APPROVED

Community School for Creative Education

Minutes

CSCE Board Meeting

Regular Monthly Meeting of the Board of Trustees for Community School for Creative Education

Date and Time
Wednesday September 10, 2025 at 6:00 PM

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

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 Gemeinscaft 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. Anastasia Prentiss *(ex officio)*
3. Christina Michaud
4. Eugene Stampley
5. Martha Candido
6. William Kappenhagen *(ex officio)*

Directors Present
A. Foy, A. Prentiss, B. Kappenhagen, C. Michaud, E. Stampley, M. Candido

Directors Absent
None

I. Opening Items

A. Call the Meeting to Order

B. Kappenhagen called a meeting of the board of directors of Community School for Creative Education to order on Wednesday Sep 10, 2025 at 6:00 PM.

B. Record Attendance

C. Land Acknowledgement

D.

Agenda Approval

E. Public Comment

II. Closed Session

A. Closed Session Discussion - Public Employee Appointment/Employment

B. Reconvene to Open Session

C. Action Item: Approval of At-Will Employment Agreement between CSCE and Adjoa McDonald, Head of School (Sept. 1, 2025 – June 30, 2028).

C. Michaud made a motion to Approve the At Will Employment Agreement between CSCE and Adjoa McDonald, Head of School (Sept. 1st 2025 - June 30, 2028).
A. Foy seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

C. Michaud	Aye
A. Prentiss	Abstain
B. Kappenhagen	Abstain
A. Foy	Aye
E. Stampley	Aye
M. Candido	Aye

III. Consent Agenda

A. Approve Minutes - August 13, 2025 Special Meeting

A. Foy made a motion to approve the minutes from August 13th Special Meeting.
C. Michaud seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

B. Kappenhagen	Abstain
A. Prentiss	Abstain
M. Candido	Aye
E. Stampley	Aye
C. Michaud	Aye
A. Foy	Aye

B. Check Register - August 2025

A. Foy made a motion to Approve Check register August 2025.
C. Michaud seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

E. Stampley	Aye
A. Foy	Aye
M. Candido	Aye
C. Michaud	Aye
A. Prentiss	Abstain
B. Kappenhagen	Abstain

IV. Governance

A. By Law Amendment 025 Replacement Proposal Section 3. Designated Directors and Terms

The CSCE Board discussed this item with the intent of returning to it after the new Head of School has had an opportunity to weigh in on the impact these potential changes would have on the CSCE community.

B. By Law Amendment - Section 9. President

The CSCE Board discussed this item with the intent of returning to it after the new Head of School has had an opportunity to weigh in on the impact these potential changes would have on the CSCE community.

C. By Law Amendment Addition - Cautionary Note on President Role

The CSCE Board discussed this item with the intent of returning to it after the new Head of School has had an opportunity to weigh in on the impact these potential changes would have on the CSCE community

D. By Law Addition - Section 12A. Cautionary Note on Treasurer Role

The CSCE Board discussed this item with the intent of returning to it after the new Head of School has had an opportunity to weigh in on the impact these potential changes would have on the CSCE community

E. By Law Addition - Section 13. Conditional Appointment of Officers During Governance Collapse

The CSCE Board discussed this item with the intent of returning to it after the new Head of School has had an opportunity to weigh in on the impact these potential changes would have on the CSCE community

F. By Law Revision ARTICLE IX – CONFLICT OF INTEREST AND CONTRACTS WITH DIRECTORS

The CSCE Board discussed this item with the intent of returning to it after the new Head of School has had an opportunity to weigh in on the impact these potential changes would have on the CSCE community

V. Academic Excellence

A. Head of School Report

Monthly report

VI. 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 8:00 PM.

Respectfully Submitted,
B. Kappenhagen

Documents used during the meeting

None

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. For copies of this agenda and for agendas and minutes of prior meetings, visit our website (www.communityschoolforcreativeeducation.org).