

The Chatfield School
Minutes of the Board of Directors Special Meeting
January 17, 2025 - 12:00 PM

Present at this meeting in an official capacity: Katie Poniatowski, Erin Viers, Matt Schaller, Alex Wolfe, Kristen Ball, Bob Kurtz (interim school director), Kristi Huestis (interim asst. director)

1. **Call to Order Time:** 12:06 PM
2. **Roll Call:** Viers (present), Schaller (present), Wolfe (present), Poniatowski (present), Ball (present)
3. **Approval of Agenda:** Moved by Viers, seconded by Ball to approve the agenda as presented. Ayes - Ball, Poniatowski, Schaller, Viers, Wolfe. Motion carried.
4. **Public Comment:** Three staff members rose to comment on aspects of the impending management choices; their concerns included, but were not limited to:
 - Clarifying their views of the consensus of the subcommittee on management choices
 - Statement that acceptance of Teachers First is a concession to an immediate need, and not a desirable long term solution
 - Concern about potential sacrifices of some traditions and loss of school culture
 - Desire for a short contract term with Teachers First, allowing a potential new solution to be considered sooner rather than later
5. **New Business:**
 - a. **Process of negotiating terms with Teachers First:** After brief discussion, it was moved by Viers, seconded by Wolfe, that Katie Poniatowski (President), Alex Wolfe (Treasurer), Bob Kurtz (interim Director), and Kristi Huestis (interim Asst. Director) would represent Chatfield School in management contract negotiations with Teachers First. Ayes - Ball, Poniatowski, Schaller, Viers, Wolfe. Motion carried.
 - b. **Defining services to be provided by Teachers First:** Erin Viers, who chaired the management solution subcommittee, shared that Teachers First would be able to broker the insurance that staff already have in place (HAP) and that they would agree to the same terms for matching funds that is already part of the staff compensation package; Erin was also able to offer information about the services that Teachers First would offer, some at an additional cost (above the quoted fees). To inform the choices made by the Chatfield representatives during contract negotiations, the Board had a lengthy itemized review of the responsibilities outlined in the previous ESP contract. Article III, "Functions of CMC", was used as an example list of necessary components for management and operation, and Board members commented and gave suggestions about who could or should be responsible for each of twenty-four duties and tasks, assigning preference of "current staff and Directors" or "Teachers First" to each. The Board recognizes that additional items of responsibility may be added to

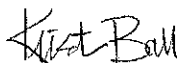
this list, and the representatives of Chatfield will take the preferences selected by the Board to the negotiations with understood discretion to make choices in each category. As to the length of the contract term, it was moved by Wolfe, seconded by Schaller that the contract should have an end date of June 30, 2026. Ayes - Ball, Poniatowski, Schaller, Viers, Wolfe. Motion carried.

- c. **Termination of CMC:** Board members discussed the situation of CMC, the tabled resolution to terminate their management services, and the upcoming transition to Teachers First for management; it was moved by Wolfe, seconded by Schaller, the discussion be tabled until legal counsel has given advice, determination is made about any cost liability for transfer of management from CMC to Teachers First, and a contract is approved (with Teachers First) for the transfer. Ayes - Ball, Poniatowski, Schaller, Viers, Wolfe. Motion carried.
- d. **Interim Director Roles:** Katie Poniatowski led a discussion about removal of the "interim" designation from the current school leaders' titles; she complimented them on the job that they have done, and reflected confidence in their abilities and commitment; she also gave input about the expectations of ongoing professional development and demonstration of loyalty to the choices of the Board regarding management solutions; both leaders expressed their desire to continue in their leadership roles and were candid about the challenges that they perceive as Chatfield moves forward. Moved by Wolfe, seconded by Viers, the titles of the school leaders will be Co-Director Robert Kurtz and Co-Director Kristi Huestis, and leadership responsibilities will be shared equally between them at their request. Ayes - Ball, Poniatowski, Schaller, Viers, Wolfe. Motion carried.
- e. **Expectation of balanced budget at February's meeting:** As the Board anticipates a new management format to begin soon, it will be the expectation that Teachers First will be integral in recommending budget realignments, and the Board will anticipate corrections but (realistically) not in February.

6. **Closed Session / Executive Session:** None at this meeting

7. **Adjournment:** moved by Viers, seconded by Poniatowski, that the meeting be adjourned. Ayes - Ball, Poniatowski, Schaller, Viers, Wolfe. Motion carried.

Meeting adjourned at 2:05 pm. Meeting minutes and supporting documents respectfully submitted by Kristen Ball.



Kristen Ball

2-19-2025

Date