



**Special Meeting of the Board of Directors
November 3, 2025, 8:00pm PDT**

Name	Role	In Attendance
Cameron Hibbert	Board Chair	
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 - 8:07pm PST
2. Quorum – Yes, Quorum met
3. Minutes – Deferred to next meeting
4. New business

a. Finance review –

Reviewed the updated budget sent by Gerald in September to account for the lower than expected enrollment. Discussed how recent unplanned expenditures will impact this budget and the fact that at this point the unknown amounts makes it near impossible to incorporate into this years budget.

**Motion to accept and approve updated budget – Chris
Second – Linsdey. Passed unanimously.**

b. Tuition & Risk Mitigation Proposal

Reviewed Francois’ proposal regarding 2025-2026 tuition increase and risk mitigation measures. Discussed all measures proposed. Decided that the BoD would like to learn more about the IT consultant proposal, the Development Director proposal, and the kindergarten assistant proposal. Amandine will request Francois provide more detail about these.

Discussion about the pay structure for teachers and the philosophy regarding longevity versus turnover for fresh ideas.

5. Old Business

a. HR issues

Amandine reviewed her discussion with Shawn.

**Motion to hire Strategic HR Advisory at their Bronze level
(\$1495/mo) for the remainder of the school year. – Amandine**

Second – Helene. Passed unanimously.

b. Board Application

- i. The Board received an application from Thomas Ebel. Amandine spoke highly of him. Chris will reach out to arrange a time to discuss with him. Chris will find one other board member to talk with him.

6. Action Items

- **Amadine** – Email Francois to ask for more details about the IT consultant, Development Director, and Kindergarten Assistant proposals.
- **Amandine** – Engage Strategic HR Advisory and obtain a contract.
- **Lindsey** – Contact Gerald to notify him of the budget approval as well as upcoming expenses.
- **Chris** – Contact Thomas Ebel to arrange a discussion. Identify one other board member to do so as well.

7. Close – 10:07pm PST