

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
Work Session Minutes– Thursday, October 27,2022**

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	Thursday October 27, 2022	5:07	6:58	Mountain Oak School 1455 Willow Creek Rd Prescott AZ 86301 or virtual meeting see below

	Agenda Items	Presenter
1.	<p>Director Evaluation Framework Director is unavailable due to obligations at another Waldorf school (Desert Marigold). Director Evaluation Framework - review of document 360 Annual Evaluation Process...</p> <p style="padding-left: 40px;">360 doc is an evolving document</p> <ol style="list-style-type: none"> a. evaluate example of FY23 Director Detail doc to view Director’s responsibilities and snapshot of expectations. b. CR shared evaluation used at Pine Forest as an example. Follows ISLLC standards c. evaluate example of FY23 Director Detail doc to view Director’s responsibilities and snapshot of expectations. d. Need KPI and link evaluation to job description. 	Robert Manhire
2.	<p>Insurance Group & Stipend Increase RM suggests we possibly arrange Insurance Group & Stipend Increase - Director reached out to insurance brokerages for packages and quote models.</p>	Robert Manhire
3.	<p>Board Member Recruitment & Mentoring TH discussed outward and inward board membership. Servant Based Strategic Leadership (style). Will get input from other organizations, ie. Suze’s PAC Need to identify faculty and parent member(s) for our board</p>	Tim Harrington
4.	<p>Discussion and possible approval of FY23 301-Performance Pay Criteria CR will work with JN on 301 pay parameters</p>	Cindy Roe
5.	<p>Update on Records Request CR reports submitted and no further engagement has happened since.</p>	Cindy Roe
6.	<p>Hybrid Charter/Private Model Discussion RM Hybrid Charter/Private Model Discussion - due to change in voucher model may behoove MOS to consider voucher/private pay model. BM advised any changes would have to go through charter board because it would alter school charter as it stands</p>	Robert Manhire Brandy Meade
7.	<p>Evaluate Budget for potential increased admin costs Evaluation to be based on projected 100th day enrollment. - tabled until next meeting</p>	Robert Manhire Brandy Meade
8.	<p>Discuss next work session - Next Work Session 11/1 - 5p AZ</p>	Robert Manhire

Attendee Information:

Name	E-Mail Address	Present
Cindy Roe, Board Member	croe@mountainoakschool.org	x
Brandy Meade, Board Member	brandymis@gmail.com	x
Robert Manhire, Board Member	rmanhire@mountainoakschool.org	x
Tim Harrington, Board Member	osmliving@gmail.com	x
Peter Rennick, Board Member	pjre2@cox.net	x
James Nolen – School Director Ex Officio	jnolen@mountainoakschool.org	Absent