

**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	3/4/2019	3:45 PM		Assembly Hall 1455 Willow Creek Rd Prescott AZ 86301

Meeting started at 3:48pm and Ended 5:02pm

Agenda Items	Presenter
<p><i>First order of business – reorder agenda so Public Comment followed #7 “Faculty presentation” and also Business Administration Office Report to follow Public Comment. Motioned by Cindy, Seconded by Susan. All in favor, motion carried.</i></p>	
<p>1 Educational Director’s Report: <i>New teacher, Abigail Poirier, is teaching 6th grade and doing a great job taking over. Ms. Poirier has taught in Taiwan and Bangladesh, has spent time on missions in Africa, and also trained in India to become a yoga instructor. She is well-rounded in music, art, and dance, and has similar life philosophies to Steiner’s and is assimilating well into the Waldorf classroom.</i></p> <p><i>She was excited to go to the Medieval Games with the class even though she is so new and according to some parents and Ms. Abigail, the students had a great time and did well. We are very appreciative of the parents who were able to help with the event and the staff who pulled together to help them practice.</i></p> <p><i>Kindergarten Open House was this Saturday and had a nice showing of families with about 10 families who will be enrolling their children in Kinder. Of course, we know of others who were not able to make it Saturday that will be enrolling.</i></p> <p><i>Coming up—Silent Auction on March 23rd. A few of us have been putting the event together, have tickets and fliers ready to go and lots of donations coming our way. We really need everyone in the community to get the word out and help pass out fliers.</i></p> <p><i>Info regarding the visit from Center for Anthroposophy: --A visit is coming together. Meeting being planned for March 30th. I have heard from the schools up North. They will all have people coming to the talk. --The ACWE meeting has been relocated to Desert Star in Cornville for March 30 from 9am-1pm</i></p>	Vonda

	<p><i>Visit from Carla Comey—Mid morning meeting being planned</i></p> <p><i>Carla Comey is a teacher in the Building Bridges program—she is a eurythmist and was the director of the Carbondale Waldorf School for many years. She has been working on the general council of the Anthroposophical Society and knows the nuts and bolts of the BB program.</i></p> <p><i>AZMerit coming up in April, schedule all ready to go.</i></p>	
2	<p>Faculty Report – <i>Faculty has been focused on the care group and their book study. A concern has come up – there are frequent absences of some specialty teachers without substitutes. This is challenging for the grade teachers. More to report next month.</i></p>	Susan
3	<p>President’s Report - <i>This past month I’ve been meeting with Vonda, Jessica, Sharon and Cindy regarding business and operations at Mountain Oak. We have just hired a new Business Manager who will be starting this week. There have been many changes and they are beneficial for our development. In looking at the school, as I know the teachers are too, we are going forward with understanding that we are all are working together for the school to not just maintain but to thrive. As we grow we are incredibly grateful to our faculty, staff, our children and our volunteers. Thank you for all that you are and all that you do.</i></p> <p><i>(Also, I have had the opportunity to visit Desert Marigold Waldorf in Phoenix. It was an inspiring experience and has given me many ideas. I encourage any and all of our community members to visit Waldorf schools whenever they may).</i></p> <p><i>“In raising children, we need to continuously keep in mind how we can best create the most favorable environment for their imitative behavior. Everything done in the past regarding imitation must become more and more conscious and more and more consciously connected with the future.” – Rudolf Steiner</i></p> <p><i>Also a plea to all of our community to reach out to neighbors, friends and family for help with our tax credit drive. This is a very important part of our budget and is so easy to do. Please do not hesitate to ask your questions about how to give to Mountain Oak School. Thank you for your help.</i></p>	Nicole
4	<p>Charter Representative’s Report <i>No report</i></p>	Nicole
5	<p>Faculty presentation regarding “Teachers Propose Re-enlivening”</p> <p>The Care Group meets each Tuesday and has, in addition to our hour of study, taken up the conversation of the restorative power of Waldorf Education at Mountain Oak. Restorative for the children, for the parents, for the teachers and for the whole school community. The healing power in anthroposophical curricula is deep and lasting. We are proposing the idea that re-infusing anthroposophical values into the early childhood program will “grow up” into a stronger grades program. Outlined below are areas in the school we believe to be fundamental to effect lasting growth. We are presenting this particular beginning as these areas recur in our plans as initial priorities.</p> <p style="text-align: center;"><u>Spring 2019</u></p> <p>Beautification of Kindergarten & Preschool play areas: Please see map. Natural, straw-bale type walls</p>	Susan

Hedges and trees - natural boundaries inside of current fencing
Creating cozy play spaces necessitates protection from driveways and parking areas.
Wood play structures
Re-route fencing so Kindergarten exits lead directly into Kindy yard.

Care Group has begun research on cost-effective alterations.

REQUEST BUDGET ASSISTANCE
REQUEST MATERIALS & LABOR CONTACTS
REQUEST FINANCIAL SUPPORT

Parent Education:

The faculty will provide parent education evenings focused on the young child, but all parents will be invited. These will hone in on topics such as: festivals; child development; nutrition; media, etc. The purpose of these parent evenings will be to provide families with a clearer picture of Waldorf Education and our basic policies on nutrition, media, and dress code. Parents will be expected to attend a certain number of education evenings throughout the year (something like four out of six).

The faculty will work on these this Spring 2019 to present 2019-2020 school year.

Plans for Parent Education & Marketing:

The faculty will advertise the school and educate the community by giving talks at the library and other public venues. Kindergarten will be hosting a midsummer tea for prospective families.

Research is ongoing regarding marketing and Prescott.

MOS Facebook page: access and update

REQUEST ACCESS

MOS Website: We need to revamp the website to present a clearer picture of our early childhood program. We need a whole EC section that clearly articulates basic policies, structure of the programs, healthy home-life expectations, etc.

REQUEST ACCESS & ASSISTANCE FROM PROGRAMMER

REQUEST MARKETING BUDGET

Walk Through the Grades: More marketing, add an educational component. We already have a room full of kindergartners and preschoolers whose parents will soon be looking for an elementary school.

Parent Education -- rewrite Handbook "media policy" and distribute to entire community; we are working on changing the media-saturated climate at school. To this end we propose a re-write and distribution of a modified media policy for MOS. There will be a signature page to be returned to school.

SUSAN WILL DISTRIBUTE TO ADMIN PRIOR TO RELEASE

Rewriting Parent Handbook: The faculty will collaborate to write and produce an early childhood handbook, specifically meant for early childhood families and the lower grades. This handbook will more clearly articulate our school's basic policies on media, nutrition, and dress code.

Budget work on all-day Kindergarten starting Spring 2019

REQUEST BOARD ASSISTANCE
REQUEST TIME WITH JESSICA OR OTHER FINANCIAL CONTACT

Marketing of all-day Kindergarten starting Spring 2019

REQUEST FUNDING
REQUEST MARKETING EXPERTISE

Fall 2019:

Full-Day Kindergarten: As part of the restructuring plan, we will offer a full-day kindergarten. The full-day program would be optional and we propose MOS charge parents a per/day fee. PUSD Kindergartens do not charge for full day, but all other area Kindys do.

Morning teacher - leaves after children are settled for nap time and returns to dismiss class and maintain parent contact. Afternoon teacher arrives at lunch and transitions into nap and play.

Two Year Kindergarten: As part of our parent education initiatives, we would be very clear with parents that our kindergarten program is intended to be a two year program. We have configured clear birthday inclusion dates for entering Kindergartners.

Finances:

We need to get Jessica on board, or someone who can run the numbers with us. What we don't know right now:

1. how many Kindergarten students would we need to create 2 Kindergarten classrooms with 2 full-time teachers?,
2. cost for each kinder class has their own assistant?
3. what is the cost of feeding PreK and Kindy children?
4. how many 1-8 students does MOS need to function well financially?
5. What is the current enrollment at MOS?
6. Can we market MOS 1-8 and EC program simultaneously?
7. Can Care Group Re-structuring Team help with this?
8. During what months of the year is enrollment highest?
9. Could someone be hired to be an enrollment staff person during these months - to greet, recruit, give tours, head up marketing and follow up with parents, etc.?

Care Group Re-Structuring Team:

Susan Beck
Kim Bolstad

	<p>Pamela Craig Sharon McFeeley Alannah LeBlanc Marcee Gilson</p>	
<p>6</p>	<p>Public Comment: <i>Pamela (current 2nd grade teacher) – The proposal presented today was worked on in the Care Group and the whole faculty approved it. Pamela appreciates the idea of have a Committee for the Restructuring Proposal being separate from the Care Group. Some points of information, the Committee could meet on Mondays, non-Board meeting days. Skyview’s website is very clear about additional cost of full day Kindergarten and has an easy to use payment page (they have capped their Kindergarten class at 12). For MOS, if we went to a full day of K, the morning teacher would leave for a couple of hours in the afternoon and then return, much like the other teachers having their prep-time during “specials”. In reference to the Education Times (hopefully once/month) for the whole community these would also lead into class meetings.</i> <i>Sharon (Waldorf mentor) – shared a couple of recent experiences regarding would be K families who need a full time Kindergarten for their child(ren). Also, shared that some families do not want their pre-K and K kids to be exposed to the parking lot (vast space) and desired cozy, comforting outdoor spaces. Also, if the priority is beautiful, contained spaces why not look into donations of plants from local gardening centers. In reference to funding full day K – have a combination of school and parent funding for this.</i> <i>Kim (current Kindergarten teacher) – In reference to which is more important full day K or beautification? At the Open House, parents in attendance wanted a full day Kindergarten. As for our outside space(s), they should be purposeful work areas that continue outside from the classroom.</i> <i>Marcy (current pre-K teacher) – If pre-K aftercare Kindergarten afternoon schedule is separate, there might be the money for the additional teacher and less materials needed in aftercare (the expenses and income just shifting from pre-K to K).</i> <i>Sharon – brought up that a Desert Marigold there are two Kindergartens (one private pay and one State funded).</i> <i>Pamela -</i></p>	
<p>7</p>	<p>Business Administration Office Report - Request to go into Executive Session. Motioned by Cindy, seconded by Brandy. All in favor. Motion carried. (4:32 pm) <i>At 4:40pm Nicole motioned to come out of Executive Session and Brandy seconded. All in favor, motion carried. Return to open meeting at 4:41pm.</i> <i>Student population is 153. MOS has \$263,000 in bank (we want at least 2 cycles of paychecks and expenses in the bank (~\$300,000). PA has ~\$2,000. We are over budget on legal services, supplies and maintenance. Aftercare is behind in their billing, but Jessica is catching it up. Tax Credit relief is important as is student enrollment. And our new Business Administrator is starting tomorrow.</i></p>	<p>Cindy</p>
<p>8</p>	<p>Approve reducing cap of Sixth grade class back down to 24 students. Motioned by Cindy, seconded by Susan, all in favor. Motion passed.</p>	<p>Vonda</p>
<p>9</p>	<p>Approve fiscal year contract for the Business Administrator – Motioned by Nicole, seconded by Susan, all in favor. Motion passed.</p>	<p>Cindy</p>
<p>10</p>	<p>Accept written resignation from the Board from Edie Dillon. We thank Edie for her lovely work with us. She will be missed. – Motioned by Brandy, seconded by Cindy. All in favor. Motion passed.</p>	<p>Nicole</p>
<p>12</p>	<p>Consent Agenda: Move to Approve Vouchers - 1930-1933, 15 and 16 Approve Minutes from February Board meetings - Motioned by Susan, seconded by Cindy, all in favor. Motion passed.</p>	<p>Nicole</p>

13 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

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	
Edie Dillon, Board Vice President	eadwellspring@yahoo.com	
Cindy Roe, Board Member	croe@mountainoakschool.org	
Brandy Meade, Board Member	brandymis@gnail.com	
Robert Davis, Board Secretary	good2behome@gmail.com	
Susan Beck, Faculty Board Member	sbeck@mountainoakschool.org	
Vonda Chisholm, Director, Non Member Ex-Officio	vchisholm@mountainoakschool.org	