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## Winterberry Charter Council Regular Meeting

WCC Members Present: , Melissa Janigo, Shanna Mall (Administrator non-voting) Erin Fleischer, WCC Secretary, Julie Pepe-Phelps (Staff) Mike Rehberg, Anthony Banker, Christina Eubanks, Dedra Watson (financial manager non-voting) Bob Steinman, Jeff Jablonski, Meggan Judge

WCC Members Absent : , Meg Eggleston (Staff), Della Schwarz, Jill Abrams (Ex-officio non voting Bryn Mawr) Tamara Baughman (Ex-officio non voting college alps)

Community member present: Carla Hollingsworth (WHP Parent), Sue Armstrong (WHP Parent), Kyle Vandershrier (Staff)

Meeting Opened: 6:10pm  
Meeting Location

<p>Informational Reports</p>	<ul style="list-style-type: none"> <li>A. <u>Administrator Report</u> End of year report. See report.</li> <li>B. <u>Budget Report</u> See report.</li> <li>C. <u>Subcommittee Report</u> Mike instructs what he learned when looking at adding another position to the board</li> <li>D. <u>WPGReport</u> 40K teacher training. Welcoming committee. Track suits!</li> <li>E. <u>Faculty Report</u> End of year meeting went well. Diana Johnson left. Teacher training.</li> </ul>	<p>No actions on informational reports.</p>
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Business

Business

- A. Forming a Special Education Committee
- B. RSF Loan
- C. Clarify Administrator/Business Manager Roles
- D. Appointing a vacated Parent Seat
- E. Creating/Appointing a new Parent Seat
- F. Annual ASD Principal Compensation Adjustment

- A. A group of Parents would like to have a Special Education Committee to work through some issues that have come up in a group who have been meeting

Work Session

- A. Discussing the framework of how we want to handle grievances. We have a grievance procedure in place. Reflecting on Winterberry Core Values. Discussion on our process before an issue becomes a grievance. We hear concerns. We want to be honorable. We need to improve our process of communication. Discussed the purpose of Executive sessions. Discussed how issues are approached. Discussed expanding our grievance procedure to specifically address each different type of grievance. The Board bears responsibility to hold Administrator evaluation and goal setting. The Board has a responsibility to set Board evaluations and goal setting.

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Check in with our Core Values. We have a concern/complaint grievance. Be objective; be deliberate, what is our responsibility. Identify the issue. Run things down. Determine what we need to know more about. What actions would move things forward? Clear expectations. Use appreciative inquiry. Do you feel like you have been heard? Asking for suggestions for curative measures. Making agreements.

appoint Sara Norris to the seat Della is vacating.

Unanimous twinkle

E. Melissa moves we add a new seat to the board. sessi

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Meggan moves that we move into Executive Session. Anthony seconds

Executive Session

Begins 9:47 in 8<sup>th</sup> Grade Room.

Discussed personnel issues.

Meggan moves we move out of executive session.

Mike seconds. 11:36pm

Discussed ideas about what actions we can take. We decided to meet next week. Monday at 5pm to continue follow up. Melissa moves that we request mediation between staff members at the earliest convenience of the mediator, and that we receive the outcome of their mediation.