

BFCCS

What needs to happen?

1. The Board of Trustees must open itself up to a democratic election process for 1/3 of its members. One student should also be elected to the board from the upper and lower schools.
2. The Current situation must experience a Board initiated “Time Out” to examine several issues:
  - a. Is the current HOS model of centralized organization the best model for a school of 400 students?
  - b. In what ways can a decade of school history inform the next decade about what is important to emphasize in curriculum; administrative control of the school and in staff turnover?
  - c. What levels of standardized curricula can be tolerated in a small k-8 environment?
  - d. What role should staff play in the school’s decision-making framework?
3. The Trustees should empower the HR committee to act with absolute authority to solve the current disputes among faculty and HOS. A “Binding Arbitration” agreement with a mediator should be entered into to sort out and decide personnel and grievance issues which are integrated into the current internal disputes. The Trustees should have a Management Labor Lawyer available to the HR committee during this process.
4. The Trustees should make arrangements to provide HR support to the HR committee and to provide standards of performance for administrators and staff, which can be used as a lens through which professional behavior is assessed.

Respectfully Submitted

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Consultant