



Board of Directors Meeting

June 15, 2021, 6:00 pm

Minutes

<https://us04web.zoom.us/j/71874817156?pwd=V2c1N1BzeGNNcHJlEV3RsV25PRENSZz09>

Mission: Mountain Song Community School, as a member of the Alliance for Public Waldorf Education, is a public charter school that utilizes developmentally appropriate holistic education to nurture the body, mind, and heart of each student.

Attendees: Jennifer B., Scott D., Ashley P., Binah R., Bill B., Patrick C., Katie H., Alexandra K., Daniel K., Teresa W.,

Absentees: Rebecca K. (excused), Sarah K. (excused)

Public: Brandy R., Cathy C., Shannon L., Alisia, Kyle, M., Chris S., Jennifer G., Nancy C., Rita I., Gary F., Lauren M., Jesse R., Tiffany, Dan

6:00 I. Convene Meeting (check quorum)

a. Welcome/Reading of Mission Statement

6:05 II. Approve Agenda

6:07 III. Consent Agenda (associated items in Meeting Folder)

- a. Approve Board Meeting Minutes of 2021-06-01
- b. Acknowledge receipt of May 2021 financial report

Scott moves to amend the agenda to change the Board Meeting Minutes from "2021-06-04" to read "2021-06-01" Binah seconds. Approved unanimously.

Vote to amend the agenda to correct the date of the meeting to "June 15th" No one in opposition.

Scott moves to approve the amended agenda. Ashley seconds. Approved unanimously.

Scott moves to approve the consent agenda. Ashley seconds. Approved unanimously.

6:10 IV. Continuing Business

a. Discussion of SY 20/21 Supplemental Budget (Chris Scott and Dan) 30 min. a-d
Chris shared budget. PPP loan as justification. New expenses- earnest payment and staff stipend/salaries. Adopting final budget so we do not overspend.

- b. Resolution: Vote to approve SY 20/21 Supplemental Budget

Scott moves to approve the SY 20/21 Supplemental Budget. Bill Seconds. Approved unanimously. Adopted supplemental budget will be made available to public.

c. Discussion of SY 21/22 Proposed Budget (Chris Scott and Dan)

Budget assuming 364 pupils. Less federal revenue due to school's free and reduced lunch population. Jennifer- reduction in title 1 students due to parent responses? Dan- we can do a better job getting numbers. Jennifer- Budget will be updated and changed throughout the year until it is approved next spring. Dan- held salaries, limits some positions, very tight budget. We need to be conscientious of budget being used as base for five years out. Scott- cost of building changes, have they been considered? Dan- costs have been projected into budget. Chris- FY 23 \$50,000 to support moving costs. Facility improvement costs will be included in finance deal. Will see a few more costs this year with finalizing arrangements. Dan- benefits and salaries included in projection are a greater cost. One-time costs are not that detrimental to long term budget. We have cash on hand to pull from if needed. Jennifer- concerns of budget and 8th grade class combination. Dan- Commitment of teachers over so many years have his support. Teresa- had several conversations about the class combination. Know it would save money with one teacher and an assistant. Each of these teachers have been with their class for a long time. We made the decision to keep them both. Bill- likes the idea of having kept two teachers. Scott- like the idea of loyalty to long term staff.

d. Resolution: Vote to approve SY 21/22 Proposed Budget

Scott moves to approve the SY 21/22 Proposed Budget. Binah seconds. Approved unanimously.

e. Discussion of 8th grade combination (ELT)

Teresa- this is a function of our limited space in the building we are in. Have taken the music room and cooking arts rooms to turn into classrooms. Colorado State does not have requirements of space for students but do have recommendations. We looked at other classes to combine, however these other classes are now full. 7th grades were the smallest double tracks. Will have about 31 students. We have waiting lists in some classes. Some homeschool families are returning. Met Friday night with parents over concerns. Dan- Ideal to maintain identity of individual classes. Discussion of where the class will be. Tour school to see what will work best. Teresa- Donald Sampson has been part of the decision. We are managing situations in multiple classes throughout the school. Trust the professionalism of teachers, both love their classes and are very committed to their classes. Jennifer- Board usually not involved in these decisions. Scott- ELT has always done a good job, have faith in what they are doing.

f. Discussion G&G Contract Renewal---in process

Dan- at least continue the services they are providing currently. Experts in school accounting are difficult to find, G&G fulfills this role. Do all of our government grants, make sure we are getting the money we deserve. We have to have this service to continue our business. Could expand this contract to include some things I am doing in house, including payroll and state submissions. Jennifer- In agreement with Dan in expanding contract. Dan- Would be about \$40,000. Could add vote to agenda at next meeting, July 6th. Bill- G&G with the school so long and work well together. Scott- if we push to modify by next meeting, we may not get everything we want. Will there be an option to modify later? Jennifer- we should be able to modify throughout the year. We can vote at the next meeting, can be retroactive. Sounds like board is in agreement to moving forward with G&G.

6:40 **V. Executive Session:** Pursuant to C.R.S. §24-6-402(4) (a) the Board of Directors resolves to convene into an Executive Session to discuss matters related to purchase, acquisition, lease, transfer, or sale of real, personal or other property interest.

Motion: "Pursuant to sections 24-6-402(4) (a) of the Colorado Revised Statutes, I move that this public meeting of the Board of Directors of Mountain Song Community School adjourn and, upon affirmative vote of two-thirds of the members present, reconvene in executive session for the sole purposes of discussing the purchase, acquisition, lease, transfer or sale of real, personal or other property interest."

6:59 Scott moves to enter Executive Session. Bill seconds. Motion passes unanimously.

7:00 **IV. Continuing Business** (continued)

g. Vote to approve offer letter for potential site

7:25 Scott moves to approve the offer for the property at 2380 Montebello Dr. W. Ashley seconds. Approved unanimously.

h. Executive Leadership Team (ELT) Update
ELT provided written report, so no discussion in meeting.

i. Committee Reports
Written reports in meeting folder. No questions

j. Recognition of Bill Burkett's service to the school and Board

7:27 Thanks to Bill for all his dedication to the Board since before the school and throughout.

k. Recognition of Alexandra Kogan's service to the school and Board

7:29 Thanks to Alexandra for service through difficult year. Will be doing nature-based early childhood education.

l. Action Item Review to be revised and emailed to Board members

7:33 Jennifer- continue to review at Board Meetings. Review what has been completed and hand over tasks to Katie.

m. Presentation and discussion on restructuring of the ELT (Patrick and ELT)

7:34 Patrick presentation for restructuring ELT: Shifting structure. People can do job more effectively if they are not pulled in so many different directions. Reviewed document MSCS Leadership- restructure and domains. We probably do need to change structure and move to one employee Executive Director. Teresa- when Sarah comes back there may be some tweaks. Some clerical work can move to registrar. Sarah can help do cross-training of other employees, including regarding assessments. Jennifer- support of changing the model, know there will be changes. Teresa- talked with CSI and John Brenda. Patrick- John approved of model, discussed why we should follow model. Teresa- John said we are the only school left with shared leadership model, but as a structure itself there are problems of inefficiencies. Jennifer- vote to change structure to a one head of school model, replace Dan's duties and keep in house, work with G&G and Tatanka. Vote to change from ELT to one Executive Director.

n. Vote to approve change of ELT structure

8:04 Scott moves to change our current Executive Leadership Team structure to a single Executive Director. Patrick seconds. Approved unanimously.

- o. Vote to suspend ELT Peer Evaluations for SY 20/21 only

Jennifer- full evaluations will be going on, just this one piece will not be done.

8:07 Scott moves to suspend ELT Peer Evaluations for SY 20/21 only. Bill seconds. Motion passes by majority.

7:45 **IV. Public Comment** - Time limited to 2 minutes per speaker. Opportunity for the public to provide comments, opinions, or observations directly to Board members. Please refrain from personal attacks or airing grievances: will refer all in attendance to the Mountain Song Grievance Policy for information. Not intended as a forum for debate or discussion. Board will hear comments and may direct action or follow up immediately or in a separate session as appropriate.

8:10 Rita- "thank you for the last 8 years." Brandy- hope Board has time and energy to hear public comments even at the end of a long meeting. Invite Board to hear the following list of staff hired. Each staff left without the opportunity to share experience. We should be honoring employees when they leave. Employees have invaluable experience. We should have exit interviews to help determine goals and guide school practices. Jennifer- Board cannot be involved in hiring process or talk about old employees, only get involved in illegal practices. Please take concerns to the school. Jesse- should remove "community" from Mountain Song Community School. Things are not good in school now from being here from the beginning. Feels Board of Directors is out of touch. Exit interview can help the Board understand why so many staff have left the community. Community of Teachers stepped up to run ELT. Dan stepped up to one of these roles as a previous classroom teacher. To suspend and mute ELT peer evaluations shows Board as out of touch. Cathy- Wants to remind Board and ELT that 8th grade teachers are the only ones who have carried class since the beginning of school. Sounds like Board is trying to force teachers out to save money. It would cost more to oust teacher and replace with aide. Families resigned to merger, understand why it is happening. Have space and staff that can work together. Communication was lacking in process. It is disappointing, and concerned about space and size of class. Need to listen to the people who work in the space- the teachers and students and communicate with them on how best to solve the space issue. Jennifer- we hear you and have to make a decision. They will need to have a room that is one of the largest in the school. Unfortunately, some people will be happy and others unhappy.

8:00 **VI. New Business**

- a. Officer Selection -SY 20/21 Discussion

8:29 Jennifer- table until next meeting. Send email to Jennifer or Board with officer positions

- b. Vote: Approve Scott Deibert for a second term as a Board member (2 years plus 1)

8:30 Bill moves to approve Scott Deibert for a second Term as a Board member. Patrick seconded. Approved unanimously.

8:15 **IX. Adjourn Meeting**

8:32 Scott motions to adjourn meeting. Patrick seconded. Approved unanimously.

Upcoming Dates Review

- a. Upcoming MSCS Staff Meeting: TBD
- b. Next Board Meeting: July 7, 2021 6:00-8:00
- c. Grants Committee Meeting: Suspended
- d. Parent Council Meeting: August 2021, exact date TBD
- e. Festivals Meeting: TBD
- f. Health and Wellness/Hospitality Meeting: TBD
- g. Governance Committee:
- h. Futures Committee Meeting: June 22nd, 2021, at 3:30-5:00
- i. School Accountability Committee (SAC): Suspended for the summer
- j. Development Committee: Suspended
- k. ELT Support and Evaluation Committee: As needed
- l. Executive Committee: July meeting TBD
- m. Finance Committee: July meeting TBD