



Board of Directors Meeting

March 2, 2021, 6:00pm

Minutes

<https://us04web.zoom.us/j/71874817156?pwd=V2c1N1>

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. Bill B., Dan K., Rebecca K., Binah R., Alexandra K., Scott D., Jennifer B., Sarah K.

Absentees:

Public: Eva, Brandy R., Ashley P., Lauren F., Kyle M., Jennifer G., Billy H., Matt Wasserman, Katie H., Katie T.

6:00 **I. Convene Meeting 6:02**

- a. **Welcome**
- b. **Reading of Mission Statement**

6:05 **II. Approve Agenda**

Bill moves to strike item VI.b. Scott second.

Approved unanimously.

Scott moves to approve amended agenda. Rebecca second.

Approved unanimously.

6:08 **III. Continuing Business Part I**

- a. Discussion of Make Philanthropy Work Proposal with a representative of MPW present (22 minutes)

Initial contract with MPW is complete. Contributions have been extremely valuable. Discussion of monthly MPW rates to continue coaching. Six months to a year; ramp up or down as needed. Who's the school's project manager for this effort? ELT thinking about hiring a point person/coordinator; forming a capital campaign committee, liaise with Development and Futures. Voting to approve proposal later in meeting. MPW will help with recruiting/hiring the coordinator.

6:30 **IV. Consent Agenda (associated items in Meeting Folder)**

- a. Approve Board Meeting Minutes of 2021-02-16

Bill moves to approve consent agenda. Scott second.

Approved unanimously.

6:35 **V. 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.

6:35 Brandy R: Questions about funds: do we know the sources? Contributions by staff, leading by example? Concerned about what's being asked of teachers.

6:45 **VI. Continuing Business Part II**

- a. Executive Leadership Team (ELT) Monthly Report (written)

6:41: No discussion on ELT Report

- ~~b. Discussion and Vote to Approve Grievance Policy~~

- c. Discussion and Vote to Approve Communications Policy

Long discussion on content and interpretation, whether to keep or add content. Primary intent of changes is to provide school with additional policy language to protect staff from hostile interactions. Scott moves to approve the revised communication policy. Bill second. Approved unanimously.

- ~~d. Review of Vote to approve Charter Renewal Contract~~

7:23 TW: technical changes still being requested by CSI, so we still don't have the final-final form of the contract. Further mods may be required following CSI Board meeting next week. Scott moves to amend agenda item VI.d to change word "Review of" to "Vote to approve". Bill second. Approved unanimously.

Bill moves to 1) approve the revised CHARTER SCHOOL RENEWAL AGREEMENT, and 2) authorize the ELT and CSI to make technical changes during the contracting process. Binah second. Approved unanimously.

- e. ELT Support and Evaluation Committee Update Mid-Year Check In. Teacher Survey and Peer Evaluation due in March. Schedule routine Executive Session for March 16, 2021 to discuss personnel/personal evaluation materials.

7:27 JB: met with ELT individually for check-ins. Will discuss ELT reviews in Executive Session on 3/16. Additional feedback from other sources, such as the Teacher Survey, will be available to the Board.

- f. SAC Community Survey Update

7:29 SK still waiting on the final draft of Community Survey to review with Board. Feedback from the survey will contribute to ELT evaluation process, though input will be general.

- g. Board Self Evaluation due by March 8, 2021

7:45 JB sent email to Board members concerning Board self-evaluation survey offered by League of Charter Schools. Due by March 8th.

- h. Board Training Module
 - i. Module 25: Board Officer Responsibilities
 - ii. Module 11: Policy Development

Tabled for lack of time.

- i. Action Item Review

Tabled for lack of time.

7:45 **VI. New Business**

- a. Vote to Approve New Make Philanthropy Work Contract

7:49 Short discussion on vote.

Scott moves to grant ELT authority to contract with Make Philanthropy Work for a period of 6 months within the range of \$2500-\$4000 / mo. Bill second.

Approved unanimously.

- b. Discussion of Capital Campaign Committee, Futures Committee and Development Committee Structure and Purpose

7:54 CCC will operate at the school level, not as a Board committee. FC has possible members to support the CCC. The work of the CCC will be on operational-related business, not Board business. This mitigates concern of more than two Board members participating, but care is still needed to avoid violating the Sunshine Law.

8:00 **VII. Adjourn Meeting**

Bill moves to adjourn meeting. Scott second.

Approved unanimously.

Upcoming Dates Review

- a. Upcoming MSCS Staff Meeting: Wednesdays 3:30-5:00 p.m.
- b. Next Board Meeting: March 16, 2021 6:00-8:00 p.m.
- c. Grants Committee Meeting: March 31, 2021 at 10am
- d. Parent Council Meeting:
- e. Festivals Meeting:
- f. Health and Wellness/Hospitality Meeting:
- g. Governance Committee: TBD
- h. Futures Committee: 4th Tuesday of each month 3:30-5:00 .p.m.
- i. School Accountability Committee (SAC): March 15, 2021 6:00-7:30 p.m.
- j. Development Committee: TBD
- k. ELT Support and Evaluation Committee: March 16, 2021 during Executive Session of Board Meeting
- l. Executive Committee: March 9, 2021 3:30 p.m.
- m. Finance Committee: March 12, 2021 2:00 p.m.