Meeting of the Board of Directors
September 24, 2025, 7:00pm PDT

Name	Role	In Attendance
Cameron Hibbert	Board Chair	X
Amandine Berro	Chair-elect	X
Heline Mirzakhanian	Past-Chair	X
Lindsey Head	Treasurer	X
Christopher Scott	Secretary	X
Aurore Watts	Director - LOA	LOA

1. **Call to order** - 19:10 PDT
2. **Quorum** – Yes, Quorum met
3. **Minutes** –
    a. 8/27 minutes – not presented
    b. 9/4 minutes – not presented
    c. 9/5 minutes - not presented
    d. 9/17 minutes – Presented. Motion to approve: Cameron. Second: Amandine. Approved unanimously (5/5).
4. **New business**
    a. **Jasmine's request for a board seat** – Board discussed this request. Reviewed the NAIS best practices which specifically recommend against having school employees on the Board due to potential conflict of interest.
    b. **Staff survey results email** – Reviewed the email Amandine sent. Discussed the appropriate response. Amandine will update the communication to staff and the Board will plan for a series of in-person meetings with staff to maintain open communication and maintain a sense of school morale and sentiment.
    Chris asked if we should consider a parents survey each year as well as the appropriate cadence and timing of staff surveys in future years.
    Amandine recommends one staff survey per semester giving the Board time to receive and analyze results, act, and measure results. She was working on a parents survey, but it was placed on hold. Will revive this effort.
5. **Old Business**
    a. **Timeline for community notification** – Clarified this is separate from AEFE signature timeline. CONFIDENTIAL

b. **Update on Carney Sandoe work** – Unanimous agreement to continue this work.

c. **Revised budget review** – Carney Sandoe costs were not included in the updated budget. Request Gerald to recalculate the budget with the intent that it be budget neutral.

6. **Action Items**

Chris - Communicate with Jasmine regarding her request
Amandine - Provide CONFIDENTIAL with dollar amounts and various buckets
Amandine - Provide board with updated email to teachers regarding staff survey
Lindsey - Communicate with Gerald regarding Carney Sandoe contract
Lindsey - Send analysis of expense fiscal YTD
Amandine - Begin communication and planning with AEFE and consulate regarding sending a delegation to speak with staff and parents

7. **Close** – Motion to close: Chris. Second: Lindsey. Approve Unanimously (4/4).