

**PUBLIC MEETING OF THE  
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS  
Regular Meeting Minutes– October 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 sessions 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:**

- Developing and enriching our school offering and 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, October 3, 2022	3:53 PM	5:59 PM	Mountain Oak School 1455 Willow Creek Rd Prescott AZ 86301 <b>or virtual link meeting see below</b>

	Agenda Items	Presenter
1.	<b>Public Comment –</b> 3:53 call to order- Chloe trying to start a Parent Association (jerrard in 2nd ) Wants to lend a hand and try to get more involved.	
2.	<b>Board Report - Welcome new director-</b> ACWE meeting in Phx on 9/24 (co-op for charter schools for health ins) Training program for Waldorf through ACWE group 4k for 3 years for certification. Desert Marigold and Tucson Waldorf are at capacity. Balance of board information covered in agenda items below. See attached report	Board Member
3.	<b>Leadership Team Report-</b> See attached report-	Leadership
4.	<b>Business Manager Report-</b> Not In Attendance	Michael Donelson
5.	<b>Discussion &amp; Possible Action -</b> RM reviewed Counselor Job Description- Consolidated attending meetings bullet items. PR motions to approve Counselor Job Description. RM 2nd; AYE CR, BM, PR, RM; Nay: None. Motion passes.	Robert Manhire
6.	<b>Approve Teacher Contract - Jonathan Ruf-</b> Sharon will mentor-Joan has met him New 6/7/8 teacher - BM motions to approve contract for Jonathan Ruf for remainder of FY23 school year. Peter 2nd Aye: BM, CR, RM, PR. Nay: none Motion passes.	Marcee Gilson
7.	<b>Approve- Minutes FY22 - 8/1, 7/19, 6/27, 6/13, 5/24, 3/7, 1/19, FY21 12/6 BM clarified</b> 8/1 and 7/19 are FY 23 . Other dates are FY 22 3/7 to review at later date. 12/6 minutes approved in Jan of 22. BM motions to approve FY 23 8/1, 7/19; FY 22 6/27, 6/13, 5/24, 1/19, Peter 2nd AYE: RM, BM, CR, PR 3/7, 9/12 and 10/3 at next board meeting.	Brandy Meade
8.	<b>Review - FY 23 Budget and Financial Action Plan–</b> Contracted services % and Sub % may need to be reallocated - Kristy later explained contracted services are TTech.	Board Member
9.	<b>Discuss &amp; Approve Employee Handbook Updates –</b> RM showed employee handbook on Google drive Download recommended to review marked edits- Board members can review and update approval will Move to November Agenda - 30 days to review	Robert Manhire
10.	<b>Discussion &amp; Possible Action - Monthly Board Package -</b> RM reviewed Google Drive format (monthly board package) - Review materials in advance of board meetings (give 1 week agenda notice for items to add and 48 hr before meeting close agenda items.	Robert Manhire
11.	<b>Discuss and schedule October work session -</b> propose 10/17 with agenda (review process, board structure)	Robert Manhire
12.	<b>Discussion and possible approval of FY23 301-Performance Pay Criteria -</b> Table until Work session 10/17	Cindy Roe
13.	<b>Acceptance of Craig Lefevers resignation from MOS Board-Shelf Table until November Board Meeting</b> Table until next month board meeting	Board Member

14.	<b>Approve FY22 AFR-</b> Add Charterboard Dashboard to next agenda - Review FY22 AFR Financials with Kristy Aston- Post section H on website for teacher avg salary- Bob requested what title monies were for (possible additional counselor funds) RM Motions to approve FY22 AFR, CR 2nd Cindy Ayes: CR, RM, BM, PR Nay: none. Motion passes	Cindy Roe
15.	<b>Update on Records Request-</b> Table until Work Session, tentative October 17	Cindy Roe

**Discussion Items for Future – Vouchers**

**Meeting adjourned 5:59**

**Attendee Information:**

Name	E-Mail Address	Present
Cindy Roe, Board Member x	croe@mountainoakschool.org	x
Brandy Meade, Board Member x	brandymis@gmail.com	x
Robert Manhire x	rmanhire@mountainoakschool.org	x
Tim Harrington, Board Member (not in attendance)	osmliving@gmail.com	absent
Craig Lefever, Board Member (Not in Attendance)	craig.lefever@yc.edu	absent
Peter Rennick x	pjre2@cox.net	x
James Nolan – School Director	jnolen@mountainoakschool.org	x

## **10/3/22 Board Report**

Robert Manhire

**Parent Association** - working with parent, Chloe Vallejo to develop Parent Association, establishing mentor relationship with Desert Marigold PA President

**Meeting with Alliance for Public Waldorf Education** - 9/16 meeting with Liz Bevin, Joan Treadaway, Sharon McFeely, Michael Donelson, Marcee Gilson, Rose Ybarra. Outomings community involvement throughout the country has been declining for the past 6 years mainly due to change in demographic culture, parent involvement is down significantly and is leading to frequent lawsuits because of difference of opinion or doing what they want not what is asked. Advised focusing on outsourcing as much community activities as possible, it's cheaper to pay than the cost of the law suits. After Liz's walkthrough, historical review and general discussion about where the school is at, she suggested that we reduce our offering at least temporarily and focus on our core, Early Childhood enrollment. She thought based on our current enrollment cutting off 6th, 7th and 8th next year would be a good thing to consider, (we currently only have one 5th grader).

**ACWE Meeting** - 10/17/22 All Waldorf inspired public schools and private Waldorf schools in AZ represented. Jim, Marcee and I attended a few takeaways as charter school AZ law now allows charter schools to form a an Insurance group and Frank of DM can facilitate our participation. ACWE announced a training and mentor program at \$4,000 per participant for a three year program that includes two weeks hands-on training in the summer and monthly mentoring with a veteran Waldorf teacher. Program starts in June 2023 and can be paid with three annual payments; graduates get a certificate from ACWE as being a 'certified Waldorf teacher' seems to be a hotly debated topic because there is no national certification standard. Enrollment at Desert Marigold and Tucson Waldorf at capacity (250 and 200 respectively), TWS charges \$11,000 annually per child.

**Director Onboarding** - Jim has observed at 2 waldorf schools PF and DM, we are hoping to have that happen at TWS and Desert Start as well. The main focus during the onboarding has been to tend to the areas that have the least attention - compliance, community (teachers, students and families) and discipline. He has observed many of the ongoing activities and we are maintaining the Leadership Team model for the time being, to support his transition in and my transition off the team. He is working 'in' and 'for' the organization where I am working 'on' the organization, wrapping up initiatives that were started months ago and creating tools or developing initiatives to support him as his role develops.

**AZ School Voucher Plan** - Plan in effect as petition effort failed on 9/30/22, need to consider this in future planning. I see this as a tremendous opportunity to expand our offering for money to students that are being homeschooled and otherwise.

# Leadership Team Report 10/2/22

## Enrollment Numbers

As of Sept 30

Group	Physical Count	ADM Count	Withdrawls	New Enrollment
Pre-K	16			
Mixed age Kindergarten	5	2.5		
Kindergarten	15	7.5		
Grades	60	60	1	
Physical Total	97			
<b>ADM Total</b>		<b>70</b>		

## Parent Association

Parent meeting October 18th, Topics - Afterschool Music Program, Harvest Festival, Parent Association

## Communication

Calendar Flyers to be distributed monthly  
Waldorf Tidbits to be reinstated via Parent Square

## Regulatory Compliance

Move-on when Reading State benchmarks submitted 10/1

## Testing

Benchmarks grades 3-8 10/3 through 10/6

## Campus Involvement & Morale

Very successful Strength & Courage Festival - high parent turnout over 20,  
*"Most I remember seeing at any festival in 9 years"* - Rose  
Preparations for Harvest Festival underway for 10/29 (pumpkin path)

## Professional Development

Peer Review 1st Grade Teacher observed at Running River  
Peer Review Scheduling other observations

Mentoring ongoing in Grades and Early Childhood  
PD Monthly ELA or Math  
PD Monthly Mindfulness or Trauma Informed

### **Staff Changes**

School Counselor 9/30 start  
Middle School Teacher - 10/4 start  
Early Childhood (EC) floater start 9/26  
EC aid - screening in process  
Sierra shifting to co-teaching role with wind down period over the month

### **Foundational Initiatives**

Substitute Pool - 2 new substitutes, 3 available total, 2 in interview/onboarding process  
Walk Through the grades activities being reinstated

### **Leadership Team Committees**

Maintenance - Friday Workdays (7 volunteers)  
Finance Committee - 2 Thursdays a month  
Security Council - Meeting with law enforcement, drafting plan, fire drills in progress on average every 3 weeks