



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
5/07/2025 - May Meeting	
ATTENDEES–MCPM Board of Directors	
Present: Wren Cook Lara Lustig Aaron Brumo Stella Plato Jeffrey Kaplan Susannah Vance Gopalan Erica Rawls Tameka King Jaclyn Farley (joined at 5:41 pm) Jerick Wilson (virtual, joined at 8 pm) Sav Sankaran (virtual) Molly Cantrell (virtual)	Absent: Dawn Meskil
ATTENDEES–Others	
Brittany Wager - Operations Director Rachael Shaw Marshall - Curriculum Director Jeff Allen Nancy VanWinkle Megan Ward (virtual)	

TIME	CALL TO ORDER
5:30 PM	Called to order by: Wren Cook

5:40 PM	<p>Roll Call by Stella Plato</p> <p>Quorum (need 7/13): We have quorum with 10 board members present</p> <p> MCPM Mission and Vision, Ethics Statement, & Pledge to the Earth.pdf</p> <ul style="list-style-type: none"> - Mission Statement read by Erica Rawls - Ethics Statement read by Stella Plato - Pledge to the Earth read by Stella Plat <p>Welcome to the Adolescent Lead Guides, Jeff Allen and Nancy VanWinkle!</p>
	APPROVAL OF AGENDA
5:40 PM	With no amendments, the agenda will run as stated
	PUBLIC COMMENT
5:41 PM	No public comment
	CONNECTION AND ALIGNMENT
5:47 pm	<p> MCPM Adolescent Slides Spring25.pdf</p> <p>Presentation from the Adolescent Lead Guides (Jeff Allen and Nancy VanWinkle)</p> <p>Jeff Allen and Nancy VanWinkle presented slides about the Adolescent program, which is in its first year.</p> <ul style="list-style-type: none"> - They spoke about the statistics of the program (number of children, projections for the growth of the program, and number of new and returning students) and characteristics of an adolescent-aged child. - They talked about the difference between MCPM's program and other, more traditional programs. - The curriculum includes a focus on purposeful work and doing community service work outside of the classroom, and even beyond the school. - The students are doing a lot of work on entrepreneurship, learn about economics, building a micro economy, and raising money for their program. - The class has a community meeting with the full class. - They all wrote research papers this year as 7th graders and presented to the class. - They take quizzes and tests to prepare for high school and beyond. - There is a 2-year rotating curriculum, so standards will be covered during the 7th and 8th grade years. Projects they are doing this year will be repeated again 2 years from now. - They shared the schedule for a typical week in the classroom. <p>Questions from the board:</p> <ul style="list-style-type: none"> - How do they feel about new kids coming in? <i>Mostly excited. The new students have been coming in to visit and shadow.</i>

	<ul style="list-style-type: none"> - Have you needed to have a tech policy? <i>Started off the year with a clear policy of school computer access only. With the small population, it hasn't been much of an issue. With the research papers, they were able to use the school computers but also do research with books and index cards. They also used ChatGPT as a tool (after doing it themselves, to see other examples) and are learning about technology. A guess of total screen time during the week would be about 2 hours.</i>
6:10	<p style="text-align: center;">DIRECTORS' REPORTS</p>
	<p>The school Directors provided an update on the school.</p> <p>Finance Update:</p> <ul style="list-style-type: none"> - Enrollment is filling up, as we hear from families, spots are opening in higher grades. - The monthly Prestige report looks good. - We have completed drawing down state funds. Will use local for the remainder of the year. - Salary Schedule Work Group has met several times to revise and refine the MCPM salary schedule and related policies. - The work was shared with the directorate on 4/23 with revisions and questions answered on 4/30. - Result: An equitable and scalable salary schedule that addresses every potential salary situation at MCPM! - These updated salaries are included in the 25-26 budget for approval. - Participating in DPI's inaugural Medicaid in Schools cohort to increase our ability to bill and receive funds from Medicaid, - Infinite Campus transition kicking into high gear. Will lose PowerSchool access the last week in June. - Have submitted a permit to close Church Street for our End of Year picnic on May 28. <p>Curriculum Update:</p> <ul style="list-style-type: none"> - Classroom teachers are beginning the process of placing students in classrooms for the next school year. - The students attended Ben & Jerry's free cone day and hosted a Wax Museum. - Looking ahead, there will be an end-of-year block party on May 28th from 11 am - 1:15 pm, there will be a silent auction of rain barrels from the adolescent class. <p>Hiring Update:</p> <ul style="list-style-type: none"> - There are several open positions. Please spread the word! <p>Questions from the board:</p> <ul style="list-style-type: none"> - If we get questions from parents about how to share their thoughts on classroom placement, what should we tell them? <i>Email Rachael, and she will share with the relevant team members.</i>

	NEW BUSINESS
6:53 PM	<p>Salary Schedule Policy Presentation (Salary Workgroup)</p> <ul style="list-style-type: none"> • Salary Policy Proposal • Draft: Salary Policy <p>ACTION: MCPM Salary Policy</p> <p>Brittany shared a presentation about the salary schedule policy work group. She talked about the timeline and process for this work.</p> <p>The biggest shifts were:</p> <ul style="list-style-type: none"> - Creation of an assistant schedule - Creation of an hourly schedule - Modification of the director schedule - Increased lead schedule by 3% - Standardized annual increases (2.5% annually) <p>Questions from the board:</p> <ul style="list-style-type: none"> - What is the cost of this new schedule? What is the financial change in this budget? <i>For the highest-paid staff, it has the least amount of impact.</i> - There is a lot of pressure around town about being living wage certified. - If the amount per Asheville City School District student increases, would that go to charter schools as well? Yes - Could we make the policy clearer about changes mid-year being honored? <i>Policy and Board Development can work on this additional language over the summer.</i> - Can you give more information about the decision to value years of private school experience at 75%? A staff member with only private experience or only public experience is missing a piece. <p>Sav moves to adopt the salary policy with two amendments, Stella seconds.</p> <p>Amendments:</p> <ul style="list-style-type: none"> - The Directorate reflects on the policy beginning in January 2026 (previously listed as April 2026). - The policy committee will add something about someone's credential statement status changing during their tenure. <p>With no discussion, we move to vote. The motion is unanimously approved.</p>
	OLD BUSINESS
7:40 PM	<p>Brittany provided a budget review.</p> <p>ACTION: FY 26 Budget Approval</p> <p>Brittany presented changes to the budget vs. what we said at the last board meeting.</p> <ul style="list-style-type: none"> - A finalized list of planned new hires - Prestige wanted a few shifts in how we are estimating income - We are budgeting conservatively

8:28 PM	<ul style="list-style-type: none"> - The proposed budget does not include unknown income, it does include a fund balance appropriation for a matching amount (\$37,000) to use as needed. <p>The board discussed how comfortable we are with appropriating fund balances each year and how we could come up with a policy surrounding that. We also discussed the percentage of the overall budget that the net surplus is, and what we are discussing is quite small.</p> <p>We discussed the staff's involvement in this discussion about the budget. They have not seen this current budget, there have been changes since the last time they reviewed this budget.</p> <p>The board unanimously endorses the budget that includes a \$37,000 appropriation of the fund balance to be used as intended and to go to the directorate for a vote.</p> <p>ACTION: CONSENT AGENDA (Wren)</p> <ul style="list-style-type: none"> • 2025-26 Employee Agreements <ul style="list-style-type: none"> ○ Lead teacher ○ Assistant teacher • Minutes from April 2 and April 23 meetings • School Leader Evaluation: Curriculum Director • School Leader Evaluation: Operations and Finance Director <p>Aaron moves to approve the consent agenda as presented, and Jeffrey seconds. With no discussion, we move to vote. The motion passes with 11 yeses and 1 abstention.</p>
	OFFICER ELECTIONS AND TERM RENEWALS
8:32 PM	<p>Jaclyn is resigning from the board, effective immediately. She is enthusiastic about helping the school in other ways and looks forward to her children attending MCPM next year.</p> <p>Tameka moves to approve the term renewals and officer slate as outlined below. Jeffrey seconds.</p> <p><u>Term Renewals</u></p> <ul style="list-style-type: none"> • Aaron Brumo • Lara Lustig • Dawn Meskil • Wren Cook <p><u>Officer Slate</u></p> <ul style="list-style-type: none"> • Chair: Wren Cook • Vice Chair: Dawn Meskil • Treasurer: Lara Lustig • Secretary: Erica Rawls

	With unanimous approval, the motion passes.
	FACILITY COMMITTEE
8:40 PM	Wren moves to go into closed session to discuss real estate matters. Stella seconds.
9:26 PM	The finance committee moves to approve the real estate proposal, and Jeffrey seconds. We are voting to approve the second proposal to the board. Unanimous approval.
	COMMITTEE REPORTS
	Committees provided reports.
	ANNOUNCEMENTS
9:28 PM	June 3: End of Year Staff Party (Wren's house) May 5 - 9: Staff Appreciation Week Shared Leadership Workshop/Training will conclude at the June or July meeting.
	ADJOURNMENT
9:32 PM	Susannah moves to adjourn the meeting, and Wren seconds. The meeting is adjourned.