

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
Regular Session Meeting Minutes– March 7 , 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:
Regular Session	Monday , March 7, 2022	3:47 PM	6:47 PM	Board Meetings are held video conferencing see below ZOOM link to join meeting.

Agenda Items	Presenter
CR motions to move agenda item 8. Personnel above agenda item #4 Board report. TH 2 nd ; Aye: CR, BM, TH, CL Nay: none. Motion passes.	
1. Public Comment – None	
2. Director Report – See attached. Reenrollment 35-40 turned in. 10 families on waiting list. Board advised that budget will be based on next year's enrollment by 4/1.	D. Salcedo
3. Faculty Report – Open House. Last week affirmations were said for each child. Making May Day festival plans and 8 th grade graduation plans. Discussions of new teachers have been heard by children and parents. CR reminded that board approves new teacher contracts at a board meeting. Hiring process should be reviewed. Nothing should be announced without following policy. Projections for coming year are not yet known. Faculty working on book study	S. Greene
8. Personnel: Possible Vote to Go Into Executive Session CR motions to go into Executive Session to discuss personnel matter. CL 2 nd , AY: CR, BM, TH, CL RM; 4:38 Out of ES.	B. Meade
4. Board Report BM notes that link to Financial Framework and process is on charter board web site. There are some new potential board members. Board binder is outdated and should be updated in the future for review by new potential board members.	B. Meade
5. Approve Board Minutes: Executive Session Meeting: 1/19,1/26, 2/2, Regular Session: 2/7, 2/23, Special Session: 2/23, Work Session – CR motions 1/26, 2/7, 2/23 and 2/23 WS minutes; CL 2 nd . AYE: CR, CL, BM, TH, RM. Nay: none Motion passes	B Meade
6. Discuss and Possible Action and Legal Council: State Law – Parent Behavior and Rights of the School Cindy consulted with legal counsel. Appropriate interaction at school, School has right to request Parents to only pick up/drop children if inappropriate behavior takes place on campus. Discussion of appropriate parent	C Roe, B Meade
7. Discuss and Consider Action: Staff and Board Ethics - Policy and Procedure Important that community and faculty is aware of policies and follows them to have healthy, helpful interactions. TH motions that faculty and staff will be provided with policies and procedures to be reviewed and documented that information was received, CR 2 nd AYE: BM, CR, TH, CL, RM. Nay: None Motion passes	C. Roe, B Meade
8. Moved up before item 4.	
9. Discuss and Approve Framework for Director Evaluation Board member shared evaluation platforms for Director evaluation. Form Plus – free, and more like survey, Grapevine, Smarsheets which includes external and internal	C. Roe

	stakeholders. Board will have Work Session later to further evaluate which framework to use for Director Evaluation.	
10.	Board fidelity to financial action plan: Review Financials Reviewed financial reports. Finances will look better once grants are drawn down.	C. Roe
11.	Report on Waldorf Illumination Action Plan School will continue to work on Waldorf Illumination. MOS community and faculty are encouraged to attend presentations (virtual) that were arranged by Pine Forest that they are allowing us to join. Director and teacher visits to other Waldorf schools are also essential.	

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



BOARD REPORT MOS FY21.22

For the month of: March

Enrollment

- ❖ Total Enrollments: ADM = 82.5, Enrollment is 90 Preschool is at 17 with a waiting list. Kindergarten is at 15 with most staying for aftercare.
- ❖ Exits: 0

Fundraising Events

- ❖ Class- 5th and 6th for Medieval Games raised \$2000+ in donations so far
 - Pancake breakfast March 26th as additional fundraiser.
- ❖ PA -
- ❖ School Wide – tax donation – Just over \$12,000. Using for playground renewal including green house.

Marketing

- ❖ City/County Sponsored:
- ❖ School Sponsored:
- ❖ Website: Committees
- ❖ Other:

State Compliance

- ❖ ADE: Compliance –IDEA grant DIRECTOR approved; Title I grant sent back again for edits.
- ❖ Academic – 3rd Benchmarks this week. Final DIBLE benchmarks are in May.
- ❖ AZM2 testing windows are March 18-April 29th
- ❖ Need to determine which day will be taken to make up snow day. Either April 15th or the 18th.
- ❖ Academic – Planning summer program.

Community Education

- ❖ Faculty: December 8th, Singapore Math Workshop all day/subs provided. Sharon McFeely is available for mentoring and is currently mentoring one teacher. She has been a wealth of knowledge and feedback for me also.
- ❖ Board:
- ❖ Community: Garden Party March 27th.
- ❖ Parent: Every week there are articles shared with parents by members of our parent committee. Joan came to speak with parents at Open House, but small crowd. We did have to reschedule due to snow day.

Faculty/Staff Update

- ❖ Climate – Some classes experiencing discipline issues. Working through plans.
- ❖ Grounds improvement parent vote complete. Volunteer from Prescott College working with Ms. Victoria to solve drainage and water run off issues.



BOARD REPORT MOS FY21.22

Parent Association Report

- ❖ Garden Party on Sunday March 27th, noon to 3.

School Events

- ❖ Spring picture day Wednesday.
- ❖ Already planning for May Day Festival

Instructional Personnel

- ❖ Preschool teacher is out for surgery. Looking for a long-term sub for the class.
- ❖ Starting formal evaluations for staff. Inquiring who is returning and who is not as well as grade preference. So far only half of our students have completed re-enrollment packages. Sent out a reminder today. Welcoming the effects of Waldorf illumination to bring staff together and move forward in a healthy and positive way.
- ❖ Need to remind staff, parents, and members of our school community that as problems arise, there must be a communication to staff that can solve the problem rather than feeding into negative discussions building negative energy. There will always be challenges and obstacles, but working together to find common ground and make sure everyone is heard is the most important part of seeking solutions.



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