



Board of Directors Board Meeting

March 15, 2022, 6:00pm at Mountain Song Community School

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: Teresa W., Binah R., Patrick C., Jennifer B., Molly W., Katie H., Brooke S., Rebecca K., Scott D.

Absentees: Ashley P. (excused)

Public: Sarah C., Shannon G.

6:00 I. Convene Meeting (check quorum)

a. **Welcome/Reading of Mission Statement**

b. **Check In: What have you been working on since our last meeting and what could you use help with?**

6:15 II. Approve Agenda

6:11 Rebecca moves to approve agenda. Binah seconds. Approved unanimously.

6:16 III. Consent Agenda (associated items in Meeting Folder)

a. Approve Minutes from 3/1/2022 Board Meeting

b. Acknowledge Receipt of February 2022 Financial Report

6:12 Patrick moves to approve consent agenda. Rebecca seconds. Approved unanimously

6:25 IV. Public Comment - The Public Comment period is an opportunity for the public to provide comments, opinions, or observations directly to Board members. It is not intended as a forum for debate or discussion and each speaker is limited to 2 minutes. Protocol prevents board members from addressing speakers or their comments during the public comment section of the meeting. The Board will hear comments and may direct action or follow up immediately or in a separate session as appropriate. Please refrain from personal attacks or the naming of any individuals. Please refrain from airing grievances as grievances require a separate protocol.

6:13 No Public Comment

6:40 V. Continuing Business

a. February Financials Presented – Shannon Grant (G&G) and Patrick Cush

6:14 Shannon G. reviewed February financials through presentation.

b. Executive Director Update

6:27 Teresa- Update regarding: Teacher self-evaluation meetings- Teacher observations and formal evaluations will come next; Unannounced fire drill today- record data for reports; Working on restructuring/rewriting operations work- creating registrar position; Substitute reading interventionist in

place for the rest of the year; Varied staff attendance- still struggling with finding substitutes with illness; Instructional programming; Class plays; Indoor assembly; 5th grade pentathlon and battle of the books; Social-emotional grant strategic planning; CSI visitor- working with MTSS and social-emotional programming with schools; Crisis intervention work- keeping students safe- working with CSI for additional support; Teacher Leadership Council- Spearheading Family Community Enrichment Conference- April 1st and 2nd- Speaker from Alliance and Donald Sampson- Teacher led workshops- Film screening; Simplicity Parenting classes; Site Committee work; Grant applications- Teacher Education Workforce Retention (CDE); Spring Break next week; Working on supporting Teacher Gradual Training and alternative trainings (MSCS currently has 7 fully Waldorf trained teachers).

c. Update: Parent and Community Enrichment Conference (TLC)

6:47 Teresa- discussed in report- April 1st and 2nd- Zoom keynote on April 1st by Dr. Liz Beaven, Donald Sampson talk and teacher-led workshops on April 2nd. More information will be sent out this week.

d. Committee Reports

6:48 Jennifer- Governance update- Board members to complete trainings and notes, need more members- Katie will contact Amalie to request members; Futures update- monitoring strategic plan. Scott- need secretary for Futures- will contact Amalie (PC Chair).

e. Executive Director Support and Evaluation Committee: Goals Update for Board and ED, ED Job Description Update, Community Perceptions Survey, Staff Survey

6:54 Jennifer- working on updating Executive Director job description. TLCC survey- 49% respondents will not have access to survey- needed over 50% response. Teacher Perceptions Survey- survey monkey- Katie will reach out to Sarah about account and getting survey out. Brooke will work on survey as well.

f. Parent Council

6:54 Jennifer- looking toward Town Hall.

g. Governance Committee: Upcoming Board Self-Evaluation Survey

6:55 Katie- Board Self-evaluation to complete by each Board member- aim for May 3rd completion

h. Site Committee: Bond Issuance and Closing on Building Purchase (April 14)

7:08 Rebecca- Closing next month, working on securing Bonds. Patrick- occasion to celebrate. Teresa- TLC is talking as well about celebration, will work with Lauren F. about celebrating this moment. Discussion regarding renovations and prioritizing use of funds. Scott will email Rebecca to coordinate further discussion regarding renovations.

i. CECFA Meeting – March 23

7:08 Rebecca- DA Davidson is putting everything together and Site Committee will attend virtually.

j. Board Member Recruitment and Succession Planning

7:23 Jennifer- continue to reach out to community regarding Board service. Katie will send flyer to Teresa to put in songbird, talk with Amalie to send out word through PC, and request physical copies from Scott.

k. Action Item Review

7:35 Katie- reviewed and updated action items.

7:15 **VI. New Business**

a. 2022-23 Budget and 5-year Projections Presented

7:36 Shannon- reviewed budget and 5-year projections.

b. Bonus for teachers and staff – Vote

7:50 Patrick moves to approve the issuance of a Bonus for teachers and staff to be operationalized in an amount and formula set by the Finance Committee. Discussion: regarding parameters (percentage or dollar amount), want to put a placeholder in budget, projections look like they will exceed what was

expected, want to recognize teachers and staff, had to make teacher pay cuts- last year able to give some back, would like to give more back this year as well. TLC- recommend giving bonus based on base salary and loyalty (length of service) be considered by finance committee. Patrick withdraws motion. Scott moves to approve the issuance of a Bonus for teachers and staff to be operationalized in an amount and formula set by the Finance Committee in conjunction with G&G. Patrick seconds. Approved unanimously.

c. CSI Board Training, Executive Director Evaluations, April 7th at 4:00 (virtual)

8:09 Training mentioned above. Board member attendance requested.

d. Training Module: Board Self-Assessment

8:10 Board members to complete on their own. Katie will email reminder.

8:00 **IX. Adjourn Meeting**

8:10 Patrick moves to adjourn meeting. Scott seconds. Approved unanimously.

Upcoming Dates Review

- a. Upcoming MSCS Staff Meeting: Wednesdays, 3:30-5:00
- b. Next Board Meeting: April 5, 2022 6:00-8:00 via Zoom
- c. Grants Committee Meeting: Suspended
- d. Parent Council Meeting: April 14th, 4pm on Zoom
- e. Festivals Meeting/Health and Wellness/Hospitality Meeting: April 6th, 4pm on Zoom
- f. Parent Council Fundraising Committee: March 31st, 6:30pm on Zoom
- g. Governance Committee: 4th Monday of each month 4:00-5:00
- h. Futures Committee: 4th Tuesday of each month 3:30-5:00
- i. School Accountability Committee (SAC):
- j. Development Committee: Suspended
- k. ELT Support and Evaluation Committee: TBD
- l. Executive Committee: TBD
- m. Finance Committee: April 15, 2022 2:00-2:45