

**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	Monday, 5/6/2019	3:45 PM		Mountain Oak School 1455 Willow Creek Rd Prescott AZ 86301

Meeting opened at 3:48pm and closed at 6:35pm

Agenda Items	Presenter
<p><b>1 Public Comment</b> – Robert Prader – here to support Susan as faculty liason.</p> <p>Kim Bolstad – here to support faculty</p> <p>Jessica Bluff – Applauds teachers. Stated concerns and suggestions for handling: discipline, communication with parents and cell phone use (none).</p> <p>Jessica also read a letter from an anonymous member of the community. It listed five main points of shifts of behavior/etiquette that have dramatically changed (negatively) since Fall of 2018.</p> <p>Sharon McFeely – Concerned that decisions have been made at the Board level without all of the Board being present. (This is a misunderstanding and has not happened - Nicole). Also, spoke to the combining of the 7<sup>th</sup> and 8<sup>th</sup> grade classes. She is for it. (The current plan is to have separate 7<sup>th</sup> and 8<sup>th</sup> grade classes for 2019-2020 school year. – Vonda)</p>	
<p><b>2 Gardening Club and After school activities</b> <i>There will be 2 separate two week sessions of Gardening Club Summer camp at MOS this summer – look for flyers. Honeybee requested implementing an After School program for 2019-2020 school year, including gardening, Spanish, and outdoor activities. There were questions from the Board regarding inclement weather, staffing and pay. <b>Cindy motioned approving the Aftercare program for 2019-2020, Brandy seconded. All in favor, Cindy – yea, Brandy – yea, Nicole – yea, Susan – yea. Motion carried with our gratitude to Honeybee.</b></i></p>	Vonda/Honeybee
<p><b>3 Educational Director’s Report</b></p> <p>Including:</p> <p>Building Bridges Training in Arizona – teachers are holding off on signing up until they have their professional development money.</p> <p>Contracts for faculty – were emailed to each member of the faculty</p> <p>Budget – for 2019-2020, Jason and Vonda have been working with the accountant to make the cuts necessary due to lower enrollment. The budget is based on: Salaries, mortgage, supplies, maintenance and number of students. Goal was/is to not cut any faculty.</p>	Vonda

	<p>Enrollment for 2019-2020 – 139.5 so far. (K 17, 1<sup>st</sup> 18, 2<sup>nd</sup> 15, 3<sup>rd</sup> 13, 4<sup>th</sup> 18, 5<sup>th</sup> 18, 6<sup>th</sup> 21, 7<sup>th</sup> 15, 8<sup>th</sup> 13). And more enrollment packets are coming in.</p> <p>Marketing – Looking at more ways to increase our visibility within the community. How can we grow towards our educational Waldorf standards and grow our population? A farmer’s market on the property was discussed.</p> <p>Summer Program – 1<sup>st</sup> session is June 3-7 and June 8-12 (mornings 9-11:30pm or afternoons 1-3:30pm) at a cost of \$50/week per morning or afternoon.</p>	
<p><b>4</b></p>	<p><b>Business Administration Office Report</b>  Including:  Civil Rights Data Collection submitted – 97%of data was submitted and action plan was accepted.  Enrollment Update 139.5  ADA Ramp for stage – will be delivered this week</p>	<p>Jason</p>
<p><b>5</b></p>	<p><b>Faculty Report</b>  There have been 4 Faculty <u>meetings</u> since the last Board Meeting. The Spring Concert was on April 18 and was to be followed by a day off, but a snow make-up day was put in place, so the Concert night was followed by a school day.</p> <p>Faculty planned and staffed the <u>Open House on 4/13</u>. Turnout was low in the grades but ok in the Kindergarten. As mentioned in previous report - Open House will be held earlier next Spring.</p> <p>Faculty planned, rehearsed and implemented the <u>Spring Concert on 4/18</u>. Turnout was great!  Performances were full of singing, playing and dancing Mountain Oak students.</p> <p>Faculty is currently planning and rehearsing for the <u>May Festival on May 1 &amp; 2</u>. Live music will be played and teachers have already met with the performers. ParentSquare sign-ups have been posted to provide strawberries/cream and flowers. This Festival seems to be a favorite of many parents.</p> <p>Faculty organized and led a work team of MOS families @ <u>Granite Creek Clean-up on Earth Day 4/20</u>.</p> <p>Faculty organized, gathered many materials, tables, fliers, toys, and an origami project, and “womaned” <u>MOS’ booth at the Earth Day Fair</u> in downtown Prescott on Saturday 4/20. This would be a great place for some of our long-term parents to volunteer alongside a teacher.</p> <p>Some teachers have yet to <u>commit to class teaching next year</u> absent budgeting information. Some teachers are interviewing at other schools amid this lack of information.</p> <p>There is some unrest at this point. Arizona teachers are paid so low compared to 48-49 other states, when added to this information that your job may not be available to you next year, people look elsewhere for stability.</p> <p>It is my ardent hope that, given the time commitment required of MOS teachers, that reasonable pay and job stability can be provided</p>	<p>Susan</p>

<p>in return for the commitment our teachers make each year.</p> <p><u>In Vonda's absence:</u>  There seems to be "management by rumor" happening. Any information that affects Faculty, even in a tangential way, needs to be communicated in a professional and timely way. Faculty has risen and filled in the gaps. Jessica and Rose and Courtney too. There has been no information about when Vonda may return to work.</p> <p>Research is confirming the heightened numbers of children in school who require extra care, time, special classrooms, special social instruction and so much more. I have begun to research this and will bring it to Care Group for further discussion. I am also contacting an anthroposophical doctor who specializes in treating childhood disorders.  Care Group - continues its study of Robyn Brown's book that details polarities found in all of us; but for some children one of the poles affects them so strongly it can impede their learning. The book focuses not only on how to help but how to observe in the first place.</p> <p><b><u>Restructuring Team</u></b> - met with <u>American Fencing</u> last Friday. Quote due came in at over \$8,000 on new Kindergarten area 6 ft, wood, privacy fencing. Presentation to full faculty to come. We will get other quotes.  <u>Landscape architect</u> has given plant list to Team, we are cross-referencing it with Marcee's list. <u>Soil samples</u> from Pre-K yard went to UofA Ext last week. We hope to plant in the ground but former leaching from asphalt may require above ground beds.  <u>Financing for Pre-K plants</u> may come from Marcee's budget or from ParentSquare sign-up doc. <u>Financing for Kindy fence</u> to come from donations and MOS budget.  <u>Kindergarten enrollment</u> is around 18, full. We are hoping to move forward with 2 Kindergartens next year. With 6 more enrollments we could have 2 classrooms with 12 students. We are not interested in pushing it financially, but we are closely watching what is happening. The "full day" plan seems to be having a positive effect.</p> <p>Overall, Main Lesson teachers are working very well together. With AZMerits over, the last few Blocks of the year can fully bloom.</p>	
<p><b>6 President's Report</b>  Met with the accountant on April 18<sup>th</sup> in Cottonwood to gain more understanding on current state of affairs and knowledge on how to build our future budget. While there the accountant stated that with current enrollment number (135 ADM) for next year, we will have to cut \$120,000 from current budget. Between this information and a real need for a trained, experienced individual to run the business office, I reached out to Jamie Juarez. She stepped in and fixed some much needed problems in the office on a day of work. For the good of the school, Jason recommended re-hiring Jamie and that he would step down. This is on the agenda today and will be a good solution, short and long term. I am grateful to both Jason and Jamie for their hard work, professionalism and honesty. (I continue to recommend a budget training session for the Board for next fall.)  MOS is an amazing Waldorf inspired school. As a member of the</p>	<p>Nicole</p>

	community, I feel blessed and grateful to have it here in Prescott. The faculty and staff are consistently growing and teaching these lovely children. As our school year comes to a close, the May day celebration has lit our way toward a beautiful end. I want to say thank you to all of the volunteers, parents, teachers, and staff and board members (past and present). We all do so much to make this school a special place for our kids. Thank you.	
<b>7</b>	<b>Charter Representative's Report</b> Members approved and updated – The Charter Holder Governance Requests to remove Jenica Scaife, Jeffrey Holmes, Edie Dillon and Robert Davis have been approved by Arizona Charter Board. Also, the Charter Holder Governance Requests to add Susan Beck, Cindy Roe and Brady Meade have been approved by the Arizona Charter Board. Arizona Corp paperwork completed. (These above mentioned actions were originally not submitted in a timely fashion, but we have now completed the corrective action plan and are in compliance.) Thank you goes to Jason and Marlene Sullivan for all of their work on this. Also, there was a concern by a community member that the agendas were not posted in a timely manner (at least 24 hours ahead of the meetings). This was an unwarranted concern, but the timestamp on the website was set to Greenwich Mean Time and is now set correctly to our time zone.	Nicole
<b>8</b>	<b>Approve contract for Jamie Juarez as Business Administrator, beginning on May 15<sup>th</sup></b> Motion to approve contract for the remainder of the fiscal year (ending June 30 <sup>th</sup> , 2019) at \$50,000 salary. Moved by Cindy, seconded by Nicole. Cindy – yea, Nicole – yea, Brandy – yea, and Susan – nay. Motion carried.	Nicole
<b>9</b>	<b>Approve revised 2018-2019 budget</b> Motioned by Nicole, seconded by Cindy. Brandy – yea, Nicole – yea, Cindy – yea, Susan – nay. Motion carried.	Nicole
<b>10</b>	<b>Approve faculty contracts for Kindergarten, and grades 1-8</b> Motioned by Cindy, seconded by Brandy. Cindy – yea, Brandy – yea, Nicole – yea, Susan – nay. Motion carried.	Vonda
<b>11</b>	<b>Approve salaried positions for SPED department</b> Motion to approve contract for <i>Assistant to SPED Director/Paraprofessional</i> . Motioned by Nicole, seconded by Cindy. All in favor; Cindy – yea, Brady – yea, Nicole – yea, Susan – yea. Motion carried.	
<b>12</b>	<b>Approve minimum acceptable number of members for Mountain Oak School Board makeup change to 3 members</b> Tabled until next Board meeting with present By-Law verbage and proposed language.	Jason
<b>13</b>	<b>Approve resignation of contract for employee 2019-2, end date is May 24<sup>th</sup></b> Motioned by Nicole, seconded by Cindy. All in favor; Susan – yea, Brandy – yea, Nicole – yea, Cindy – yea. Motion carried.	Nicole
<b>14</b>	<b>Approve adding Vonda Chisholm as Charter Board Representative</b> Motioned by Susan, seconded by Nicole, All in favor; Susan – yea, Brandy – yea, Nicole – yea, Cindy – yea. Motion carried.	Jason
<b>15</b>	<b>Approve Serenity Lord as new MOS Board member</b> Tabled until next Board meeting.	Nicole
<b>16</b>	<b>Approve Jamie Juarez as a check signer</b> Motioned by Cindy, seconded by Susan. All in favor; Cindy – yea, Susan – yea, Nicole –	Nicole

	yea, Brandy – yea. Motion carried.	
<b>17</b>	<b>Approve all day kindergarten, private pay for afternoons (\$200/month)</b> Motioned by Cindy, seconded by Susan. All in favor; Susan – yea, Cindy – yea, Brandy – yea, Nicole – yea. Motion carried.	Jason
<b>18</b>	<b>Review Educational Director survey and evaluation</b> Tabled until a to be scheduled executive session working Board meeting.	Nicole
<b>19</b>	<b>Consent Agenda:</b> <b>Move to Approve Vouchers – 1933-1942 and 17-21.</b> <b>Approve Minutes from April’s Board meeting</b> Motioned by Cindy, seconded by Susan. All in favor; Cindy – yea, Susan – yea, Brandy – yea, Nicole – yea. Motion carried.	Nicole
<b>20</b>	<b>Meeting Adjournment</b> 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	X
Cindy Roe, Board Member	croe@mountainoakschool.org	X
Brandy Meade, Board Member	brandymis@gmail.com	X
Susan Beck, Faculty Board Member	sbeck@mountainoakschool.org	X
Vonda Chisholm, Director, Non Member Ex-Officio	vchisholm@mountainoakschool.org	X
Jason Hembree, Business Administrator, Non Member Ex-Officio	JHembree@mountainoakschool.org	X via phone