



Board of Directors Special Meeting
29 January, 2015 6:00 –8:00 pm
2904 W. Kiowa St., Colorado Springs, CO 80904
Music Room on upper level

MINUTES - Approved 2/25/2015

1. Call to Order – 6:06pm
 - a. Roll Call - Laurie Ristig, Scott Levy, Sandra Johnson-Benning, Evelyn Cortez-Ford, Melanie Chadwick, Eva Manz-Jackson, Jason Guerrero, Christie-Marie Butler (left t 8:30pm), Marty Schneider (arrived at 7:10pm).
 - b. Motion to allow Scott Levy preside over the meeting rather than the board Vice-President. Motion: Sandra Johnson-Benning, 2nd: Eva Manz-Jackson, motion passes.
 - c. Read Mission Statement

2. Public Comment—
 - a. Raj Solanki - I've submitted to Eva and Marty the three-fold social order governance model. We need this model in our school. There is a division between admin and faculty. We have to have an admin who recognizes that they are servants of the faculty. Governance needs to be supportive of the classroom. Secondly, we need to use AWSNA's guide to young schools. Lastly, board members should get involved in a Waldorf study. Rhythm's of Learning is a book he recommended.
 - b. Stephanie Courson - Spoke with a rep from CSSI. She asked if someone had economic needs, who could they go to (psychologist/therapist/school counselor). In our strategic planning, we should bring up the idea of a counselor.
 - c. Julie Doray - Parent Council chair last year. She is no longer involved due to conflict with herself and Jack. The school has lost other people. It appears the director is not accountable to anyone. We are here tonight for our kids. Why are they still in limbo? Hopes the board works with counselors to help the kids in Ms. McClaughry's class.
 - d. Lee Philipson - Seconds Julie's statement.
 - e. Kristie Hayes - Involved since 2012. She believes there are unrealistic demands from the community members. She is in support of Dr. Evelyn. This is a breeding ground for unprofessionalism. The problems with past employees showed that the employees were often in the wrong, or not performing their jobs well. There has been blatantly inappropriate behavior by parents. Having a leader means that she will lead us. That does not mean every single voice is the one in charge.
 - f. Aaron Boduin - Parent- Concerns are simple. We need to hold anyone accountable to stick to Waldorf methods and the vision of this school.
 - g. Mary-Ann Corey - Parent/previous employee, attorney - Concerned that Kristie Hayes had defamed Angela by saying she committed fraud. Be cautious of the words you use.
 - h. Laura Hassel - teacher - Echoing sentiments about providing support for the children. Not only in Ms. McClaughry's class. She has seen a need across the board for children and staff.
 - i. Cassandra Lopin - 1st grade parent - School is in turnaround state. We could be shut down. These are our children at stake. I've watched my son flourish here. I pulled my kid from a D12 school to come here. The bottom line is that if we pull out another

director who understands how to work the turnaround system - not condoning her management style - The bottom line is she can get us out of this. Can somebody else do that? How long will it take to replace her, and what will CSI think about that? I'm not condoning what was done, I don't know the details. There's nobody else I know at this school who has the turnaround experience.

- j. Gina Budler - K teacher. I love this school, and I want to be here for a very long time. I find myself growing impatient with the fact that Ms. McClaughry has not returned to her classroom. It's taking a really long time. We are still holding that space for her.
 - k. Staci French - I have emailed all the board members, but need Christi-Marie's email. cmbutler@mountainsongschool.com
 - l. Jeremy Tackett - I have so much passion and intensity and love for the children. I want to support conversation and honesty and accountability. If we bring someone into the community, we should hold them accountable by asking questions and getting honest answers. There was fear put in my heart and mind. I will stay here until they close the doors, but I can't do my job as well as I should. Tomorrow I am taking a personal mental health day. A conversation with honesty is on both sides is needed, and we can both be held accountable.
 - m. Evelyn - read Ethan's message (see handout)
 - n. Kalysta's students - read a statement - "We want our teacher back, and we want it to be normal again."
3. Review and approve the revised budget.
- a. We need to approve this budget, because the last budget we approved was not in the proper format which caused errors in calculations and did not reflect the actual PPR we are receiving. The budget we are currently proposing is on the Mountain Song website. Melanie Chadwick - "In my view this is not in-line with our priorities as a school. Specifically, teacher training funding should be increased." Jason Guerrero response - We are in the process of creating the FY16 budget. We will run it by the SAC, Finance Committee, and submit it for formal approval in May. This process did not happen last year, so unfortunately, we are not in a position to revise. We are 50% into the year, and some of those expenditures have already occurred. We can look at this as a process moving forward. That said, \$47,000 is already set to be added to Prof dev in the next few weeks. This will help fund the Art of the Grades.
 - b. Loan - Due to a cash-flow issue, the board of CSI is hearing our request for the loan next Monday. The school leader, a Board member, and a finance representative must be present in-person or via phone. Looking at a projection of monthly cash-flow, it's probable that we will not have enough cash on-hand to get us through February. We get our grant funding via re-imbusement only. The state has not been doing reimbursements. they are 75-90 days in arrears. They implemented a new accounting system, and as a result our cash-flow has been affected. We could have applied for a grant to help this potential shortfall, but CSI advised us not to. Instead we submitted for a loan from CSI.

Motion to approve the FY2015 Proposed Budget as written. (see handout) Motion: Christie-Marie Butler, 2nd Sandra Johnson-Benning. Motion passes.

4. Plan future meetings

- a. Next Strategic Planning Session - tabled until after we hear back from CSSI and get survey results.
 - b. Public/Town Hall meeting post-CSSI visit - This meeting will occur on Wednesday, February 4th at 6pm in the school gym.
5. *Motion to enter executive session pursuant to C.R.S. §24-6-402 (4) (f)-personnel matters. Motion: Christie-Marie Butler, 2nd : Melanie Chadwick. Motion passes. Exited Executive session at 12:02am.*
6. Public statement from the board - The board will support Mountain Song Community School by setting specific benchmarks for success and accountability via a written plan with a timeline for Dr. Cortez-Ford.
7. Adjournment
- a. Remaining Board meetings— 2/19/2015; 3/19/2015; 4/16/2015; 5/21/2015; 6/18/2015
 - b. Motion to adjourn Laurie Ristig. Second: Eva Manz-Jackson. Motion passes. Meeting adjourned at 12:07am.