

PUBLIC MEETING OF THE MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS Regular Meeting Minutes– March 12, 2025

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	March 12, 2025	3:48 PM	5:29 PM	Mountain Oak School 1457 Willow Creek Rd Prescott AZ 86301 7th/8th Grade Classroom in the Great Hall or virtual link to join meeting see below

	Agenda Items	Presenter
1.	Meeting Opening <ol style="list-style-type: none"> a. Welcome and Call to Order b. Opening Quote c. Roll Call d. Open Meeting Law Reminder 	Board President
2.	Consents, Reviews, Approvals, Old Business- PR motion, JR 2nd, unanimously aye (TH was not present yet) <ol style="list-style-type: none"> a. Consent Items <ol style="list-style-type: none"> i. Approve Prior Minutes <ol style="list-style-type: none"> 1. Feb 12, 2025 2. Feb 26, 2025 ii. Agenda Approval b. Old Business 	
3.	Public Comment <ol style="list-style-type: none"> a. Marlene Sullivan (read by KL) - the faculty is optimistic about next year without merging with La Tierra, concerned that the faculty representative is not communicating with faculty well enough 	
4.	Board Reports - None	

5.	<p>Community Reports (action items must be informed and included on the agenda as a specific topic)</p> <ul style="list-style-type: none"> a. Charter Representative Report - Marlene Sullivan: read by KL - getting ready for state testing, submitted paperwork to remove BM, CR, AA b. Director's Report <ul style="list-style-type: none"> i. School Renewal Report - honor Waldorf roots/pedagogy, STEAM and agriculture science and fitness nutrition; we need to get out and advertise in the community ii. ADM Count - 105 physical, ADM 86 (up 1) iii. Estimated Charter Count iv. Programmatic Monitoring - 39% improvement on academics, attendance, and progress monitoring; we build positive relationships and trust with families; good with SEL and MTSS; assembly (31 students 95% or more) and school renewal discussion and dinner/dance; spring fling in April; sent out intent to return for staff and students PR asked a clarifying question about absences. MOS follows the state laws on absences. Add agenda item about parent contract in enrollment forms about attendance, etc. c. Faculty Report - Parent-teacher conferences - parents teachers really need to discuss things with don't schedule, raffle tickets to fundraise for 6, 7, 8 end of year trip d. Business Manager Report - Increase in funding from state; preschool payments have increased, 14 total tax credits received, stated work to add MD as bank admin, credit use continues to be down, fundraising, successful completion of Fiscal Monitoring Audit (updated policy to include not doing business with a company that has been disbarred) Address decrease tend in lunch payments; keeping credit use low; catching up on bills; balancing food program cost vs. income (looking into NLP for next year); pulling down Federal Grants Found more grants and looked out to CAL Ranch for donations 	
6.	<p>Unfinished Business OR Action Items</p> <ul style="list-style-type: none"> a. Accept new board members, Sarah Cramer and possibly Alex Zamora. <ul style="list-style-type: none"> i. Sarah Cramer has been a great asset to the school and had an excellent interview. Highly recommended. <ul style="list-style-type: none"> 1. Master in Education, worked as Educational Administrator at homeschool collective at church, middle school English teacher, worked at MOS 	<ul style="list-style-type: none"> a. Board Interview Committee b. Tim Harrington c. Katie Larson d. Jim Nolen e. Jim Nolen

	<p>2. TH: What do you think you'll bring to the board? Genuine passion for MOS and the students. Very committed to student achievement and hope to see a balance of academics and SEL.</p> <p>ii. Jim interviewed Alex but they haven't been able to meet with the rest of the interview committee. He is a head chef and has helped a lot in our kitchen and getting us set up with Shamrock.</p> <p>1. TH requests the committee find a way to interview Alex to ensure there's no conflict of interest. Try to have him ready to be nominated at the next meeting.</p> <p>TH motions to accept Sarah Cramer. JR 2nd. Unanimously aye. TH welcomes Rose as new board member on behalf of the board.</p> <p>b. Discuss possible merge with La Tierra - TH clarifies the special meeting was for the board to approve a fact finding mission as we were approached with this opportunity. It did not require faculty or staff approval because it just an approval for fact finding; JN requested the board authorization to look into this opportunity. JN notes the faculty was informed the day after the board vote. JN and TH met with board co-resident chair and director of La Tierra who began the meeting with the idea that they would like to dissolve MOS and have MOS property sold to La Tierra. The board decided not to continue conversation with La Tierra. TH requested JN to get a soft appraisal of the worth of the campus. We need to look into if our board is MOS foundation and who is the trustee.</p> <p>c. Discuss charter vision and mission - parent letter that was handed out for small class discussions and at pick up. Notes from stakeholder discussions: Emphasis on creativity, individual developmental journey, nature Vision of adding STEAM to increase creativity and critical thinking (robotics, 3D printing, STEM sports and nutrition), and mindfulness practices, limit tech in lower grades and stay pure Waldorf in preschool, diverse worldviews, community engagement and staff commitment to new vision input TH notes we need to be conscious of when it is okay to use the trade-marked word Waldorf. KL notes consistency/unity and academics are common concerns from community.</p> <p>d. ACC Officer Required for Update</p>	
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	<p>i. Officer Listed Need approved</p> <p>1. Michael/Jim or (board members)</p> <p>a. TH, PR, or KL are able to sign - MD has authorization to maintain but needs an officer to sign</p> <p>e. Discuss Possible special session for 3/31 (addressed earlier to allow Sarah Cramer to be present.) Yes 3/31 at 3:45.</p>	
7.	<p>New Business OR Discussion Items</p> <p>a. Discuss including an Exit Questionnaire in our Personnel Policies - practice is to do letter of intent to return and ask for reason why they aren't returning if they aren't. MD came up with an exit interview form for when employees resign. TH suggests that questionnaire be added to an annual review for staff.</p> <p>TH motions that the board recommends the school devise an exit interview procedure to implement going forward.</p> <p>PR 2nd. Unanimously aye (SC was not present).</p>	a. Peter Rennick
8.	Meeting Summary - None	Board Secretary
9.	Announcements - None	Board Member
10.	Closing Quote	Board President
11.	Adjournment - 5:29	Board President

Posted Outside 1455 Willow Creek Rd by: Director/Board Secretary Date/Time:
Posted on School Website by: Designated Webmaster Date/Time: 1:35 PM 3/11/25

Attendee Information:

Name	E-Mail Address	Present
Tim Harrington, President	osmliving@gmail.com	x
Katie Larson, Secretary	katie.larson@mountainoakschool.org	x
James Nolen, School Director, Ex Officio	jnolen@mountainoakschool.org	x
Peter Rennick, Vice President	pjre2@cox.net	x
Jonathan Ruf, Faculty Board Member	jruf@mountainoakschool.org	x
Rose Ybarra, Staff Board Member	attendance@mountainoakschool.org	x
Michael Donelson, Business Director	billing@mountainoakschool.org	x
Marlene Sullivan, Charter Representative	msullivan@mountainoakschool.org	

Virtual Meeting Info

Google Meet joining info

Video call link: <https://meet.google.com/gjn-qbpg-who>

Or dial: (US) +1 937-589-3152 PIN: 882 351 434