

**PUBLIC MEETING OF THE
MOUNTAIN OAK SCHOOL BOARD OF DIRECTORS
Special Session Agenda – July 9, 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 sessions 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:
Special Meeting	July 9, 2025	12:00 PM The room will open to the public at 11:50 PM	2:21 PM	Mountain Oak School 1457 Willow Creek Rd Prescott, AZ 86301 7th/8th Grade Classroom or virtual link to join meeting see below

Agenda Items:		Presenter:
1.	Meeting Opening a. Welcome and Call to Order Meeting began 12:03 PM. Quorum confirmation. b. Roll Call All present except MD and KL arrived later (see chart below). Two public persons present.	Board President
2.	Public Comment Marlene Sullivan – Brings concern about a comment made regarding JN's resignation. Asserts undying commitment and support of faculty to MOS. Dedicated staff deserves this new challenge to succeed as a private school. Uncertain how community will respond to leadership change.	
3.	Special Session Items	a. Board President b. Board President

<p>a. Discuss and act on the letter of resignation as School Director by Director Nolen TH motions to accept JN resignation. JR 2nd. Th, PR, JR, RY, SC aye. KL oppose. Motion passes with acknowledgement of wanting to see JN continue to be involved. PR expresses appreciation. TH expresses JN is welcome to board someday. JN affirms commitment to stay connected. Board further discusses appreciation of JN and appreciation of transitional time. JR echoes need for transition time. TH requests Leadership Committee to create and maintain handbook for future directors that includes questions JN answers. TH motions that Leadership Committee consists of staff and board members that preferably don't have children at MOS. JR, PR, TH, RY, SC, aye. KL opposed. Motion passes. TH suggests Leadership Committee create point of contact for JN going forward.</p> <p>b. Review MOS/MOCS Leadership Succession Plan The board president is the interim director according to the succession plan, but TH is open to possibility of board members rotating positions. As private school, we are released from some regulations but still bound to certain standards of education services. TH requests SC add mission to all agendas to be recited at beginning of each meeting. TH requests that meetings open and close with a reflection to honor pedagogical roots. JN mentions ex-officio could be board president to allow MD to be board member and interim director or we might alter by-laws to allow faculty member. TH affirms that ex-officio shouldn't be staff. PR asks clarifying question Future agenda item: Review and modify leadership succession plan, including the process to elect new board president. JN mentions new bookkeeping possibilities that may free MD of some time.</p> <p>c. Meet with the MOS/MOCS Leadership Community Future Leadership Committee meeting is needed. TH recommends a date during July 23-27 when he is in town. Suggestions: Devise what the structure looks like. Create shared google doc with info, reflection, etc. PR requests getting word out that we are looking for new director.</p> <p>d. Ideas from Director Nolen for future directors JN was hired part-time and got a grant to work full-time. JN suggests splitting Director position into Operational Director and Dean of Education/Students (to handle behavioral and educational). TH affirms suggested split. JN expresses complete faith in school leadership who have demonstrated great academic and educational skill. MD always does most of operations. JN suggests subscription to human resource system to help MD. Dean of Students to handle behavioral and educational. Mr. Jonathan and Ms. Sullivan handle that very well. TH mentions</p>	<p>c. Board President d. Katie Larson e. Katie Larson f. Sarah Cramer g. Jonathan Ruf</p>
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	<p>we can shape this private school not based on the past. PR asks if someone would be willing to step forward as a candidate for the Dean of Education role. TH recommends an internal broadcast for individuals interested in assuming leadership roles, such as the Dean of Education, facilitating parent communication, etc. All interim responsibilities for now. MD will write communication for community asking for leadership opportunities. SC willing to serve in any capacity; she has been operating homeschool collective as educational administrator for 4 ½ years and is familiar with ESA.</p> <p>e. Staffing MD will provide list of positions needing to be filled. SC provides resumes for possible movement teacher and adolescent for janitorial. JN reviews current staff and assignments, stating that Mr. C might help with movement. There is a process already in place to hire staff. TH requests an organization chart, staff list, what needs to be filled, and budget.</p> <p>f. Review of progress re: FY 25-26 funding (ESA, loans, etc.) Tuition matches the ESA payment. Possibly offer scholarships for parents to work off. SC will send sample ESA invoice from her school. On July 15th, we will start getting money from state for last year; this takes up to 30 days. Loan applications are still in process. We obtained 15% partial-amount of requested loan to cover payroll. PR voices concern regarding mortgage payment. TH requests we wait and add it to the agenda and to add an agenda item at end called "Other Topics." JN mentions future Title I funding is undetermined but guaranteed for this next year.</p> <p>g. Discuss raising the student cap of the 7-8th class JN clarifies cap is 24. It has been about 18 for practicality. Teachers can be given permission to add extra students. TH requests we look at growth opportunity and see when to split classes in future. KL suggests basing split on educational level. TH explains that mentoring and monitoring might be within the jurisdiction of an academic dean. KL asks about handiwork.</p>	
5.	Meeting Summary Recognized and accepted JN's resignation. Reviewed Leadership Committee that will meet on the week of July 23. Discussed future possibilities, staffing, and funding.	Board President
6.	Adjournment	Board President

Posted Outside 1455 Willow Creek Rd by: Director/Board Member Date/Time: 2025 July 8
 Posted on School Website by: Designated Webmaster Date/Time: 2025 July 8 12:11 PM

Attendee Information:

Name:	E-Mail Address:	Present/Absent:
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Tim Harrington, President	osmliving@gmail.com	P
Peter Rennick, Vice President	pjre2@cox.net	P
Katie Larson, Board Member	katie.larson@mountainoakschool.org	P – arrived 12:05 PM
Jonathan Ruf, Faculty Board Member	jruf@mountainoakschool.org	P
Rose Ybarra, Staff Board Member	attendance@mountainoakschool.org	P
James Nolen, School Director, Ex Officio	jnolen@mountainoakschool.org	P
Michael Donelson, Business Director	billing@mountainoakschool.org	P – arrived 12:12 PM
Sarah Cramer, Secretary	scramer@mountainoakschool.org	P

Public present: 2 persons

Virtual Meeting Information:

To join the video meeting, click this link: <https://meet.google.com/pqx-tdft-oig>

Otherwise, to join by phone, dial +1 260-233-2151 and enter this PIN: 540 105 324#