

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
Work Session Minutes– Tuesday, November 1,2022**

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:

- 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	Tuesday, November 1, 2022	5:05	6:24	Mountain Oak School 1455 Willow Creek Rd Prescott AZ 86301 or virtual meeting see below

Agenda Items	Presenter
<p>1. Status Director Evaluation Framework Plan Discussion on process for evaluating goals JN will review Job Description and establish goals in alignment with 6 key competencies on evolving 360 review document. He suggested working with RM to establish the interim annual goals and growth plan for the current FY based on JD.</p>	Robert Manhire
<p>2. Status Board Member Recruitment & Mentoring board member recommendations review acknowledge board transitions one parent candidate is still interested and is intending on continuing interest. TH has reached out to Christine Scott.</p>	Tim Harrington
<p>3. Status of FY23 301-Performance Pay Criteria Cindy shared ASSA evaluation FY23 301 Performance pay Criteria</p>	Cindy Roe
<p>4. Evaluate Budget for potential increased admin costs Continued discussion around budget allocations and needs for business officer role PT vs FT considerations . RM to have Kristy include reclassification of substitute pay for long-term substitute middle school in requested reclassification request for grants and analysis of to other employees that may need to be properly classified</p>	Board Member
<p>5. Hybrid Charter/Private Model Discussion Continued discussion on hybrid/charter model as a Waldorf inspired school intention of having a proposal following December meeting for the Charter board as required. The initial discussions are focused on the necessity of a fiscal consideration for long-term sustainability. RM to create document to gather due diligence to present this to the community and analyze what is the best solution to keep the school viable.</p>	Board Member
<p>6. Discuss next worksession All members be prepared at Nov 7 regular board meeting to suggest work session dates for November</p>	Board Member

Attendee Information:

Name	E-Mail Address	Present
Cindy Roe, Board Member	croe@mountainoakschool.org	yes
Brandy Meade, Board Member	brandymis@gmail.com	yes
Robert Manhire, Board Member	rmanhire@mountainoakschool.org	yes
Tim Harrington, Board Member	osmliving@gmail.com	yes
Peter Rennick, Board Member	pjre2@cox.net	no
James Nolen – School Director Ex Officio	jnolen@mountainoakschool.org	yes

Virtual Meeting Info

MOS Board Working Session

Tuesday, November 1 · 5:00 – 6:00pm

Google Meet joining info

Video call link: <https://meet.google.com/fxy-cark-gwn>

Or dial: (US) +1 916-572-3952 PIN: 409 253 615#