

Lansing Christian School  
September Board Minutes

**Devotions and Prayer** - Gary Seeyle opened with devotions and prayer

**August Minutes** – Doug Harkema and Ron Roskamp were present at the meeting and this was noted and changed

**Motion to approve** 8/13/07 minutes – Gary

Support – Troy

**Motion passed by unanimous vote**

**Update on Superintendent Strategy** – Sal Durso reviewed the strategic plan suggested that cold sourcing should be delayed. Ken Granger suggested we move forward now with cold sourcing which we will begin in the next couple of weeks. Sal discussed the concept of creating a list of what he called “Centers of Influence” (COI’s) which are people in our community who know others that could recommend people for the position. We could then begin setting appointments with those people to ask for names. This idea was supported and Sal with the help of other board members will begin to create a list of COI’s and call them to set appointments to ask for names. Discussion followed over the cost of the placement of the cold source advertisements and discussion led to the direction to first place cold source ads in publications that were either free or very low cost. Sal as part of the action plan will begin these placements immediately. Barry volunteered to share names of people we could talk to about the position. Sal will follow-up with Barry to go over the names and contact information. Barry also asked do we have committee that is overseeing the search, and Ken shared with him that we do as well as an action plan to oversee the process. Sal will provide Barry with a copy of the action plan for his review and comments.

**Ron Hansen Administrative Leave** Ron Hansen has been on administrative leave for the last 30-45 days and a subcommittee was formed to give suggestions to the board for course of action. Gary read the letter that the subcommittee put together to advise the board on a recommendation to reinstate Ron based on facts that there was no malice or ill will in his not being a church member, more of administrative error.

Joy commented that our school constitution states that you must be a member in good standing and we should honor our constitution. She thanked Ron and stated that this is not a personal issue about Ron and thanked him for his efforts on the board and committees he served on. She felt “the bottom line is indisputable”, in regards to our constitutional responsibilities. She further pointed out that we technically never had a position that was not properly filled on the board, so therefore this is not a situation of a vacancy during the school year in how to properly remedy the situation. She recommended that we go back and look at the person who based on votes in our association meeting garnered the next highest amount and consider them to fill the position. She also stated that she would not want a “seeker” as a member of the board. She is asking the board to act in adherence to the constitution. There was further discussion amongst Troy Sprague and Joy about past situations when adherence to the

constitution on membership was not applied. Further discussion between the board and the audience further ensued. Gary Seeyle mentioned that this is the devil's work and that maybe some Grace should be involved. Other discussion revolving around how to replace Ron should he be dismissed occurred.

**MOTION – Chris Royce – Dismiss Ron Hansen and appoint a subcommittee to determine his replacement**

Joy asked the second part of the motion not be included

**MOTION – Chris Royce – Dismiss Ron Hansen**

**Support of Motion – Joy Witte**

Ken Granger read a letter of support of Ron by Troy Jamieson

**MOTION Failed** – Chris & Joy in Favor, Against Gary Ken Sal Troy

**MOTION – Sal Durso – Reinstate Ron Hansen based on the recommendation of committee.**

**Support of Motion – Gary Seeyle**

Troy stated that passing this motion would put the board in a situation that we don't want to be. Gary stated the second part of the committee's recommendation was to amend our application process as well. He asked what is justice? Is justice defined by technicalities?

Ron asked to speak and these are his comments. "This is not personal, not about the Hanson family. I think this event is revealing to all of us. This board was held to be accountable. Ultimately we are accountable to the Lord Jesus. I feel honored to serve, but I will respond to the speaking of God to my heart. I don't make excuses for my actions. I pray for healing for the school, and those of you who have differences of opinions. I offer up my resignation to the board. The school and the board are in need of this for healing. I offer this up as an official resignation to this board".

**Sal withdrew the motion based on comments**

Board accepts Ron Hansen's resignation and Ken states we need to have a committee set in place to find his replacement

**Rich Spreng, survey results**- Stated that survey results were low (90) due to the Fidelis study and Jim Koan survey. New 10 point scale to compare to other schools in the future.

Encouraged us to take this information and do something about it. He stated that when you are intentional about trying to improve something you need to communicate. He said “most people don’t see the positive changes they only see the downward trend”.

Also take the time to praise people doing a job well done in the upper right hand corners of the slides.

Ken and the board thanked for Rich for doing this for LCS.

### **Ron Financial Report –**

Enrollment – Three year history of enrollment. 07 numbers are 96% of Goal  
Ron is concerned about the kindergarten as it will hurt us down the road. No financial statements to deliver as he just received the audit report at 5:00pm and haven’t had the time to reconcile. He stated there are a few outstanding invoices that should be applied to last year. Hopefully the auditors will give their report at the next board meeting. Ron gave a brief picture of our finances, possible two sup salaries, higher benefit costs, lower students, search cost’s etc. He doesn’t feel we can do something on the expense side to change the situation. Ken stated that the board did not concur on the reduced benefits and associated cost. Ron disagreed. Barry shared it was his decision and that it was his call and he takes responsibility for the decision. He felt that taking away a benefit is 10 times worse than giving one. He stated an employee of the school would have been adversely affected and should have been given notice. He clarified that it was his decision.

Sal made the suggestion that we communicate to teachers and staff that the benefit program can and amendments will happen in July instead of the renewal of their contract.

Motion by Sal Durso - to actively appoint a list to the Pilgrim Foundation Board and to develop a list of candidates for our next meeting.

**Support of Motion –** Troy

Full board unanimous support

**Motion passed**

Barry discussed the need spend money of recruitment of students. We need development and recruitment of students which ties into the strategic plan and its execution.

**Superintendents Report** – opened with a copy of The Lansing State Journal and its report on the success of our school. In Barry’s opinion the LSJ article shows that LCS had excellent comparative results which should be shared with our neighbors and others in the Lansing area. In only one category, science did another school do better in any category. He stated we can all be really proud of our school. We need to grow based on

this. We weren't in the nations 10 best but we should! We need to promote the NCA and improve writing across all grade levels in the school. Three clear goals of the administration and school. 1.) Change the perception of bullying, Instruct model and reinforce Christian behavior respect, kindness, and treating each other kindly. 2.) Improve communication between teachers, staff, and parents and thus increasing trust from parents. 3.) Teacher evaluation plan with complete overhaul.

To be effective he feels he needs to start thanking people for their support. This institution would not exist without them. He intends to begin this next week.

**Manual Reviews** Ken stated that he reviewed sports handbook and gave suggestions to Barry and Don Start. Troy discussed mainly issues that have been raised before, and that skyward could assist with and will give a report in writing to Barry. Barry stated that the administration is grateful for the review and input on handbooks.

**Ken's Motion** to accept Bob and Nancy Chapman into association  
Support from Joy, second from Troy  
**Motion passed**

**Need to discuss the agenda and information for the Fall Association Meeting in next month's board meeting.**

Sal will follow-up with Brian Moran to determine dates of next planning session.

**Executive Session**

Minutes respectfully submitted by  
Sal Durso