



MCPM Board of Directors Agenda and Minutes

Mission: Mountain City Public Montessori provides equitable access to a high-quality, relevant Montessori education to meet the needs of all students and to strengthen our community.

Vision: At Mountain City Public Montessori, we believe all students deserve access to a quality education that affirms each individual and enhances the collective by giving them an opportunity to practice living in and contributing to a more just society.

DATE	MEETING NAME
6/19/2024 - June Virtual Meeting	
ATTENDEES—MCPM Board of Directors	
Present: Wren Cook Dawn Meskil Aaron Brumo Jerick Wilson Maegan Brown Jaclyn Farley Jeffrey Kaplan Susannah Vance Gopalan (joined at 7:07 pm)	Absent: Stella Plato Lara Lustig
ATTENDEES—Others	
	Brittany Wager - Operations Director Rachael Shaw Marshall - Curriculum Director

TIME	CALL TO ORDER
7:05 PM	Called to order by: Wren Cook Roll Call Quorum (need 6/10): 7/10 Maegan acknowledged Juneteenth <div style="background-color: #e0e0e0; padding: 2px; border: 1px solid #ccc; display: inline-block;">  MCPM Mission and Vision, Ethics Statment, & Pledge to the Earth.pdf </div> <ul style="list-style-type: none"> - Mission Statement read by Aaron Brumo - Ethics Statement read by Jerrick Wilson

	- Pledge to the Earth read by Maegan Brown
	APPROVAL OF AGENDA AND MINUTES
7:10 AM	<p>Approval of tonight's agenda</p> <ul style="list-style-type: none"> Jerrick motioned to approve. Susannah seconded. Wren recommends we remove the director's report since neither could make it tonight and move the report to another time. Agenda approved as recommended. <p> 2024-5-15 Meeting Minutes.pdf</p> <ul style="list-style-type: none"> Aaron motioned to approve. Jeffery seconded. No corrections. Minutes stand approved.
	PUBLIC COMMENT
7:12 PM	<p style="text-align: center;">If you would like to submit public comments please email board@mountaincitypublic.org by noon on the day of the meeting with a request to speak in person or with text of comments to be submitted to the public record.</p> <ul style="list-style-type: none"> No public comment.
	CONSENT AGENDA
7:17 PM	<p>Employee Contracts - there are signed hard copies in each employee's file.</p> <ul style="list-style-type: none"> Hiring this year was handled solely by school staff (last year the board was involved too). Process: early vetting for fit/relevance, decisions re: interviews with Rachael and Brittany, next observation in school and meeting with coach and EC teacher as well as classroom teachers. This year the positions were filled based on how selected applicants seemed to fit within the school's needs rather than strictly based on specific positions. Motion to approve by Aaron. Seconded by Maegan. All vote in favor. Total employee count will be 27 once all filled. Two creative positions are a result of restructuring afternoon activity programming. Some of the change allows this team to also attend staff meetings and better incorporate into the school/classroom. Directors can share more at a later date.
	DIRECTORS' REPORTS
POSTPONED	<p>Director report</p> <p>End-of-year assessments</p> <p>Hiring updates</p>

	<ul style="list-style-type: none"> ● Jerrick asked if we had any bus driver updates - we do not. ● Jeffery asked for an EOY school report to be emailed in the meantime - Wren noted that it has been requested and will likely be part of the retreat.
	<p>EXECUTIVE REPORT</p>
<p>7:24 PM</p>	<p>Board Retreat Prep</p> <ul style="list-style-type: none"> ● July 10th - Wren has reached out to committee chairs to support facilitation as needed ● Let Dawn or Wren know what might need to be added or if you have any questions about what has been asked of your committee. ● The Ex Committee is meeting on July 3rd. Please have planned activities to Wren by July 2nd. <p>To be completed by board members by June 26. Curriculum Director Evaluation Survey Operations and Finance Director Evaluation Survey</p> <ul style="list-style-type: none"> ● Staff surveys were completed in May ● TWC survey have also been completed - data not available yet ● Wren explored what the requirements are for boards to evaluate school leaders. Created surveys based on job descriptions. Looking forward to feedback from the board's perspective; all anonymous and will be generalized. Will be used to set professional goals for next year.
	<p>OLD BUSINESS</p>
<p>7:29 PM</p>	<p>ACTION: Officer Elections</p> <p>Nominations from the floor</p> <p>Election</p> <ul style="list-style-type: none"> ● Chair: Wren Cook ● Vice-Chair: Dawn Meskil ● Secretary: Stella Plato ● Treasurer: Lara Lustig <ul style="list-style-type: none"> ● Nominations are welcome from the floor and don't require a second. <ul style="list-style-type: none"> ○ Chair: No additional nominations. Motion made by Jerick. Maegan seconds. No absentions. All vote in favor. ○ Vice Chair: No additional nominations. Motion made by Jeffery. Jerick seconds. No absentions. All vote in favor. ○ Secretary: No additional nominations. Motion made by Jeffery. Aaron seconds. No absentions. All vote in favor. ○ Treasurer: No additional nominations. Motion made by Jerick. Maegan seconds. No absentions. All vote in favor. <ul style="list-style-type: none"> ■ Maegan reminded us that Lara was interested in passing the role on to someone with more experience and wondered if that's possible if she wishes at a later date prior to election. It

	is.
	NEW BUSINESS
7:37 PM	<p>Board Member Applications</p> <ul style="list-style-type: none"> ● Policy and Board Development proposes the slate of candidates <ul style="list-style-type: none"> ○ New Member Recommendations to the Board 2024 ● Discussion <ul style="list-style-type: none"> ○ Five applications were received. Committee is recommending four of the five at this time. ○ Statute requires this discussion and vote must occur in open session. Applicants are aware and in agreement. ○ Specific attention was given to the board matrix and identified needs. ○ Wren has spoken with each applicant and toured with three of them. ○ Adding all 4 will bring our board to 14. Our max is 15. <ul style="list-style-type: none"> ■ Committee felt it was important to consider the pros/cons of filling all slots now or leaving at least one vacant to address future needs and considered that four current members have initial terms expiring next year. ○ CPA/Finance and Real Estate remain needs. ○ Considerations also include whether applicants have school-aged children with a potential interest in attending which may impact enrollment priorities. ○ Tameka lives in SC and works in Asheville, has lived here previously and serves on community boards/committees related to early childhood. Board policy requires 75% of the board to be local residents. ○ Is the committee comfortable with leaving one vacancy or is it more desired? Yes ○ 14 puts us at an even number which might be an issue with a contentious vote ○ Is there an opportunity to allow those who may be interested join public meetings as observers? Yes ○ Start date would be at the board retreat if possible - all have asked for the date but have not confirmed if they can attend ● ACTION: Approval of proposed board member candidates. <ul style="list-style-type: none"> ○ Erica Rawls - Motion from committee. Jerick seconds. No further discussion. All vote in favor. ○ Tameka King - Motion from committee. Aaron seconds. Discussion confirms that virtual board meeting options will be available for all. All vote in favor. ○ Molly Cantrell - Motion from committee. Maegan seconds. No further discussion. All vote in favor. ○ Sav Sankaran - Motion from committee. Susannah seconds. No further discussion. All vote in favor.

	<ul style="list-style-type: none"> ● Wren invites feedback on the process and notes the committee will reflect as well. Summaries were helpful. Email additional feedback.
	COMMITTEE REPORTS
8:02 PM	<p>Finance</p> <ul style="list-style-type: none"> ● Focus is finishing 5-year plan and modeling discussed at last year ● Discussion continues regarding paying staff over 12-months for the 2025-2026 school year at the earliest. Board will need to adopt a policy when ready. <p>Community Engagement</p> <ul style="list-style-type: none"> ● Looking forward to new board members joining committee ● Flyer in development <p>Development and Grants</p> <ul style="list-style-type: none"> ● Mini-retreat on July 1st ● Fundraising plan for next year ● Looking forward to new board members potentially joining committee <p>Facility</p> <ul style="list-style-type: none"> ● Summer is a busy time! Building permit received and construction started on Monday. Contractor made a lot of progress quickly. Aaron will administer construction with Britany's support. ● Toilet rooms required a few changes for the better. ● Relationship with church remains strong ● Aaron's firm was hired to do a renovation for the church, too (re: accessibility) <ul style="list-style-type: none"> ○ Input will be gathered and MCPM will be included ● Wren and Aaron toured Casa Esperanza in Wake Forest - learned about their experience building a school ● Church has agreed to request a lease extension and the same request will come to our board ● Exploring long-term solutions with church too <p>Policy and Board Development Committee</p> <ul style="list-style-type: none"> ● Board recruitment has been focus lately ● Received board evaluation data and currently summarizing to support board retreating and planning/training ● Creating system for efficient annual policy review ● Will collaborate with finance re: 12-month pay policy ● Discussing a "board buddy" opportunity to support each other <ul style="list-style-type: none"> ○ Input welcome <p>Summer 2024 Planning</p>
	ANNOUNCEMENTS

8:19 PM	<p>July 10 Board Retreat (12:00 - 7:00 pm) lunch and snacks provided *Who can coordinate food?</p> <ul style="list-style-type: none"> ● Will be at the Chamber in the Board Room on the 2nd floor ● A virtual option will be available as possible/needed <p>Next board meeting: Wednesday, August 7th, in-person at 5:30 pm</p> <ul style="list-style-type: none"> ● Will be approving board calendar for the year <p>Saturday is Building Bridges 20th anniversary gala</p> <ul style="list-style-type: none"> ● Registration for next session opens soon - reach out to Jerrik <p>Thanks to all who could attend the EOY celebration at Wren's</p> <ul style="list-style-type: none"> ● Need more celebration events! ● Invoice coming soon
ADJOURNMENT	
8:25 PM	Dawn motions to adjourn. Maegan seconding.

NEXT STEPS			
<i>Action Item</i>	<i>Owner(s)</i>	<i>Deadline</i>	<i>BoD Support Needed?</i>
Submitted planned Retreat activities to Wren	Committee Leads	July 2nd	●
Curriculum Director Evaluation Survey Operations and Finance Director Evaluation Survey	All board members	June 26	●
Share input re: Board Buddy planning with Policy and Board Development Committee	All board members	Convo will continue at retreat	