

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
Board Meeting Minutes – April 29, 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. Due to current pandemic mitigation strategies all board meetings are held through Video Conferencing.

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:
Special Session	Friday, April 29, 2022	3:30PM	4:03	Mountain Oak School 1455 Willow Creek Rd Prescott AZ 86301 or ZOOM link to join meeting during Pandemic Mitigation see below

Agenda Items	Presenter
<p>1. Executive Session</p> <p>The Board may go into Executive Session for:</p> <ol style="list-style-type: none"> a. Discussion or consultation for legal advice with the attorneys of the public body regarding the School Director's current contract. A.R.S. § 38-431.03(A)(3). b. Discussion or consultation with the attorneys of the public body in order to consider its position and instruct its attorneys regarding the public body's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation, or in settlement discussions conducted in order to avoid or resolve litigation. A.R.S. § 38-431.03(A)(4). c. Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of the School Director. With the exception of salary discussions, the School Director may demand that this discussion or consideration occur at a public meeting. A.R.S. § 38-431.03(A)(1). <p>Introduction of Legal Counsel and Board Members</p> <p>Craig Lefever</p> <ul style="list-style-type: none"> • Program Director for Basic Adult Education at Yavapai College • He has been associated with Mountain Oak since 2017 • Parent has had 3 children at MOS with one currently enrolled <p>Brandy Meade</p> <ul style="list-style-type: none"> • Has been with Mountain Oak for 17 plus years, • Became a board member in 2019 • 5 of her children have graduated from Mountain Oak for a combined 35 student years 	MOS Board

	<ul style="list-style-type: none"> • Has been associated with Waldorf Education for 24 years <p>Dr. Tim Harrington</p> <ul style="list-style-type: none"> • Doctorate in in education leadership • Currently the Academic Dean of Bottega University • Currently Compliance officer of Bottega University • Beginning May 2nd he has accepted the position as President of the University • Tim is supporting the Haleakala Waldorf School in Hawaii as the Woodwork teacher <p>Robert Manhire</p> <ul style="list-style-type: none"> • CPA – State of Arizona • BSBA Accounting • MBA Finance and Accounting • Operations and Project Manager multiple companies <p>Susan Beck</p> <ul style="list-style-type: none"> • Currently teaching in a Waldorf School • Mountain Oak School Director 2019/2020 <p>Cindy Roe</p> <ul style="list-style-type: none"> • Director of Mountain Oak from 2006 to 2013 - 7 years – a two year hiatus returned in 2015 to 2018 3 years more • Currently the Executive Director Of Pine Forest Waldorf School in Flagstaff since the fall of 2018 • Graduate of Rudolf Steiner College (Waldorf Curriculum emphasis) • Established Gateway Waldorf School out of the Sedona charter school (Terra Rosa) <p>Kristen Windtberg from Osborn Maledon</p> <ul style="list-style-type: none"> • Legal Counsel for Mountain Oak School <p>CR Motions: I move to enter Executive Session pursuant to A.R.S. § 38-431.03(A)(3) & (4) for the purposes of obtaining legal advice and for discussion or consultation with legal counsel to consider the School's position and instruct its attorney regarding contracts that are the subject of negotiations, in pending or contemplated litigation, or in settlement discussions conducted in order to avoid or resolve litigation. TH seconds,</p> <p>Ayes 5: CR, BM, CL,TH, RM, Nays 0, Abstentions 0- Motion Passes</p>	
<p>2.</p>	<p>Discussion and possible action regarding the School Director's current contract.</p> <p>CR: Next on our agenda is discussion and possible action regarding the School Director's current employment agreement. I would like to start by thanking Ms. Salcedo for her service to Mountain Oak School. However, at this time, the Board is moving the school in the direction of our mission. I think it would be best for the School if the Board were to discontinue her current employment agreement.</p> <p>CR Motions : I move to discontinue Deborah Salcedo's current employment agreement, effective immediately, with payment to cover the 30-day notice period set forth in that agreement, / and to authorize our attorneys to proceed as instructed in the executive session with regard to a separation agreement with Ms. Salcedo. TH seconds</p> <p>CR: Is there board discussion? TH emphasizes additional word severance : Reword motion : I move to discontinue Deborah Salcedo's current employment agreement, effective immediately, with payment to cover the 30-day notice period set forth in that agreement, / and to authorize our attorneys to proceed as instructed in the executive session with regard to a separation/severance agreement with Ms. Salcedo.</p> <p>Ayes 4: CR, BM, CL,TH, Nays 0, Abstentions 1 :RM - Motion Passes</p>	<p>MOS Board</p>

Posted Outside 1455 Willow Creek Rd by:

Date/Time:

Posted on School Website by:

Date/Time:

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

Topic: MOS Board Meeting Executive Session

Time: Apr 29, 2022 03:30 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/81832669246?pwd=bWRDcHpRTHpyaFp6empZTkcwM0VXUT09>

Meeting ID: 818 3266 9246

Passcode: 504238

Find your local number: <https://us02web.zoom.us/u/kqituoiC6>