

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
Regular Meeting Minutes Draft May 3, 2022**

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	Tuesday, May3, 2022	3:49PM	6:30 PM	Mountain Oak School 1455 Willow Creek Rd Prescott AZ 86301 or ZOOM link to join meeting during Pandemic Mitigation see below

Agenda Items	Presenter
1. Board Report: Leadership team installed two end year teacher- teams, two prospective board members have submitted documents	B. Meade
2. Faculty Report Tabled Sarah resigns position	S. Greene
3 ESSER III Funds – Use of ESSER funds FY22 and FY 23 salaries for continued employment K-8. 20% must go toward and approved learning loss curriculum, social emotional support included. SRSA grant can be used for Afterschool clubs without state approved learning loss program will be paid for out of SRSA	C. Roe/K. Aston
4 FY23 Budget- Reviewed first initial planning meeting with K.A. C.R, D.S. M.D in developing a budget on current enrollment. It is worked on over the next month and proposed and then adopted. State requirements for posting proposed and submitting adopted.	K. Aston/C.Roe
5 MOS Administrative/Director Historical Review – Reviewed the position and the circumstances of the recent 4 years of administration such as family obligations through the pandemic. Differences in approach to the mitigation strategies. The board had not terminated any of the contracts- were on track for renewal.	B. Meade
6 Review Director Duties: Job duties of the director reviewed in planning ahead for the future. Possibly looking how to approach different model of task delegation for future administrators.	B.Meade/C.Roe
7 Arizona Open Meeting Law – Public Participation at Board Members- Reviewed Open Meeting Law 101 document clarifying public participation and rules that boards must follow	C. Lefever
8 Board Membership Process: Reviewed Board Policy and Process for becoming a board member.	T. Harrington
9 FY23 Calendar: Reviewed 180 days, holidays, parent conferences first and last days Will come to board at near future meeting with required instructional hours for approval	C. Roe/B. Meade
10 Discuss MOS Community Meeting –this week – Leadership will take this up	L. Lefever
11 Configuration SY22/23 -Teacher Contract s : These will be brought to the board at a near meeting and over the summer as the class configurations and teachers current and hired are known	C. Roe
12 FY22 Budget- adherence to Charter Board – Financial Plan- Reviewed 3 rd quarter submission to state and monthly reports	C. Roe
13 Public Comment – Due to the large amount of public comment, we attempted to post the recording. However, our current website configuration will not accommodate the file size and format of the recording. Below is a partial transcription of the public comments which will be updated in the next 48 hours.	

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	
Brandy Meade, Board Member	brandymis@gmail.com	
Susan Beck, Board Member	susanclairebeck@gmail.com	
Tim Harrington, Board Member	osmliving@gmail.com	
Craig Lefever, Board Member	craig.lefever@yc.edu	
Robert Manhire	bsmanhire@protonmail.com	

Topic: MOS Regular Board Meeting

Time: May 3, 2022 03:45 PM Pacific Time (US and Canada)

<https://us02web.zoom.us/j/82961594034?pwd=NTJtZGU0L2Jsl0VsZE5ZdzQ1V25BZz09>

Meeting ID: 829 6159 4034

Passcode: 165417

Meeting ID: 829 6159 4034

Find your local number: <https://us02web.zoom.us/j/82961594034>

Public Comments – May 3, 2022 Board Meeting – DRAFT IN PROGRESS

Frank Coe – Son in 5th grade w/ Mr. Cal. My comments are regarding your recent actions in essence as a leadership team you have perceptually and effectively walked into a crowded room, dropped a grenade, walked away and watch everybody scramble. Blatant disregard to the ramifications to both children and parents. Not sure if part of your calculus or not, but either way, shame on you guys. This was highly unproductive. It was disruptive and unprofessional. In addition, we submitted a letter with significant parent representation that was also ignored, which as a concerned parent is also completely unacceptable. There hasn't been a modicum of integrity or consideration demonstrated by this board.

Lastly, in the spirit of transparency will you provide a copy of the bylaws and the charter.

Response: Bylaws and charter documents are available in the office.

Jeff Elmer – Holding children out of school until resolution from board and leadership of MOS. Not just the board, but even the teachers, it has created a hostile environment for children and teachers (dropped from Zoom) Looking for – Hold kids out until that meeting – Disfunctional mess. Don't trust leadership – Move forward. (Leaving 2 children)

Jamie Wilcox – 5-6 years at school except for Covid year. So many of us don't know what has been going on in ES and conversations. Most significant concern - absence of transparency / how many minutes spent in Executive Session (ES), etc. We are the parents we want to be part of this community want to do everything we can – included to be part & volunteer. Reflection of hearts and passion. When not included with conversation, such as why was director fired. Not an example, ride out the year. Transparency is the most important thing to live, be & model for these children.

Victoria Ellis – I appreciate that answer (above), Craig. I think speaking for myself, part of what felt like there was no transparency was that multiple teachers, parents and staff members seemed to know of a decision that I thought was only supposed to be discussed in ES. How is that okay? If not legal to discuss, so how did so many people know to the point that the hostile environment exacerbated on Friday, throwing it around. How is that okay?

Response - BM – we are not discussing these items, and likely people did not “know”. However, people may be seeing agendas, etc. and reading between the lines and making assumptions and running with it. We do not have control over that unless it is an employee, and it is brought to our attention.

To clarify, some things were thrown around prior to the agenda.

CM – The board has to come out of ES to vote. Board does not meet in a quorum (3 people) If employee or someone said something, please write a letter to the board. People deduce things from previous meetings and what they have heard.

BM – May or may not be accurate deductions.

VE - How do we trust? How do we know we can trust you?

BM – Perhaps Community Forum will help. We are here because we care about school. We have had a lot of challenges and COVID, trying to navigate p Waldorf Illumination this year and want to align more to Mission and Vision – Waldorf Education nights – People love the school and hope to move forward and earn trust.

CL – Encouraged people to look at agendas and come to meetings if interested.

CR – Send out meeting agendas through Parent Square.

Jessica Garbett – Lots to talk about. Letter from parents with no acknowledgement of letter or feedback. Friday was kids day to shine. Having meeting that day, impacted the children and parents, couldn't it have waited until the end of the year. Caused instability. This could cost our school because people are looking at other schools because of this. Serious. Not sure you understand.

Response

CL – Receive letter 20 minutes before meeting started. Did not have time to digest before the meeting.

BM – No public comment on meeting agenda

CR – Some things in the letter we can answer again, but hope that some of the items were clarified during meeting today.

CL – Board as a function of the economics and budget of school is highly concerned with anything that affects enrollment of the school. Stressed importance of part of board's mission to maintain existence of the school

Jessica Garbett – Board didn't answer questions. Toxic environment to staff and kids, mama and papa bears. Board is talking, but nothing coming out. By not answering, show her direction to go next year.

CM – We are bound by state laws. Direction of school is our focus. We have to operate within the boundaries of the law. Protection of employees of the school.

Mikayla Newell – Why it couldn't work 4 weeks? Kids are out of school. Lost multiple teachers in the middle of the year. Hurting her child. To have teachers pulled hurts her. So much turnover, something wrong. Love school.

Response

BM – We did not remove any teachers. We removed one person. Anyone else that left did so on their own accord.

CR – We hear your questions, but we cannot answer lawfully.