



7036 Cowpoke Rd. Colorado Springs, Co. 80908
Meeting Room: TBD

The mission of Grand Peak Academy is to develop students of great character, who are culturally aware, accepting of diversity, appreciators of history, arts, mathematics, and sciences, and are prepared to meet the challenges of the world today. We value parental partnership through direct involvement in classroom and school activities and community stewardship through our support of local charities and hosting of community events.

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1. **Call to Order - 6:09pm**
2. **Pledge of Allegiance -** Skipped due to no Flag in the meeting area
3. **Mission Statement - 6:09pm** Not read
4. **Roll Call - 6:09pm** Chris Dempsey, Mike Phillipich, Jen Reishus, Brandon Henry, Stephen Teague
5. **Approval of January 27, 2020 Board Agenda - 6:09pm** Motion by Brandon Henry, Seconded by Mike Phillipich, Discussion - Stephen Teague asked to swap **(13)** action items with **(12)** Executive session so that the general public will not have to wait around until after the executive session. Chris Dempsey asked for a new motion, Brandon Henry amended his original motion to now move the agenda as discussed, Seconded by Mike Phillipich, all board members voted (I) motion passes 5-0
6. **Approval of November 20, 2019 Board Meeting Minutes - 6:11pm** Motion by Brandon Henry, Seconded by Mike Phillipich, all board members voted (I) motion passes 5-0
7. **Comments from the Public - 6:12pm** Andi Capitrio Middle school math teacher states that middle school is looking at four different curriculum, Connected Math Project (CMP), College Preparatory Math (CPM), Illustrative Math, and Eureka Math, They requested copies of all four Math curriculums to compare specific standards and how they are taught and may be different. They are all conceptual based programs. She wants to do her due diligence before deciding to move forward. It may be possible to do a slow roll out and beta test it next year. Mike noted that the district has noted that we have tested low in math and we need to continue to look for ways to improve and see a cohesive effort between elementary and middle school moving forward. Chris pointed out that we don't teach to the test but we need to find a way to get our kids to understand what they are asking for on the state test. Mrs. Arbour stated that the teachers need more training and PD days in the math curriculum so that the teachers are understanding it so they can teach it properly. **PTO -** fun run will be on the 12th, the book vending machine will be on the 12th also. Emily and Erika will be getting books this week. Feb. 28th will be a movie night. **SAC - Gabe Cardenas** updated the board that he is working with the district to possibly fund Blue Point. Blue Point is a direct line to Police Department that the district uses in a lot of their schools. The DAC will present to the D-49 BOE and they will approve it or not.
8. **Board Dashboard (Principals Report) 6:29pm** - Scott Hunter just reviewing the dashboard report that he sent out, Serena Brizic has been hired as the Elementary Principal, Miss Leaf has been hired as the Art teacher, Mrs. Frazier has been hired as the Science teacher, and reinstated Mrs. Arbour as middle school math teacher. Enrollment is about 746, waiting list of 138. Marcia sent out re-enrollment paperwork. Serena Brizic - has been working with Mrs. Julie Dickerson since the first of the year on professional development and that has been brought back to all of the teams. They have purchased a write now, right now math curriculum to help out on the test. They have talked about having staff meetings for teachers to implement for math and share their strategy with others. Dibels deep her

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and Marylin met with the district on the dibels scores and they have added that to their intervention time.

9. **Treasurer/Business Managers Report on Trend - 6:34pm** MLO reimbursement for salary and bonuses in Dec. of \$235,836 profit, leaving about \$68,000 deficit for the year. School House Finance should be sending \$80,000 of the \$100,000 back. They are trying to keep \$20,000, they said we didn't correct some immediate fixes. We did everything we were supposed to. Mccafferty group wouldn't fix some things for them so they tried to move them to immediate fixes. Eric is working with their lawyer Brent Case on this matter. The board is in agreement to not spend any more money in Lawyer fees to fight them to get some or all of the \$15,000.
10. **Marketing Update - 6:38pm** Brandon Henry - We had two school of choice events. One at the Space foundation, one at Villa Sport. We had steady traffic at both events. We have ordered another 10x10 branded, more branded table cloths, cumulus media will be doing radio ads, pricing looking to be in the \$10,000-\$15,000 range in the next four months. I am working on bids for commercials tv ads, that could be an additional \$2000-\$5000. I want to work on some snippets of students, staff, and parents that we can use. We have suspended our Facebook ads for now as the price has jumped up to nearly \$9.00 every time someone clicks on our ad. Next month is #GPABEARHUGS, teachers will be giving them to students who live up to the core virtue in February. I reached out to Great Schools, and asked them to start a new listing for GPA, as Imagine will sue us if their name is tied to it in any way. They are giving us a run around, so I'm working with them to get us a new listing. Last thing, I believe we need to hire a full service marketing agency to handle all of the marketing as it has become a lot of work for one person and I at some point will not be on the board anymore. This has never been in the budget and could cost anywhere from \$40,000-\$60,000/yr.
11. **Discussion Items 6:51pm**
 - a. Updated Electronics Policy (1st Reading) added language to include smart watches, as they are growing in popularity and it is not covered in the current language.
 - b. GPA Phase 2 Update - **7:01pm** Met with Kurt Conley last Wednesday just got meeting for Friday by phone call for the addition of phase 2. Want to add 2-4 classes for Pre-K and four classes for middle school and also a Library, that could possibly be a Library by day and Champions by night. The new addition will be between 18,000-20,000 square foot, with a \$7.2 million dollar budget. **Building Funds - Jen** \$147,000 left in the building fund, expecting \$193,000 from the state in sales tax. The debt service reserve it will be over \$700,000 once we start phase 2. We are working with you guys for more counter space, a new kindergarten playground and sound dampening which is \$30,000
 - c. Add Serena Brizic to Bank Account/Remove Dan Speer from Bank Account - **7:09pm** We need to recognize Serena Brizic as the Elementary School Principal and add her to the bank account and also remove Dan Speer from the bank account. Serena Brizic is fully authorized to use the bank account.
 - d. New Organizational Structure - **7:10pm**
 - i. Org Chart – Reporting Structure - Scott Hunter is now the Middle School Principal, Serena Brizic is the Elementary Principal, Valerie is on her own as the business manager with all the facilities stuff, she is responsible for everything not educational, Michele Lucero (pre-k) with all four reporting



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to the BoD. As stated Dan Speer is no longer with the school.

- ii. Roles and Responsibilities - 7:12pm** Serena sent that out, it just shows where everybody's in charge of and where to go. Brandon made some updates to the first draft and were going to build our Principal and Business Managers evaluation off of. That doesn't effect the staff.
- iii. Head of School 7:13pm** Chris Dempsey - Brandon I still want you to put that out to see what we can get for next year, we don't have to hire anyone, I just want to see what we could get. The HoS would be right under the board and they are there to run a business, the school is a business. The HoS would make sure the school is running properly and everyone is heading in the same direction. The Admin would handle the educational side and the HoS would handle the business side of the entire school.
- iv. Dean of Students - 7:14pm** We look at that position as someone who knows all the kids, parents, and staff and they are there to enforce the rules all the time. We need someone to run that role so that Scott and Serena and handle the educational roles and a kid doesn't get lost in the shuffle. We're also looking for a Dean of Instruction since we lost a great one in Serena. We don't want to loose anymore teachers from classrooms this year, that is why we made it interim for now. It will be opened up to all staff for next year.
- e. 2020 – 2021 SY Calendar - 7:19pm** Every teacher wants to get rid of the 20 mins a day and keep the stagger where elementary gets out 10 mins earlier than middle school. Also middle school needs more contact hours than elementary. It also helps with day care buses, parents going to other schools, and maybe bring kids back to our school. Keep the two-week fall break, also all of the PD days will continue to align with D-49. That first week of school will be a half day for kindergarten the first four days, as Aug. 3rd will be an assessment day.
- f. 2020 – 2021 Math Curriculum - 7:34pm** We wanted to approve by February or in February so we can get trained on it and roll it out to parents. We have it on the action item for tonight, but I know we have another information night so we'll hear tonights discussion then decide if it needs to be an action item tonight or hold off until the next meeting. Brandon is working with math teams to roll it out as best as possible. Brandon will be the spokesman and Mike will back him up to give great examples to control the presentation, trying to get the parents and students on board and their buy-in. We have to play in the same arena when it comes to state testing. This is not a done deal as there has been a lot of parent discussion in regards to changing the curriculum.
- g. D49/iConnect Zone Site Visit - 8:30pm** D-49/ I-connect zone site visit Andy Franco stated March 3rd will be the visit to make sure everything is going smooth and see if there is anything D49 can do to move this along.
- h. Board School Culture Concerns - 8:32pm** Brandon Henry, there have been a lot of

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concerns and I will touch on about 6 things. **1)** Org culture, staff culture, and student culture. Dress code has been a big one. This needs to be tightened up by adding consequences, the handbook addresses these. On Monday Feb 3rd we want to go to a zero tolerance. GPA Hoodie is only one allowed in the door, if its different then take it off at the door and put in in your locker. We need to make sure that students are in the proper pants, and shirts. designs cut into their hair. The time has come to hold everyone accountable, if we can't do the small things, then we cant do the big things. We need resources in the office to handle what teachers are addressing. Parents need communications and understand why we're doing this. We need admin to backup teachers so kids understand there is no wiggle room. Staff needs to understand it starts with them. **2)** is discipline, we use restorative practice, it is not an end all be all. We need to adopt something that tells parents that if kids are disruptive everyday, then GPA might not be a good fit. **3)** GPA culture is everyones responsibility. 1/3 of our students are new. We did not sit down with 250 new families and say this is our culture. We need to take that back and explain that to the new families and talk to them to explain why we are who we are. **4)** Mission, Vision, and core virtue should get tied to every communication we send out. We want to see a plan and send it out. **5)** Honor Roll we need to celebrate winning and achieving a high standard. We need to celebrate kids getting A's and A's and B's, maybe K-2 gets E's and S's and 3rd thru 8th gets A, B, C, D, and F's. **6)** Core Virtue during Honor Roll assembly, we should still be talking about core virtue. Celebrate this kids that got recognized the Friday before. Possibly having kids doing skits on the core virtue and make it a teaching opportunity. **7)** As admin, you're forcing it down to the Teachers and to the students. You started the newsletter and recognized staff, you just need to keep that going and get cultural training for the staff. we need everyone to be happy in the workplace. We as a board have to support that. If we want that students to have that standard then we have to have the staff abide by the same standard.

- i. Core Virtue/Character Recognition - **9:01pm** Chris Dempsey, I'm going to skip over this as Brandon just covered it.

12. Action Items - 9:01pm

- a. 2020 – 2021 SY Calendar - Motion by Mike Phillipich, Seconded by Brandon Henry, Discussion - Mike Phillipich thinks we need to wait to hear back on the PD and staff feedback and about aligning the sports camps. The next board meeting is February 24th or if we get it before then we could have a quick phone meeting to approve it. The District just wants it before March. We will table this until we get those few items cleared up.
- b. 2020 – 2021 Elementary School Math Curriculum - We are not ready to do the approval at this time. We owe it to the community to answer to them. We will Table this tonight.

13. Vote to Adjourn to Executive Session - 9:05pm

- C.R.S. § 24-6-402 (4)(f)(I) Personnel matters except if the employee who is the subject of the



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session has requested an open meeting, or if the personnel matter involves more than one employee, all of the employees have requested an open meeting. With respect to hearings held pursuant to the "Teacher Employment, Compensation, and Dismissal Act of 1990", article 63 of title 22, C.R.S., the provisions of section 22-63-302 (7) (a), C.R.S., shall govern in lieu of the provisions of this subsection (4).

- C.R.S. § 24-6-402(4)(e) Determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations and instructing negotiators, except that discussion of negotiations relating to collective bargaining or employment contracts shall occur in a public meeting, unless an executive session is otherwise allowed.

14. Board Member Communication - 10:32pm no board member communication

15. Other Business 10:32pm no other business

16. Adjournment - 10:32pm

17. Informal Board Self-Assessment (After Meeting Five (5) Minutes)

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