

DRAFT



## Community School for Creative Education

### Minutes

#### CSCE Board Meeting

---

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

Wednesday August 9, 2023 at 6:00 PM

##### **Location**

Community School for Creative Education  
2111 International Blvd.  
Oakland, CA 94606

##### Join Zoom Meeting

<https://us06web.zoom.us/j/83856250522?pwd=OUM0VGwxTVpSQ245ZzdGRnhBQWxjUT09>

Meeting ID: 838 5625 0522

Passcode: CSCE2111

Martha Candido

22241 S Garden Ave Apt. 4, Hayward CA 94541

Dr. Allegra Alessandri Pfeifer

1430 N St., Sacramento CA 95814

William Kappenhagen

952 Sutter Street, SF, CA 94109

Dr. Anastasia Prentiss

3153 61st Ave., Oakland, CA 94605

---

**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。

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. Adrienne Barnes
2. Allegra Alessandri
3. Anastasia Prentiss
4. Grace Pang
5. Lesbhia Morones
6. Martha Candido

---

### **Directors Present**

A. Alessandri (remote), A. Prentiss, B. Kappenhagen (remote), M. Candido

---

### **Directors Absent**

A. Barnes, J. Pellegrine

### **Guests Present**

K. Palmore (remote), P. Gedeon (remote)

---

## **I. Opening Items**

### **A. Record Attendance**

### **B. Call the Meeting to Order**

A. Prentiss called a meeting of the board of directors of Community School for Creative Education to order on Wednesday Aug 9, 2023 at 6:10 PM.

### **C. Agenda Approval**

M. Candido made a motion to Approve agenda.

A. Alessandri seconded the motion.

Removed Item V A and Items VI -- EFGH

The board **VOTED** to approve the motion.

#### **Roll Call**

B. Kopenhagen No

A. Alessandri Aye

M. Candido Aye

J. Pellegrine Absent

A. Barnes Absent

A. Prentiss Aye

### **D. Public Comment**

## **II. Consent Agenda**

### **A. Approve Minutes - Wednesday, August 2, 2023**

A. Alessandri made a motion to Approve Consent Agenda.

B. Kopenhagen seconded the motion.

The board **VOTED** to approve the motion.

#### **Roll Call**

A. Prentiss Aye

M. Candido Aye

A. Barnes Absent

B. Kopenhagen Aye

A. Alessandri Aye

**Roll Call**

J. Pellegrine      Absent

A. Alessandri made a motion to approve the minutes from CSCE Special Board Meeting on 08-02-23.

B. Kappenhagen seconded the motion.

The board **VOTED** to approve the motion.

**B. July Check Register**

A. Alessandri made a motion to Approve the July Check Register.

B. Kappenhagen seconded the motion.

The board **VOTED** to approve the motion.

**III. Academic Excellence**

**A. Head of School Report**

187 enrolled. Although the attendance platform malfunctioned there was strong feedback during orientation.

**B. Independent Study Plan 23-24**

A. Alessandri made a motion to Approve the IS Plan.

B. Kappenhagen seconded the motion.

Annual Policy regarding Independent Study.

The board **VOTED** to approve the motion.

**Roll Call**

M. Candido      Aye

A. Barnes      Absent

B. Kappenhagen      Aye

A. Prentiss      Aye

A. Alessandri      Aye

J. Pellegrine      Absent

**C. Enrollment & Recruitment Plan**

Dr. Prentiss led a board discussion on the steps needed to organize and enrollment and recruitment plan for 23-24.

**IV. Development**

**A. 23-24 Fundraising Plan**

CSCE will aim for 100% Board Participation in fundraising activities. We will work on an annual giving campaign that allows families to donate or support through volunteerism.

We will be hosting a Read-a-thon, participating in Giving Tuesday and having an in-person Gala.

## V. Finance

### A. 23-24 Fiscal Policies & Procedures

Vote pushed to the next meeting.

### B. Compensation Study Faculty & Staff

Results of an independent firm's compensation study was presented to the board of directors.

## VI. Governance

### A. 23-24 Family Handbook

Vote pushed to the next meeting.

### B. 23-24 Employee Handbook

A. Alessandri made a motion to Approve the 23-24 employee handbook.

B. Kappenhagen seconded the motion.

The board **VOTED** to approve the motion.

### C. 23-24 Medical Benefits Renewal

A. Alessandri made a motion to approve the 23-24 Vision Plan.

M. Candido seconded the motion.

The board **VOTED** unanimously to approve the motion.

#### Roll Call

A. Barnes Absent

A. Alessandri Aye

J. Pellegrine Absent

B. Kappenhagen Aye

A. Prentiss Aye

M. Candido Aye

A. Alessandri made a motion to approve the 23-24 Dental Dental Plan.

M. Candido seconded the motion.

The board **VOTED** to approve the motion.

#### Roll Call

B. Kappenhagen Aye

A. Alessandri Aye

A. Barnes Absent

M. Candido Aye

J. Pellegrine Absent

**Roll Call**

A. Prentiss           Aye

M. Candido made a motion to approve the 23-24 Kaiser benefits plan.

A. Alessandri seconded the motion.

The board **VOTED** to approve the motion.

**D. 23-24 COVID Safety Plan**

A. Alessandri made a motion to approve the 23-24 COVID Safety Plan.

M. Candido seconded the motion.

The board **VOTED** to approve the motion.

**E. 23-24 Self-Harm Policy**

Vote pushed to the next meeting.

**F. 23-24 Title IX Policy**

Vote pushed to the next meeting.

**G. 23-24 Suicide Prevention Policy**

Vote pushed to the next meeting.

**H. 23-24 Student Free Speech Policy**

Vote pushed to the next meeting.

**VII. Open Session Report Out Item**

**A. Head of School & Director of Finance & Operations 2023-2024 Report Out**

Mr. Kappenhagen was charged with finalizing the negotiations.

**VIII. Other Business**

**A. Next CSCE Board Meeting - Wednesday, September 13, 2023**

**B. Board Retreat Fall 2023 - Set the Date**

A date for the retreat will be set at the next board meeting.

**IX. Closing Items**

**A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 PM.

Respectfully Submitted,  
A. Prentiss

---

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)).