

Cedar Riverside Community School
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Minutes
Board of Directors' Meeting
December 14th, 2016

Board Members in Attendance: Sonja Berven, Jennifer Weber, Malcolm Currie, Anne Weber

Board Members Absent: Hassan Liban, Clarissa Herrera, and Ali Bulhan (not seated)

Others in Attendance: Randy Vetsch

Others Absent: Kara Schneeberger (BKDA)

I. Call to Order

- a. S Berven called the meeting to order at 4:30

II. Reading of the Vision, Mission & Values of CRCS

III. Approval of the Agenda

- a. M Currie motions to accept the agenda with the additions of the school calendar discussion of January 2nd, 2017 and with flexibility.
- b. J Weber seconds
- c. Motion passes unanimously

IV. Consent Agenda

- a. Minutes from November, 9, 2016
- b. Policy 5.2.2 - Compulsory Attendance
- c. Policy 5.3.2 - Adjudicated Juveniles
- d. Policy 5.3.4 - Transfer of Educational Records
- e. Employee resignation - Ryan Moran. Behavior TA
- f. Recommendation for employee hire - John Boyd, long-term substitute Special Education Teacher
- g. Recommendation for employee hire - Clarissa Herrera, Behavior TA
- h. M Currie motions to accept the consent agenda with the removal of items f & g for discussion
- i. A Weber seconds
- j. Motion passes unanimously
- k. Discussion regarding the process used to advertise positions, interview, and offer employment
- l. Concern about the lack of protocol and transparency in the process including not advertising internally, no interview or interview without a representative interview committee, employment beginning before board approval, and candidates not being notified that employment is contingent upon board approval
- m. J Weber motions to form a hiring policy committee and outline a protocol to bring to the January 2017 meeting
- n. S Berven seconds
- o. Motion passes unanimously
- p. J Weber, A Weber, and S Berven will serve on the hiring policy committee
- q. M Currie motions to accept the hiring of John Boyd as the long-term substitute Special Education Teacher and Clarissa Herrera as the Behavior TA
- r. J Weber seconds

- s. Motion passes Yea--M Currie, J Weber, S Berven; Nay--A Weber

V. Board Updates

- a. Member resignation
 - Clarissa Herrera has resigned from the board
- b. Board documents monthly updates - attendance, training, policy review record
 - Board dates needed to be corrected in the Annual Report for board members p. 10, from 204 to 2014
- c. Vote for Sports - Check It Out -
 - J Weber announced the Adventure Capital start-up grant that our three 8th graders won. The \$1,000.00 will be used to purchase sports equipment so that young people can try out different types of winter sports using the equipment free of charge
 - The students are now in the semi-finals and are one of 12 teams nationally that could win \$10,000.00 if we all vote for them on our facebook page
 - The first community play time is set for Sunday, January 15th from 1:00 - 3:00 pm

VI. Committee Reports

- a. Board note-taker committee - (A Weber, M Currie) - tabled

VII. Director's Report

- a. Strategic Plan
 - Committee
 - Authorizer goals
 - Committee to meet 12/19 to have an all-day work session
 - R Vetsch will give a short presentation on progress during the January meeting
- b. Literacy TA
 - Ms. Ibrahim is still in school and will be on January 3rd, 2017
- c. Mission: Character Development
 - The PBIS team will rework the student discipline policy and then bring to the board as a recommendation
- d. After School Program
 - A new trimester will begin after winter break
 - New class choices will be offered including a world culture program
 - Adding k-2 in which CRCS will give preference to younger siblings who already have older siblings in the program

VIII. Old Business

- a. Policy 4.1.2 - At-Will-Employment - tabled
- b. Policy 1.1.1 - draft - tabled

IX. New Business

- a. Quarterly financial authorizer report through November, 2016 – (J Weber)
 - CRCS has a current fund balance of 24.9%
 - Art classroom window broke and CRCS had to pay for it
 - CRCS also had to pay rent for Brian Coyle Center - rent went up 2 years ago and now we must pay the difference as CRCS never changed the billing
 - Lunches claimed and delivered numbers are incorrect - R Vetsch sent the changes but the numbers haven't been updated yet
 - S Berven motions to accept the quarterly financial authorizer report through November 2016

- M Currie seconds
 - Motion passes unanimously
- b. Executive Director mid-year check-in - tabled
- Data Review
 - Professional growth plan
- c. Q-Comp - tabled
- d. Executive Director winter break PTO
- Since the paid winter vacation days will occur over the weekend, S Berven motions to substitute 12/26, 12/27, 12/29 & 12/30 as the paid winter vacation days instead of 12/24, 12/25, 12/31, and 1/1 and to approve PTO for 12/23 & 12/28.
 - M Currie seconds
 - Motion passes unanimously
- e. Request for leave of absence - Rebecca Ahlbrecht, Physical Education teacher
- We will move forward to set up a formal policy for leaves of absences
 - No more leaves will be granted until a policy is put in place
 - M Currie motions to accept R Ahlbrecht's leave of absence and to form a committee to develop a leave of absence policy for CRCS
 - A Weber seconds
 - Motion passes unanimously
- f. Staff Salaries
- R Vetsch after looking at our fund balance recommended we give staff a 1% raise beginning on January 1st, 2017
 - This would be a cost of \$14,700 and bring down the fund balance to 23.9%
 - Raise is not retroactive from the beginning of the year
 - S Berven motions to accept the 1% raise for staff beginning January 1st, 2017
 - J Weber seconds
 - Motion passes unanimously
- g. School calendar
- It was brought to the board's attention that Monday, January 2nd, 2017 is a national holiday and many schools and businesses have that day off
 - S Berven motions to change CRCS' school calendar to cancel school for students and give employees Monday January 2nd, 2017 off as a holiday
 - A Weber seconds
 - Motion passes unanimously

X. Public Comment

- a. No public present

XI. Adjourn Meeting

- a. Next board meeting is set for January 11th, 2017 at 4:30 pm
- J Weber motions to adjourn
 - A Weber seconds
 - Motion passes unanimously
 - Meeting adjourned at 6:31 pm