get their spot, but then any younger siblings they have will also get their spot in the lower grade. Then

the lottery will continue going down by grade level. She reviews how it will work for founders, board members, and staff, between the lottery and the 5% of spots we can reserve for those individuals.

10-Public Comments (5 minutes).

11- Additional Board Actions (45 minutes)

Policies and Procedures:

- Policy Development Policy: Kevin makes a motion to adopt the Policy Development Policy, effective immediately. Lisa seconds the motion. Discussion is invited, then a vote is proposed. All members vote in the affirmative and the policy is approved unanimously.
- Financial Management Policies: Members are invited to review this policy on Google Drive when it is available to facilitate a vote at the next Board Meeting.
- Dress Code: Members are invited to review this policy on Google Drive when it is available to facilitate a vote at the next Board Meeting.

12- Closed Meeting, option for closed session: Kim motions to go into a closed session in order to discuss the character, competence, or health of an individual. Ary seconds the motion. A vote is taken and is unanimous in the affirmative by all present Board members. The meeting is closed and the recording is stopped.

Trustees Present:

Kim Haleck, Vice Chair 2015

Ary Faraji

Lisa Canella

Kevin Emerson

Matt Pardini

Joe Welch

Others Present:

Emily Merchant, Executive Director

Kara Salisbury, Administrative Assistant

Closed session is concluded, open session restarted.

Emily brings up the question of whether we make Board Meetings events on the public calendar on the website, or continue with posting it on the Utah Public Notice website. Members express agreement that we continue with how we have been doing it: not having the meetings noted as events on the website calendar.

Matt brings up the question of using project management software, for everyone to better keep track of things they are meant to be working on. Joe says that he is familiar with that kind of software; he and Emily will meet to discuss options.

Agenda item for next board meeting: whether Board Meeting minutes should be posted on the website or only available to the public on request.

12- Closing verse, Adjournment: Kim makes a motion to adjourn the meeting, Ary seconds the motion. All members vote in the affirmative and the meeting is adjourned.

Next Meeting: November / December

Training: Petrash Book Understanding Waldorf Chapter 5

Expected Agenda Items:

Important Dates: