

Syringa Mountain School
Board Meeting Minutes – 11/17/2021

Approved 12/15/21

Nigel Whittington
Mike Allaire
Christi Thompson
Crystal Oliphant
Anthony Miller
Nigel Whittington
Crystal Olifant
Sandi Viau
Pat Owen
Carter Cox
Michele Harris
Megan Burns
Amy Schlatter
Shawn Myers

- I. Opening: 5:37
- II. Additions, Corrections, Modifications, Substitutions
 - A. Add Michele Harris to New Business H
- III. Public Comment
 - A. None
- IV. Consent Agenda
 - A. Approval of 10/20/21 BOD Meeting Minutes
 1. Motion to approve by AM. 2nd by SV. All in favor.
 - B. Approval of 10/27/21 Special BOD Meeting Minutes
 1. Motion to approve by RF. 2nd by AM. All in favor.
 - C. Approval of 11/15/21 Special BOD Meeting Minutes
 1. Motion to approve by RF. 2nd by MA. All in favor.
- V. Old Business
 - A. Financial Update
 1. BOD needs to vote to add and remove people to the DL Evans bank accounts.
 - a) Add Sandi Viau and Mike Allaire as signers
 - b) Remove Randy Flood and Amy Schlatter
 - c) Credit Card Swap:
 - (1) Remove Kristen Funk's card; add a card in the name of Christi Thompson.
 - d) Motion to approve by AM; 2nd by RF. All in favor.
 2. BOD needs to respond to US Dept of ED filing requirements.
 - a) Estimate of 140 hours (on the low end) to prepare reports per requirements.
 - b) School is potentially eligible for ±176k in funding.
 - (1) SV will draft letter to ask to simplify reporting.
 3. Received settlement offer for bus of \$11,400. SMS has countered \$8,000; no response yet.

4. BOD decision needed on how much Brian McCauley can be paid.
 - a) Strategic Plan contract value of \$12k.
 - (1) Reimbursements submitted without receipts.
 - b) 7,000 paid thus far + \$600 reimbursement.
 - c) 3rd payment on hold to subtract ineligible expenses and incomplete plan revisions.
 - d) BOD will consider meeting with Brian to come to a resolution.
- B. Teacher Update - Pat Owen
 - a) Teacher response to Brian regarding teacher requests
 - (1) Did he reach out for specific grants for outdoor learning model?
 - b) Shawn Myers
 - (1) Crystal speaking on Shawn's behalf
 - (a) Strategic plan has progressed in the last year. Don't want to slide back on work that has already been implemented.
 - c) Crystal Oliphant
 - (1) We have come to a conclusion, but Brian didn't like it.
 - (a) Common Core base with Waldorf-inspired outdoor education.
 - (b) Strategic plan document has never been updated from the first version.
 - (i) Enrollment numbers, etc.
 - (2) Hiring plan for head of school.
 - (a) Haven't seen anything about the transition plan.
 - (3) Is the College of Teachers really working?
 - (a) Newer staff is confused on how it works.
 - d) Pat Owen (on behalf of staff)
 - (1) Very happy with Ashley (music teacher) taking over social media responsibilities
 - (2) Thankful for Randy's commitment over the years.
 - (3) Staff has seen strategic plan as not properly reflective of what staff had put into the plan.
 - (a) Poor communication between teachers and committee, and BOD to and from Brian and BOD.
 - (4) Math curriculum is working well. Need literacy curriculum.
 - (5) Head of School decision needs to move forward ASAP.
 - (6) 4 Pillars or no?
 - (a) Most of staff agrees College of Teaches model is not working.
 - (7) Anonymous Teacher letter
 - (a) SMS origins and values.
 - (8) Christi
 - (a) College of Teachers
 - (i) Tasks in their bucket are not necessarily in their purview.
- C. Strategic Plan update.
 1. "Punchlist" document for completion of plan.
 - a) BOD to add items.
 - b) Need special worksession meeting to discuss with Brian?
 - c) 12/1 5:30.
- D. Staff bonus for returning staff compensation

1. \$65,000 carryover from state audit; bonus threshold is met.
 - a) Clarify staff instead of certified staff.
 - b) \$1,000 bonus will have taxes taken.
 2. Moving forward, we need to define if funds coming in for the purposes of the bonus should exclude special funds such as ESSSR or CARES.
 - a) Decision needed from finance committee.
- E. Charter School Renewal Process - status
1. No BOD operations or finances included with renewal process.
 2. Renewal with conditions by June 2023.
 - a) Meet Blaine County proficiency standards or increase internal proficiency from fall to spring.
 - b) Accept or argue something different?
 - (1) Different size school such as Alturas or Hemmingway instead of all Blaine County.
 - c) 2nd option to increase internal proficiency by end of 2023 school year seems manageable. ESSSR funds will help us implement the chosen literacy program.
 - (1) Motion to sign renewal application Attachment A with condition by SV. 2nd by RF. All in favor.

VI. New Business

- A. Resignation of Board Chair - Action Item. Vote for an Interim or Board Chair.
1. Randy resigns.
 - a) Motion to accept resignation by RF. 2nd by SV. All in favor.
 2. Mike agrees to take on the interim chair role through June 2022.
 - a) Motion to appoint MA as interim board chair by AM. 2nd by SV. All in favor.
- B. Board Policies review: 8000
1. Kristen sent policies in advance of meeting.
 2. Motion to accept by AM. 2nd By SV. All in favor.
- C. Approve monthly payables
1. SV motion to approve payables. 2nd by RF. All in favor.
- D. Is the Four Pillars in the Governance model evenly balanced, and does each pillar hold equal weight in supporting the school?
1. Need clarification for the next head of school.
 2. What tasks are assigned to the head of school.
 3. Motion to pause College of Teachers model, and revisit with the new director by SV. 2nd by AM. All in favor.
- E. Action Item: Discus and vote on a 'Cookies' policy for the SMS website.
1. Motion to adopt privacy policy as proposed by Anthony by RM. 2nd by SV. All in favor
- F. Hiring timeline for head of school
1. Internal/External; Job description; salary range.
 2. Ad out by December 8th.
 3. Draft of description from Nigel for review and revision by BOD.
 4. Reach out to Mary Goral for assistance in description.
 5. Pay scale to be discussed at next worksession.
- G. Approve putting a teacher on an improvement plan.
1. Motion to place teacher on improvement plan by MA. 2nd by AM. All in favor.
- H. Michelle Harris
1. Michelle is the new parent council liaison.

2. Randy pitches potential BOD position.

3. Michelle is interested.

VII. Executive Session as Authorized by Idaho Code 67-2345b for personnel issues or other identified legitimate reasons as identified by Open Meeting Law if needed.

A. Not needed.

VIII. Adjourn: 8:10