

# 10/22/24

- Admin:
  - choose scribe (SW), facilitator (SR), other or roles as needed.
  - 3:30-5pm
  - purpose of meeting: general
- Check Ins and Attendance: Sarah, Nicole, Amy, Shelley, Razia, Jessica B, sylvia - sherry, nash, allan, amanda ch, amy, andrew, brook, caro, caroline, dominique, emily, irina, jazmin, joanna, jordan c, jordan w, kathleen, kelly, kiara, krista, kristie, maria f, nicholas, nicole p, peter l, scott, sita, tim, whitney
- Verse
- Vote to amend/accept previous meeting minutes
  - Unanimously accepted
- [Ops Reports](#) - *Please read Ops reports before meeting and bring any questions or concerns*
- Follow-up on action items via checking active comments.
- Agenda:
  - Vote:
    - Approve 990 for submission (NR)
      - Unanimously accepted
- Inform:
  - Quarterly DOR filing (NR)
    - Nicole has filed
  - November calendar (NR)
    - Trying to get calendars done earlier
  - Teacher search update (SW)
    - Jazmin Calderon-Marquez will be joining as a class teacher; more interviews for aftercare scheduled.
    - Aftercare: search continues
    - Nicole suggests request for volunteers to assist aftercare
- Discuss:
  - Schedule November budget meeting (NR)
  - Waldo Fall Festival (SW)
  - Social media and website management (SW)
  - Fact finding committee results (NR, SR)
    - Recap of fact finding committee process
      - 15/17 staff members interviewed
      - Done in response to two grievance letters shared with the board of directors regarding concerns with workplace environment; one was prompted by a specific interaction with their employer that made them feel threatened and unsafe
      - Everyone interviewed responded that they loved the beauty of what is happening at the school

- 11/17 reported being near burnout
- 10/17 reported division among the staff
- 8/17 repeated positive working relationship with leadership
- 7 reported issues with lack of experience in leadership
- 7 reported issues with leadership style contributing to dysfunction
- 6 said they were upset over how others were treated
- 5 had egregious concerns
- 5 said/implied they would quit over concerns of workplace environment/leadership
- 5 mentioned micromanaging/ineffective delegation of work
- 4 mentioned fear of speaking/negative consequences/lack of response to speaking out
- 1 person said they quit over workplace environment
- Sylvia is arranging meeting of staff for River Phoenix Center for Peacebuilding

Wrap:

- Next actions clear, recorded, and distributed to those doing them?
- Comment with @your name on action items you have taken on
- Next meeting:
- Close:
  - closing round of learnings, appreciations, feedback etc. on the meeting