

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
REGULAR MEETING AGENDA**

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	12/03/2018	3:30 PM	5:27 PM	Assembly Hall 1455 Willow Creek Rd Prescott AZ 86301

Meeting began at 3:32pm.

Agenda Items	Presenter
<p>1 Public Comment <i>There were ten community members present. (Written documents kept on file in the Board Binder).</i></p> <p><i>As a reminder, as stated on the Board Meeting Public Comment Sign-In Sheet: "To uphold employee and student rights and confidentiality laws, no public comment will be heard regarding an employee or a student. Inference to a position or an individual is also unacceptable. Comments that name a student or employee must be in letter format directed to the Board President for review and determination."</i></p>	
<p>2 Director of Operations Report <i>See attached document</i></p>	Michael
<p>3 Director of Education Report <i>Regarding Sixth grade class: Mr. Holmes is returning after Christmas break. Deanne Morgan reviewed substitute's Main Lesson plans. Sharon didn't step in right away with substitute because we thought Jeff would be returning sooner. Now that he is returning later, Sharon will be stepping in. Deanne has been in and helping in the classroom.</i></p> <p><i>Susan Beck started a Care Group. 1 hour a week for remediation and healing (Vonda read from Sharon's email, "practice transformative exercises, organize child studies for the whole faculty to be part of and periodically offer to the faculty an overview of their work- their study and insights gleaned.") She also read Sharon's email about challenge of finding Waldorf trained teachers. Looking for initiative for training teachers in our own community. Two distance programs described. 18-20 people needed to go to training. \$2200/person. Parent (Emily Dunkel) question – where is money to pay for it. Michael: There is professional development money (\$625/year) but teachers can use it however they want. Would be great if we also had parents sign up for it. Conversation on whether to make Waldorf Certification or this training mandatory. Handout available that describes the training program.</i></p>	Vonda
<p>4 Faculty Report <i>This is a tiring time of year for a Waldorf teacher.</i></p>	Susan

	<i>Advent asks for quieter, more inward time. Popular culture pushes activity and excitement. Kingdom of Childhood study continues at Faculty meetings. Also Spelling Bee being organized. Fabulous Fall Concert happened. Faculty conversation regarding restructuring the location of the grades. Spiral Garden is on the 20th of December. In more traditional Waldorf schools it is k-3, not older kids. (Minutes from faculty meetings are in copy room.)</i>	
5	President's Report	Nicole
6	Charter Representative's Report <i>We have received notice that Angela has officially been removed from the Charter Board.</i>	Nicole
7	Approve faculty member, J Holmes' resignation from MOS board <i>Edie motioned, seconded by Robert. Passed. Edie expressed gratitude to Jeff for his work on the board. All agreed.</i>	Nicole
8	Approve faculty member, J Scaife's resignation from MOS board <i>Nicole made motion to approve, Robert seconded. Passed. Edie expressed gratitude to Jenica for her work on the board. All agreed.</i>	Nicole
9	Approve faculty member, S Beck as new MOS board member <i>Robert made motion to approve, Edie seconded. Passed. Susan Beck, the new faculty rep on the board understood that her position was just until Jeff came back. Clarification that she is a non-voting, sitting member of the board until Charter Board approves. It is a 2 year term.</i>	Nicole
10	Approve class limit increase to 25 students for 6th grade class <i>Discussion that this should only be for this school year and/or until class goes back down to 24 because of school exit. Edie makes motion. Robert seconds. Passed.</i>	Nicole
11	Review and discuss the requested parent fees for school year 2019-2020 (Increase materials fee from \$170-\$175) <i>Not a required fee. Reason for fee is explained during enrollment interview. Families can explain that they can't afford the fee and then fee is covered by the school.</i>	Nicole
12	Approve New Pay rates for Substitute Teachers <i>\$90/day. (Day is defined as anything from 4 hours to 8 hours). \$45 for half day (4 hours of less). Long term substitute (anything longer than 10 days) \$100/day. Federal minimum is \$12/hr and we need to align with it. Nicole motion, Edie second. Passed.</i>	Michael
13	Approve changing Board Policy regarding parents who want to be board members having to be at the school one year, not two. <i>Robert makes motion Edie seconds. Passed.</i>	Nicole
14	Review and discuss Organizational structure of MOS per MOS policy <i>Question arose regarding what board can dictate to faculty. Brought chart showing organizational structure of MOS. Question was raised in faculty meeting as to whether the board can make a directive to faculty to do, or not do, something. Faculty thought the board had said to stop Waldorf study. This was not the intent of the board. Though it was</i>	

	suggested at a previous meeting that the study be sidelined for a couple of months so that faculty wouldn't feel so overburdened, this suggestion had arisen from two faculty members. Michael pointed out that faculty study was necessary for the school to be considered "Waldorf inspired" and in order to work toward the goal of being a Waldorf School.	
15	Consent Agenda: Move to Approve Vouchers- 09, 10, 1917, 1920, 1922, 1923 Approve Minutes from November 2018 <i>Motion to approve the consent agenda by Robert, seconded by Edie. Passed.</i>	Nicole
16	Meeting Adjournment 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 <i>Meeting closed at 5:27pm</i>	

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

Posted On School Website By: _____ **Date/Time:** _____

Attendee Information:

Name	E-Mail Address	Present
Nicole Morris, Board President	nicole.d.morris.lmt@gmail.com	X
Edie Dillon, Board Vice President	eadwellspring@yahoo.com	X
Jeffrey Holmes, Board Member	jholmes@mountainoakschool.org	
Jenica Scaife, Board Member	jartlip@mountainoakschool.org	
Robert Davis, Board Secretary	good2behome@gmail.com	X (via phone)
Michael Kpodo, Director, Non Member Ex-Officio	mkpodo@mountainoakschool.org	X
Vonda Chisholm, Director, Non Member Ex-Officio	vchisholm@mountainoakschool.com	X