



## Community School for Creative Education

### Community School for Creative Education

#### Regular Board Meeting

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##### **Date and Time**

Thursday December 18, 2025 at 6:45 PM PST

##### **Location**

Community School for Creative Education  
2111 International Blvd  
Oakland Ca. 94606

Meeting ID: 870 2740 7412

Passcode: 348280

<https://us06web.zoom.us/j/87027407412?pwd=f81WQ1a9SQE5AeOqJBbMDQKmDEnkiA.1>

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##### **Rudolf Steiner, Motto of Social Ethics, 1920 (at end of first full year of first Waldorf School founded 1919)**

The healing social life is found when in the mirror of each human being the whole community finds its reflection, and when in the community the strength of each one is living.

La vida social saludable se encuentra cuando en el espejo de cada ser humano la comunidad entera se encuentra reflejada y en la comunidad vive la virtud de cada uno.

尋找到健康之社交生活, 就是當每個人對著鏡子 能從整個社區的影像中找 到自己的反映, 這樣在社區內每人都能活出精彩。

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Heilsam ist nur, wenn Im Spiegel der Menschenseele sich bildet die ganze Gemeinschaft Und in der  
Gemeinschaft Lebet der Einzel Seele Kraft

## Objective and 5 BIG GOALS

*CSCE annual objective is reaching 80% proficiency in ELA and Math for all student groups grades 3-8 measured by NWEA MAP.*

*To achieve this school-wide objective over the next two years,  
the CSCE has FIVE BIG GOALS*

**Goal #1:** Develop Waldorf-inspired, Common Core-aligned and equity-focused curriculum;

**Goal #2:** Test and document Waldorf-inspired, Common Core-aligned practices as measured in student and adult learning outcomes;

**Goal #3:** Maintain a well-operated school environment in Operations, HR and Budget;

**Goal #4:** Maintain effective community outreach (including parents, community partners, policy and research community); and

**Goal #5:** Launch long-term fundraising strategy for scale-up with financial stability

## BOARD MEMBERS

1. America Foy
2. Christina Michaud - Vice Chair
3. Eugene Stampley
4. Martha Candido - Chair
5. Adjoa McDonald (ex officio)

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## Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:45 PM</b>
A. Call the Meeting to Order		Martha Candido	1 m
B. Record Attendance		Martha Candido	2 m
C. Land Acknowledgement		Christina Michaud	2 m

Purpose	Presenter	Time
<b>Land Acknowledgment CSCE</b> Community School for Creative Education respectfully acknowledges the original peoples of the lands on which this school is built. For thousands of years and hundreds of generations, the Chochenyo people actively stewarded these lands to ensure they provided for all living things. The land on which CSCE was established was, and continues to be, significant to the Muwekma Ohlone tribe. Today, we acknowledge the impact colonization had on the Chechenyo/Muwekma Nation and recognize our responsibility to help them heal from this history and secure a sustainable future.		

### **En Español**

Community School for Creative Education reconoce respetuosamente a los pueblos originarios de las tierras donde se construye este campus. Durante miles de años y cientos de generaciones, el pueblo Chochenyo administró activamente estas tierras para garantizar que estas sustentaran a todos los seres vivos. Esta tierra en la que se estableció CSCE fue y sigue siendo importante para la tribu Muwekma Ohlone. Hoy reconocemos el impacto que tuvo la colonización en la nación Chechenyo/Muwekma y reconocemos nuestra responsabilidad de ayudarlos a recuperarse de esta historia y asegurar un futuro sostenible

D. Agenda Approval	Vote	Martha Candido	3 m
E. Public Comment		Martha Candido	12 m

Members of the public may address the Board on any matter within the jurisdiction of the Board, including items on or not on the agenda. Each speaker is limited to three minutes.

The Board may not take action on non-agendized items - per the Brown Act.

<b>II. Consent Agenda</b>		<b>7:05 PM</b>
A. Approve Minutes - September 10, 2025	Approve Minutes	1 m
B. Approve Minutes - October 27 2025	Approve Minutes	1 m

		Purpose	Presenter	Time
<b>C.</b>	Approve Minutes - November 10, 2025	Approve Minutes		
<b>D.</b>	Approve Minutes November 13, 2025	Approve Minutes		
<b>E.</b>	Approve Minutes December 11,2025	Approve Minutes		

**III. Closed Session** **7:07 PM**

<b>A.</b>	Closed Session Discussion - Public Employee Appointment/Employment	Discuss	Martha Candido	15 m
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Per Gov. Code §54957

Conference with Board — Public Employee Appointment/Employment

- Position: Head of School
- Subject: Employment Agreement

<b>B.</b>	Closed Session Report Out	FYI	Martha Candido	5 m
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Oral disclosure of the compensation terms (Gov. Code §54953(c)(3)).

		Purpose	Presenter	Time
<b>C.</b>	Approval of At-Will Employment Agreement between CSCE and Head of School	Vote	Martha Candido	5 m
<b>IV.</b>	<b>Finance</b>			
<b>V.</b>	<b>Development</b>			
<b>VI.</b>	<b>Executive</b>			<b>7:32 PM</b>
<b>A.</b>	Board Membership	Vote	Christina Michaud	10 m
<b>B.</b>	ACOE - Notice Of Concern Letter - Update	Vote	Martha Candido and Anastasia Prentiss	15 m
<b>VII.</b>	<b>Academic Excellence</b>			
<b>VIII.</b>	<b>Facilities</b>			
<b>IX.</b>	<b>Other Business</b>			<b>7:57 PM</b>
<b>A.</b>	General Announcements	FYI		5 m
<b>X.</b>	<b>Closing Items</b>			<b>8:02 PM</b>
<b>A.</b>	Adjourn Meeting	Vote	Martha Candido	5 m

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a

disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting Community School for Creative Education, 2111 International Boulevard, Oakland CA 94606 510 686 4131.

**FOR MORE INFORMATION** For more information concerning this agenda or for materials relating to this meeting, please contact Community School for Creative Education, 2111 International Blvd., Oakland CA 94606, tel: 510 686 4131; em: [info@communityschoolforcreativeeducation.org](mailto:info@communityschoolforcreativeeducation.org). For copies of this agenda and for agendas and minutes of prior meetings, visit our website ([www.communityschoolforcreativeeducation.org](http://www.communityschoolforcreativeeducation.org)).