

Board Meeting

February 10 | 6:00 PM | In-Person, Middle school building

<https://meet.google.com/mwz-nvxv-zvx>

Board Members Present (Checkbox)

•	Brandon Bazemore
•	Jackie Walsh
•	Karl Beall
•	Meaghan Anderson
•	Shanna Taylor
•	Mindy Schaefer
•	Shannon Kapp (virtual)
•	JJ Olson

Guest Attendance

•	Sweekriti Apple (virtual)
•	Kelly Horn (virtual)
•	Jessie Sordahl
•	Nick Taylor

Agenda

Opening/Welcome/Guests

- Cellphone tower position and next steps: Nick talked about process of opposing/approval and how to support. Early in the process but Meaghan will connect with a land-use attorney and circle back.
- Review/approve minutes
Meaghan Anderson moved to approve the minutes from 1/6/26 board meeting.
Brandon Bazemore seconded the motion. Unanimously carried.

Meaghan met with North Thurston. Enormous jump in kindergarten enrollment that went to private preschool.

- Next meeting is: March 3, 2026 6pm
- Guest time: Jessie Sordahl introduction. She brings lots of experience and enthusiasm. Board to vote in executive session.
- Fun Run \$12,000 last year. If we met that this year, we would meet our fundraising goal for the year. EC teachers also having a fundraising event outside of fun run.
- Agenda Items:

- TA Update-committee met this afternoon. System that we're using now uploads most information with official documents.

39 grades applicants & 19 EC this year. 3 are new so far. 13 in grades are in small class eligible grades. With the awards budgeted so far, we would have awarded over the budget already. Meaghan would like to continue with small class awards.

Meaghan Anderson moved to continue our current policy of offering small class tuition adjustment awards outside of allocated TA budget to new or returning students for the incoming third, fifth, sixth and seventh grade classes for the 2026-27 school year. Karl Beall seconded the motion. Unanimously carried.

- May Faire: what can we sell?
No on hot dogs. Yes on cotton candy and popcorn. Water/sparkling water.
- ICE planning: [current procedure](#)
Waldorf school in Minnesota has been sharing with our co-lead admins about what has been happening at their school. Meaghan talked to an attorney who said we should designate a group of people who are ready to come to the school (within fifteen minutes) to help support in the event of ICE coming to campus. Helping call families, support kids, etc.

We don't have/keep any data on people's immigration status as a school. Kelly, Sweekriti, and Meaghan discussing at collegial meeting how we should/can best protect students on campus. Holding a safe space on the 27th for families to come out and talk about their concerns as there are families who have expressed fears over current events. Ask families how we can support them.

Circled back to Minnesota—two schools Great Lakes Region Waldorf School and Minnesota Waldorf School. AWSNA meeting said that the Alex Pretti shooting

happened two blocks from the school while in session. Two doors down from a family restaurant so all were feeling pain and had started the safe travel where colleagues were bringing students and staff members of color to the school, providing safe grocery deliveries—white parents and faculty took that on, faculty and staff who felt unsafe were given extended time away, have set up a few funds (they're in The Chime). Has brought the community together, continuing to find new ways to support. They encouraged us to think about what we would do and not wait. Good to be prepared, they wished they had been. Meaghan to send recap to board after conversation with faculty and board. Meaghan, Mindy, Jessie, Brandon, Shanna to volunteer to be on campus in event of ICE officer on campus.

Mindy brought up the concern of how we can improve communication across campus (from classrooms to office, etc.) Brandon and maybe the facilities committee can install our phones. Meaghan to buy wall mounts for each classroom.

- Exit interviews: who will be interviewed, where/when, how we will record and share the information to ensure there is a clear purpose for information intake

Families who leave mid-year end of year for reasons other than financial. Series of questions already established by old boards. We should put this back into practice. Meaghan has two scheduled, she will transcribe notes and share the non-confidential information with our group after. (Meaghan, Mindy and Brandon on committee)

- By-law discussion of board composition: including additional faculty, administration. Each board member to share their position, then vote. Seattle Waldorf once took all faculty off of their board and it had a very negative impact. Most boards Meaghan interviewed had a minimum of 30% representation from paid employees. More people who live the policies would benefit how productive our executive sessions would be. Adjust number of people and who has a vote. Now we have a min of 7 with one faculty vote, rest of parameters are fairly open. Meaghan would like to move the minimum up to nine and have three of the votes be represented by faculty. One of the votes would belong to lead admin (Kelly and Sweekriti would share a vote) other two would be held by faculty and staff and that would be self-determined by faculty and staff. Balance of paid and unpaid trustees is also important to consider. Succession planning in advance to keep these numbers up. Paid voting members would have a list of recusal items (other schools have shared their lists).

Kelly brought up the concern about having the lead admin be an automatic board

role assumption. Meaghan feels strongly that it should be included in the job requirement. Marianne was in executive sessions but not voting. We will re-visit on March 3rd. Homework to ruminate on all things we discussed. March 3 we will get back into the actual bylaws and suggest edits.

- [Governance Structure Study!](#)
 - What was one paragraph or passage that felt related to what you have experienced at OWS?

 - What were three words you would use to describe governance in the Waldorf model as described in this chapter?

Committee Reports

- *Shannon and Jackie | Faculty Report*

Collegial did their budget overview last meeting, curriculum showcase overall went well, continuing AWSNA self study
EC reviewing Kindergarten readiness, mini-mornings (interviews for potential families)
first one scheduled for Feb 28 and running every Sat through March
1st grade readiness meeting, M/F afternoons working on screening
Brainstorming students needs in individual classrooms
Grades discussed MS porch and recess behavior
Talks about looping
Santa Lucia
1st grade play area and grades hangout spot. They want monkey bars.
- *Kelly or Sweekriti | Management Report*

Enrollment report:
113 re-enrolled families as of yesterday and a few more enrolled today
Sigrun has been working on subs, lots of teachers out sick
Gena has been working on end of year things
Facilities—big thing is the heating system
Capital heating and cooling
Steven has quotes for the new systems in MS (HVAC improvements) and deferred maintenance much of which we have to wait until summer to do
Fire marshal electric updates
Ali and Cooper-magazine featuring our students art downtown. Sigrun will have copies.
Humble Cow pints for purpose fundraiser. More info to follow (and date)
Alternative school fair wasn't as great this year—it was at Nova this year.
Showcase was great, lots of attendance, Ali included asks for the board
Statements of Intent submitted, talking with families and teacher and staff—coordinating first AWSNA visit. Accreditation coordinator Shawn coming March 26th during the day.
March 21-24, 2027 are dates that are finalized, team leader assigned

- *Mindy | Finance Committee*
Met with faculty to go over approved budget. Gena sent out budget request forms.
Requests were:
ADA ramp down the stairs
Lexia (already approved)
Placeholder for all day Kindergarten
Increased budget for first aid in classrooms
Working connections childcare subsidy–need to have procedure, determining who manages this (TA committee?) Meaghan had some ideas on who to talk to to get the process started. We're already part of Early Achievers–six months to get through their hoops and some things we are not ready for. Meaghan to meet with DCYF.
\$15,000 to go for fundraising
Unexpected facilities expenses (\$20,000)
Sprinkler 10,000
Septic 7,000
Water leak
Other expenses:
Evaluators coming
Teacher loan
Could benefit from making sure teachers are aware of small class awards

OPEN SESSION

JJ hoping to finish out the year, running for County Assessor office.
Adjourned at 7:58pm

Executive Session (if required): short, voting on new trustee