



## Board Meeting Minutes

November 16, 2020 – 6:00pm

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.

The Board shall use the Mission and the Plan for Success (Academic Success, Economic Sustainability and Character Growth) as the filter for all decision making.

1. **Call to Order** (6:00pm) –
2. **Pledge of Allegiance** –
3. **Mission Statement** –
4. **Roll Call** (6:01pm) – Chris Dempsey (President), Brandon Henry (Vice President), Erika Craig, Anthony Hall, Nicole Parker (Acting Middle School Principal), Melissa Maldonado (Acting Elementary Principal), Valerie O’Brien (Business Manager) and Marcia Billingsley (Registrar) Not Present: Jen Reishus (Treasurer)
5. **Swearing in New Board Member** (6:01pm) - Chris swore in Anthony Hall as the newest GPA board member
6. **Approval of November 16, 2020 Board Agenda** (6:03pm) – Brandon motioned to approve the agenda as presented. Erika seconded the motion. Brandon wants to add public comment after the approval of the board meeting minutes. Chris would like to add an executive session after the action items. Brandon motioned to approve the agenda with the change as presented. Erika seconded the motion. Motion passes 4-0.
7. **Approval of October 26, 2020 Board Meeting Minutes** (6:05pm) – Brandon motioned to approve the agenda as presented. Anthony seconded the motion. Motion passes 4-0
8. **Public Comment** (6:06pm) – Mallory Mullins is a 7<sup>th</sup> grader at GPA. She commented on her feelings how school should be in person. Ms. Parker responded to the comments explaining our struggle to maintain enough staffing. Carrie Mullins commented that the school should have parents volunteer to help teach the children. Katie Schoendube commented that there are single moms trying to work and keep the kids engaged in school. She also commented that her child in 3<sup>rd</sup> grade is devastated at her teacher leaving today. Are the teachers feeling like they are not in a kind and safe environment? She feels like we have been leaning too much towards the public school environment than a charter school. Brandon commented that recently we have taken surveys, acted on data from teachers that participated. He feels that the school is moving in a really good direction compared to where it was a year or two ago. Jamie Levake commented that the board needs to take the “heartbeat” of the staff. She commented that students were left hanging today in a 3<sup>rd</sup> grade classroom and she wants to remind admin that we need to protect students’ hearts. Elaina Richardson also has a third grader in the same class. She understands we do not know the backstory but it was frustrating to have kids online and no communication.
9. **PTO Update** (6:39pm) – Alicia Mertz commented about some exciting things going on at the school. There will be a Christmas raffle for the staff including gift baskets etc. Trunk or Treat was a huge success, over 700 cars went through. We also have an Amazon Wish List from staff that will be sent to families. We also gave out some coffee gift cards for some teacher appreciation. There is another general meeting coming up. Spirit Week is happening this week as well. We have skate

city coming up and Alecia is wondering if we should delay that again. Another idea PTO is considering is holding a drive through Christmas lights set up for families to experience. Finally, Fun Run is coming up. While we are in person or virtual, we have a plan for either. PTO is considering using the money on a mascot, Bluetooth headphones for the students in each classroom and possibly an outdoor classroom space.

10. **Marketing Update** (6:54pm) – Brandon commented that the teachers are working on Thankful/Gratitude cards for students. In December we will have Admin do a fun photo shoot for a card to parents. We have ads in the Colorado Springs Independent as well as the New Falcon Herald and the Colorado Springs Relocation Guide. We did not do the D49 Newsletter this quarter but will look into it for the next quarter. We may need to get creative to get in front of new families if educational conference type events do not happen. We may have more ads into radio to finish out this school year. Brandon is working with a graphic artist to create some new logos and designs for the spirit wear store. Anthony commented that he would like to be involved in the digital marketing campaign.
11. **Board Dashboard** (7:05pm) – Melissa commented that we are still offering reading and math interventions with students even though we are online currently. Gifting and Talented testing is still happening in person with other options for families that might not feel comfortable in person yet. It's been really helpful to have support from our GT Coordinator and we are very thankful for the board supporting the need to add that assistance. Chris commented that the district coordinator has commented on what a great job we have been doing making GT a priority even in this current environment. Recently our website has been updated to include an assessment schedule so parents can have an idea of how often we are testing and what testing is being done throughout the school year. We hired another para knowing that we are losing another para in December that has choose to take a new opportunity. We did transition her to a teaching role this morning. We do feel like we are still in a good situation with how we are using them throughout the building. Melissa has been meeting with elementary teachers regarding the streaming school schedule and discussing how she can support them. We have implemented daily video announcements and Ms. Cornelius has been adding graphic to make them fun for the students. Staff kids are in the building while we are e-learning. Paras are helping to support them throughout the day with their e-learning. We do have our D49 SPED staff working with students in person as well. Paras are also doing interventions and are helping assist teachers wherever possible. WE have been working on adding staff recognition. We are still tracking COVID number among staff and students. We had 14 positive cases and 2 outbreaks as of now. We did send a survey concerning returning to in person and thoughts on masks. 300 families responded and about 40 staff. Currently staff does want to keep masks as is. Regarding third quarter staff also overwhelming wanted to keep the in person and streaming options available. Also, requests for future PD trainings were Classroom Mgmt., Restorative practices, Eureka Math and Technology. Reunification plan was not updated after we moved. We are graded quarterly by the iConnect Zone. Melissa commented that Dec 4<sup>th</sup> we will have Eureka training. January's PD will be based on requested from the survey. Nicole said staff have voiced that they would like some extra planning time. If there were changes to what a typical week might look like would the board need to approve it? Chris commented that they would like to be made aware of it, but the board would not need to approve it. Marcia commented that enrollment has dropped, a few have moved, some have felt homeschooling would be better for their family. Free/Reduced numbers did reduce, that number may have dropped based on budget to actual or a lower amount of applications since there is already free lunch being offered for all students. We have some work to do on enrollment for next year.
12. **Treasurer/Business Manager Trend Report** (7:36pm) – Valerie shared that there were no

significant changes financially for the school in October. She also noted that the school decided to purchase fleece jackets with the school logo for all staff members in lieu of the annual Christmas party. The jackets were handed out last week and the staff as a whole was very appreciative.

**13. Discussion Items**

- a. Principal/Head of School Hiring Committee (7:41pm)** – Brandon and Chris have been discussing the process. D49 has said they might not need to follow the formal rules, however our lawyer suggested that it would be wise to follow the full process. This will be a board committee. In the meantime, we are very happy with the leadership team, from a board standpoint a lot of frustration has been removed and things are getting done. It is refreshing to know that.
- b. Title IX Policy (7:43pm)** – Melissa commented that we can use the D49 Title IX Policies, however GPA does need their own coordinator. Melissa did complete the 2 hr. training with D49 and there is an 8-hour training that the state will offer as well. There are certain roles that can be hired out and other roles that can be handled in house. Dr. Fletcher suggested we utilize and adopt the district policies so that
- c. 2021-2022 SY Calendar (7:45pm)** – The board suggested a survey be sent to staff and parents asking for feedback on different scenarios such as the two week fall break or other suggestions the calendar committee might have.

**14. Action Items**

- a. Title IX Policy (7:49pm)** – Brandon motioned to adopt the D49 Title IX policy, Anthony second the motion. Motion passes 4-0.

**15. Adjourn to Executive Session (7:50pm) –**

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

**16. Adjourn from Executive Session (8:18pm)**

**17. Board Member Communication (8:18pm)** – Anthony commented that there is a pot hole cover that continues to be flipped over, we should look into a more permanent cover.

**18. Other Business (8:20pm)** – None

**19. Adjournment (8:20pm)** –