

**PUBLIC MEETING OF THE  
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS  
Executive Session Meeting Minutes – Confidential – March 10, 2022 - DRAFT**

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:
Executive Session	Thursday, March 10, 2022	6:08 PM	8:27	Mountain Oak School 1455 Willow Creek Rd Prescott AZ 86301 <b>or ZOOM link to join meeting during Pandemic Mitigation</b> see below

Agenda Items	Presenter
<p><b>1. Executive Session: Personnel</b> <b>In open meeting</b> CR – Advised this is an executive session meeting regarding personnel matters. We have been advised that DS requests discussion to be held in public. Requested DS to confirm. DS confirms discussion to take place in public.</p> <p>Board members introduced themselves and gave brief background.</p> <p>CR – We were disappointed to hear that children are talking about rumors of emergency meetings to terminate DS. This is not the case. This is not an emergency meeting. This is an Executive session regarding a personnel matter. Personnel matters are always private and confidential. As a board, we want to do due diligence in our investigation of matters. We are a neutral body. Board has received multiple communications regarding interactions with the director at school.</p> <p>The board asked DS if she would like to comment on the most recent incident occurring on March 4<sup>th</sup>.</p> <p>DS shared / referred to written narrative about the incident.</p> <p>DS reported that parent approached her &amp; verbally attacked her regarding the situation in the Kindergarten and his spouse’s experience, using curse words in front of students. Parent had sought DS out. DS moved outside and tried to deescalate the conversation. She did not want to go into an empty building with this individual and tried to avoid calling in the police because the individual’s children were present, as well as other students, including DS granddaughter.</p> <p>DS did not want to leave campus until the aggressor was off campus. DS asked aggressor to leave. DS felt aggressor’s departure was being delayed due to being engaged by RM in the parking lot when escorting aggressor’s child.</p> <p>Later that evening DS reached out to the (employee) spouse of the aggressor and worked out a plan to move forward.</p> <p>DS also cited that there had been other incidents on campus with curse words involving other individuals.</p> <p>CR – Questioned if there was yelling between both parties. DS - responded that she had matched the aggressor’s behavior with the intention to calm him down.</p>	MOS Board

Board had received two community member letters that witnessed the incident. CR asked if any witnesses that wrote letters wanted to speak.

RM shared his experience.

RM – RM was inside the building and a teacher requested him to intervene with a teacher and a parent that could be heard in an altercation. He approached and could hear loud voices. There were several children in the area.

RM approached the arguing parties and once noticed, things settled down and became more amicable. RM reassured children and tried to remove them from the situation.

RM witnessed the two parties parted ways. The conversation/argument concluded. DS returned with another comment to the parent. Parent began to respond. RM intervened again.

RM and parent were talking in parking lot when DS returned again with a comment to both of them regarding gossip at school.

The incident concluded.

CR- From other communication the board has received, interactions that are perceived negative seem to be related to confusion and lack of community understanding, including employees and director, not understanding and/or following written policies, processes, and procedures. An example is the discipline policy related to the Kindergarten issues not being followed.

DS – Brought up a past incident with an employee.

BM – Clarified circumstances of the timeline.

Public member voices objection to turning off Zoom chat.

TH – comments that this is not public comment.

7:07 CR motions that board move into Executive Session regarding personnel matter. RM is requested to join. CL 2<sup>nd</sup>. AYE: BM, CR, CL, TH, RM Nay: None Motion passes.

**EXECUTIVE SESSION BEGINS**

**7:49 EXECUTIVE SESSION ENDS**

CL – Apology to all in attendance regarding cutting public off and chat. Chat should not have been enabled and we did not make clear that there was no public comment/chat at this meeting.

CR – motions that board will take action as discussed in ES. TH 2<sup>nd</sup>. AYE: CR, TH, BM. Nay: None Abstain RM

Board asked DS to join ES to discuss actions.

7:56 CR motions to go into ES to discuss actions with DS. TH 2<sup>nd</sup>. AYE: CR, TH, CL, RM Nay: None. Motion passes

**EXECUTIVE SESSION**  
**EXECUTIVE SESSION ENDS**

Adjourned meeting.

**Attendee Information:**

Name	E-Mail Address	Present
Cindy Roe, Board Member	croe@mountainoakschool.org	x
Brandy Meade, Board Member	brandymis@gmail.com	x
Susan Beck, Board Member	susanclairebeck@gmail.com	
Tim Harrington, Board Member	osmliving@gmail.com	x

Craig Lefever, Board Member	craig.lefever@yc.edu	X
Robert Manhire	rmanhire@pm.me	X
Deborah Salcedo – School Director Ex Officio	dsalcedo@mountainoakschool.org	X

Cindy Roe is inviting you to a scheduled Zoom meeting.

Topic: MOS Special Session - Executive Session

Time: Mar 10, 2022 06:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/86281779183?pwd=clExam9TamNFa1JnVWFxTVFTM0xHdz09>

Meeting ID: 862 8177 9183

Passcode: 068305

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Find your local number: <https://us02web.zoom.us/j/86281779183?pwd=clExam9TamNFa1JnVWFxTVFTM0xHdz09>