

**PUBLIC MEETING OF THE  
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS  
REGULAR MEETING Unapproved Minutes**

Pursuant to A.R.S. 38-431.02(1) notice is hereby given to the members of the Mountain Oak School and the general public that the Board of Directors of the Mountain Oak School will meet on the time and date listed below. The meeting will be held at the Mountain Oak School , 1455 Willow Creek Rd., Prescott, Arizona. The Board may vote to go into Executive session on any agenda item, pursuant to A.R.S. 38.-431.01(A)(3) for legal advice on matters as set forth in the agenda item. Executive session are not open to the public. Board Members or other participants may attend by telephonic conference. The following topics and any variables thereto will be subject to Board consideration, discussion, approval, or other action. All items are set for possible action.

**Vision: Mountain Oak School is Committed to the Following:**

- Growing our school population to full enrollment.
- Developing and enriching our campus.
- Maintaining and building our financial health.
- Expanding our presence and visibility in the greater community.
- Becoming a nexus of Waldorf cultural activity in Arizona and the nation.
- Cultivating and supporting a strong and vibrant school community.

Meeting Type:	Date:	Start Time:	End Time:	Location:
Regular Meeting	4/3/2017	3:30 PM	5:00 PM	Conference Room 1455 Willow Creek Rd Prescott AZ 86301

Meeting comes to order at 3:40

Agenda Items	Presenter
<b>1 Public Comment</b>	N/A
<b>2 Director Report</b> <i>Cindy-Tax exempt form 990 offered for the board to see and read. Safe Routes to School-initiated 10 years ago. Our school was chosen to receive sidewalks to go in safe alleyways and come over to our school. Set up to safely gets kids to school. This will happen this spring and summer. Enrollment- 171 for re-enrollment. 30 of current families have not turned in their forms for re-enrollment yet. We are looking at a safe 168 but basing a budget on 160 in the summer. Highlands Center is coming for three more work days. Teachers are urged to share some time to help them for the habitat garden. Alumni are welcome to come help too. Tax credit as of Friday the 31<sup>st</sup> of March. Is \$14,469.00 and \$3,323 goes to Habitat. \$10,846 goes to specialty teachers. We'd like to move away from specialty teacher's salaries being paid by tax credits.</i>	Cindy
<b>3 Faculty Report</b> <i>Jeff-AZ Merit testing last week. Faculty meeting talked about how it went. Changed schedule to have math in morning and language arts in afternoon, kids liked that and it went well. Assembly on the 13<sup>th</sup>. Plays are coming up. May Day festival coming up on the 1<sup>st</sup> of May.</i>	Jeff
<b>4 Operations Manager Report</b>	Jim
<b>5 Board President Report</b> <i>Robbie- Tax credits, next year PA should take this over to get funds. PA better suited for it. PA is a good fundraising team.</i>	Rob
<b>6 Charter Representative Report</b>	Marlene

	<i>Sunshine removed from board. Nicole and Edie voted on board!!</i>	
<b>7</b>	<p><b>Consider revising base pay of the salary schedule for class teachers to reflect an increase of \$2000. Current base pay was established in 2009 without increase since 2009.</b></p> <p><i>Our enrollment has increased, so we can afford to increase teachers' salaries.</i></p> <p><i>Robbie makes the motion, Angela seconds, Jeff and Marlene abstain, all others in favor, Motion carries.</i></p>	
<b>8</b>	<p><b>Consider increasing Directors compensation to \$55,000</b></p> <p><i>We are looking at a \$7,500.00 increase. Compared to other Waldorf schools. Desert Sky, Pine Forest, Desert Marigold and Desert Star. Entry level for PUSD is \$55,000. Our budget can take this increase. This will start next year 2017/18.</i></p> <p><i>Robbie makes the motion, Angela seconds it, All in favor, Motion carries.</i></p>	
<b>9</b>	<p><b>Review and discuss MOS Board Policy 'Individual Professional Development Accounts'</b></p> <p><i>301 part 3 money is budgeted each year and given out in February, but if funds are not used it goes into an account for use later.</i></p>	
<b>10</b>	<p><b>Review and discuss MOS Board Policy 'Staff Personal Leave Days'</b></p> <p><i>11 personal days per teacher. We have no long term leave, except for pregnancy otherwise long term is not acceptable. Cindy makes the decision for leave of absence for staff and faculty.</i></p>	
<b>11</b>	<p><b>Consider approving request for additional personal days for employee.</b></p> <p><i>A faculty member is asking for an additional 4 days this year. This teacher has been here for 3 years, and she has had a rough year, personally. She wants these days so that she may go on a field trip with one of her children, she has two children at this school. Board has to make the decision if an employee wants extra days.</i></p> <p><i>Robbie makes the motion, Angela seconds, all in favor, motion carries.</i></p>	
<b>12</b>	<p><b>Consider approving classrooms caps for 2017/18: KG-22, 1st-8th grades at 24</b></p> <p><i>Robbie makes the motion, Marlene seconds it, All in favor, motion carries.</i></p>	
<b>13</b>	<p><b>Review and Discuss MOS fund accounts pertaining to parent fees, tax-credit, fundraising.</b></p> <p><i>Robbie-RE: each new student that comes in: there should be a type of 'contract' where parents are more informed of what Waldorf is, that the parent fees have to be paid, what is expected of the parents, what is expected at home. Will not tolerate bad behavior from new children.</i></p> <p><i>We DO have an enrollment check-list but sometimes parents ignore what is written.</i></p> <p><i>We want parents invested in our school culture. We may try to enforce rules but what we are looking at is what ARE the reasons families leave? Our city community is growing again from the mass exit in 2008 and we are looking forward to growing our school</i></p>	

	<p><i>community but doing it the right way...enriching our community as well as growing it. Cultural changes have been a continued concern, more media, more electronics has changed our culture. How can we keep our community organized and build on our community, keep our community on our (Waldorf) path. Develop our resource library...educate parents. Sustain the way of OUR community as well.</i></p>	
<b>14</b>	<p><b>Consent Agenda</b></p> <p><b>Move to approve:</b>  Minutes for Jan 24<sup>th</sup> and Mar 6th 2017 meetings  Voucher Numbers: # 18, 19, #1733 -1736  Approve full time teaching contracts 2017/2018: Jennifer McMillan, Jenica Scaife, Marlene Sullivan, Jeffrey Holmes, Marley Olson, Salima Hendersen, and DeeAnn Morgan</p> <p><i>Robbie makes the motion, Angela seconds it, Marlene and Jeff abstain, all others in favor, Motion carries.</i></p>	
<b>15</b>	<p><b>Meeting Adjournment</b></p> <p>Closing:  The healthy social life is found  When in the mirror of each human soul  The whole community finds its reflection  And when in the community  The virtue of each one is living.  ~Rudolf Steiner</p>	

Meeting adjourned at: 5:45pm

**Posted Outside 1455 Willow Creek Rd By:** \_\_\_\_\_ **Date/Time:**

**Posted On School Website By:** \_\_\_\_\_ **Date/Time:**

**Attendee Information:**

Name	E-Mail Address	Present
Marlene Sullivan, Board Member	marlenesu@hotmail.com	x
Angela Kumbera, Board Member	angkumbera13@gmail.com	x
Jeffrey Holmes, Board Member	jeffdroid@gmail.com	x
Robert Davis, Board Secretary	good2behome@gmail.com	By phone
Robert Benhuri, Board Member	rob.benhuri@gmail.com	x
Jamie Juarez, Admin Assistant, Non Member	jjuarez@mountainoakschool.org	
Cindy Roe, Interim Director, Member Ex-Officio	croe@mountainoakschool.com	x