



## Board Meeting Minutes

November 18, 2019 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** (6:03pm) –
2. **Pledge of Allegiance** (6:03pm) -
3. **Roll Call** (6:03pm) - Chris Dempsey (President), Michael Phillipich (Vice President), Jen Reishus (Treasurer) Brandon Henry (Communications), Steven Teague (Secretary), Scott Hunter (Principal), Dan Speer (Assistant Principal), Valerie O'Brien (Business Manager). Not in attendance: Serena Brizic (Academic Coach)
4. **Approval of November 18, 2019 Board Agenda** (6:04pm) – Brandon Henry motioned to approve the agenda as presented, Jen seconded the motion. Chris requested to move Item 12 the executive session to 14 so that the attendees do not need to stay longer than necessary. Brandon motioned to approve the agenda as amended, Jen seconded the motion. Motion passed 5-0
5. **Approval of November 3, 2019 Board Meeting Minutes** (6:05pm) - Brandon motioned to approve the meeting minutes as presented, Stephen seconded the motion. Jen abstained from the vote. Motion passed 4-0
6. **Comments from the Public** (6:06pm) – Delayed, Julie Dalton wants to make a short presentation to the board but is running late
7. **PTO Update** (6:06pm) – Elizabeth Roth represented the PTO, however Chelley Bresnahan was present as well. Elizabeth mentioned that the Yankee Candle fundraiser has finished and prizes were given out today. Restaurant night will be at Pies and Grinders on Wednesday night at the Black Forest location. Dec 7<sup>th</sup> will be the Grinchfest breakfast from 8:30-10am. The next PTO meeting is the 9<sup>th</sup> at 6:30pm. Looking ahead, the next Skate City night will be in January and there are a few other family fun events scheduled in January and February. The fall festival on Nov 1<sup>st</sup> was a great success. We had a good attendance, regardless of the cold weather. The next big fundraiser is the Fun Run in January. Alecia wants to raise money to replenish the PTO operating budget for next year, however she would also like to use some of the fund raising dollars on a book vending machine as well as help with storage for kindergarten and pto. They would like to support the sports program and the core virtues program as well.
8. **Board Dashboard/Principals Report** (6:13pm) – Scott Hunter reported that the school move went very smooth with great execution. The staff came together as a team and it was really fun to see if all come together. Thank you to the board for all of your help in the move as well. We are currently in the process of hiring for an athletic/activities director that will supervise after school events until generally 5:30pm every day with some exceptions. This position will also work closely with the league that we join next school year. We are hoping to hire for this position this week. Scott also noted that we submitted the summary section of the Unified Improvement Plan to D49. We have completed the setup of the teacher evaluation system. We are using a similar tool to what we used with Imagine Schools, Inc. We have a similar rubric with 4 different aspects we are evaluating. We

are excited to start the process with teachers. We have stable enrollment; we are at 747 right now, down from our official count of 760 in October. Some have left recently because the traffic is not what they had hoped for, not really our parking lot but the traffic on Woodmen. We are working on getting pricing for sound dampening in the cafeteria. Dan added that the Write Now, Right Now group has created a new math curriculum that Serena is working on bringing to our teachers. Scott mentioned that he is working on communication with families and is hosting his first principals coffee tomorrow morning.

9. **Comments from the public** (6:32pm) – Julie Dalton presented a quick thank you to the board of directors for all that they have done to make our new building possible. She included framed gifts for each board member with pictures of the new school.
10. **Treasurer/Business Managers Report on Trend** (6:41pm) – Jen presented an overview of the October trend report. She noted that we are currently down nearly \$400k, however if we stick to our budget we should be ahead by almost \$400k by the end of the fiscal year. We are currently “cash poor”, the district has been paying us based on our budgeted 700 student count. In addition, we were paying for two buildings for the first 4 months of the fiscal year. Our funding should be adjusted in December and we should begin to build up our savings in the next few months. Mike noted that there are requirements with the bond to have a certain number of days cash on hand. We currently are not at that point and need to build our savings back up. By the end of the fiscal year we should be around 100 days cash on hand which meets the requirements of the bond.

#### 11. Discussion Items

- a. **4th Amended and Restated Bylaws (2nd reading)** (6:37pm) – Brandon wanted to see more of the back story for the next board that comes in to understand why we did what we did. Chris added the facility plan as an amendment.
- b. **Preschool Tuition** (6:38pm) - Chris noted that board authorized a discount of preschool tuition to staff of GPA, the unintended consequence of that is when we had to separate monies with preschool and the main school we never thought about Michele still giving that discount. We need to discuss how to reimburse the discount to the preschool, their budget should not be hurt because they are footing that bill.
- c. **2020 – 2021 SY Calendar** (6:43pm) – The calendar needs to be presented in early December. The board would like to discuss whether the additional 20 minutes each day had a positive impact, whether a 2 week fall break should be continued in future school years or not.
- d. **FY20 Amended Budget** (6:49pm) – There will be a call on Wednesday night at 8pm to approve the budget.
- e. **Curriculum Overview** (6:53pm) – Chris asked for a curriculum overview to see what we are teaching in each grade. Serena provided this to the board showing write now right now, math etc. The 3<sup>rd</sup> and 4<sup>th</sup> grade teams are supplementing math with eureka. Chris met with 3<sup>rd</sup> grade team and heard that they are really excited about the program. Chris would like to set up a meeting to hear an overview of how it is going. We have a 10-year background with Saxon Math and the various state test results, and we are not getting a huge return of investment and is open to changing to a new curriculum or supplementation. Dec 5<sup>th</sup> is scheduled for a board work session, we will add a math curriculum update to the board during that work session.
- f. **Club Subcommittee Status** (6:59pm) – Mike mentioned that the subcommittee has held one meeting, tried to schedule 2 others that both fell on snow days. He has the framework that was outlined originally and will draft that into a policy for the committee members to review by the end of this week. Has reviewed other schools in the area to see how they operate their after school clubs and activities. Looking at the

number of groups, if they are student run with adult supervision, school driven activities and general community use with a pay per use. One issue that still needs some details worked out is If a teacher is being paid by parents outside of school he/she should pay rent for the facility. Those that are not being paid would not have to pay rent.

- g. Marketing Subcommittee Status (7:01pm)** – Brandon commented that we are joining the Festival of Trees event at Meridian Ranch Rec Center again this year. The tree was donated by the Pence family and Brandon’s company donated money to buy all the decorations for the tree. The tree needs to be completed by Nov 29, the event runs from Nov. 30<sup>th</sup> – Dec 7<sup>th</sup>. We are fundraising for a local foster care group called Hope and Home. Last year our tree raised approx. \$300. In addition, Brandon noted that our teachers are working “thankful notes” going home with students this week. He is planning a Facebook post next week for parents to post a thank you messages to our teachers and staff. The marketing committee has decided that there will not be a large amount of marketing/ads in Nov/Dec. We will start up again in January beginning with school choice week. The board is looking to hire a social media guru as a contractor to help us build our social media presence. Brandon believes we need to really hit social media going in to next school year to watch out for the threats.
- h. Garden Club (7:13pm)** – Stephen checked with the HOA to verify that a community lending library is allowed. Chris would like one that is not just focused on gardening.
- i. Athletic Director Status** – Discussed during the principals report

## 12. Action Items

- a. Approve 4th Amended and Restated Bylaws** – Brandon motion to approve the amended and restated bylaws with additional attached facility plan. Mike seconded the motion. Motioned passed 5-0

## 13. Board Member Communication (7:18pm) –

- a.** Chris started a board newsletter that is pretty lengthy to begin with. He wants to give staff an overview of what is happening. Brandon will clean up and send out this week. The goal is to send it out the week before each board meeting. Brandon will also start posting board meetings on Facebook as an event.
- b.** The board received Dan’s prioritized spending list. Chris noted that the board is looking at starting the construction process for the addition very soon. Right now the timeline will have construction beginning in July 2020 with a design advisory group beginning in January. Chris noted that staff needs to make sure students are not wearing uniforms with other schools logos (banning, imagine etc). Chris would like the office staff to revisit the parent check in process for our assemblies. Please continue the conversation to move parents in and out while keeping our students and staff safe. Scott mentioned that we are looking at adding another raptor unit to help speed up the check in process. Brandon noted that we are looking at adding a wall of tv’s in the lobby to highlight activities and awards our students are involved in each week. He also mentioned there is a grievance form has been added to the website for people to share anonymous issues. There is also a form on the website for others to make nice comments about staff. He mentioned that merit based raises would not be based on such submissions, however notes from staff or parents are a nice way to recognize. Dan will update handbooks over Thanksgiving break. Chris mentioned that staff needs to review documents, parent communication, posting on Facebook etc to watch misspellings and bad grammar. Chris quickly mentioned New Life will be utilizing our space beginning January 5, 2020.

14. **Executive Session** - (7:30pm) Mike motioned to go into executive session, Brandon seconded the motion. Motioned passed 5-0.

**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).

**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.

**Resume Regular Session** (9:09pm)

15. **Other Business** (9:09pm) - None

16. **Adjournment** (9:09pm)