



Board Meeting Minutes

October 26, 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** (6:01pm) –
2. **Pledge of Allegiance** –
3. **Mission Statement** –
4. **Roll Call** (6:01pm) – Chris Dempsey (President), Brandon Henry (Vice President), Jen Reishus (Treasurer), Nicole Parker (Acting Middle School Principal), Melissa Maldonado (Acting Elementary Principal), Valerie O’Brien (Business Manager) and Marcia Billingsley (Registrar)
5. **Approval of October 26, 2020 Board Agenda** (6:01pm) – Brandon motioned to approve the agenda as presented. Jen seconded the motion. Chris asked to amend the agenda moving item 11 to Item 7 moving allowing the swear in of the new member after the approval of the previous meeting minutes. Brandon motioned to approve the agenda with the change as presented. Jen seconded the motion. Motion passes 3-0.
6. **Approval of September 21, 2020 Board Meeting Minutes** (6:02pm) – Brandon motioned to approve the agenda as presented. Jen seconded the motion. Motion passes 3-0
7. **Action Items**
 - a. **Swearing in New Board Member** (6:02pm) – Chris swore in Erika Craig as the newest GPA board member
8. **PTO Update** (6:11pm) – Nicole Gonzales was present for the PTO but had no updates
9. **Marketing Update** (6:05pm) – Brandon mentioned there was a marketing meeting in October. We have thank you cards ordered for the staff to send home with students. We have some physical ads coming out very soon. In keeping with the thankful notes, we would like to have the teachers share items they are thankful for that will be posted on fb to share with families. Also, for the December Christmas card we would like to have principals send a fun little photo to families. We are planning to participate in the Christmas tree auction again. The committee is looking for donations of a tree and ornaments now. Brandon has posted spirit wear to the website and can hide items for staff spirit wear that may not be widely available.
10. **Board Dashboard and Treasurer/Business Manager Trend Report** (6:11pm) – Nicole shared that we are changing the middle school elective model this week. An email went out to families today letting them know the reasons behind the change and why we felt the other option was not sustainable. We had students from varying cohorts join together despite covid. The specials and middle school teachers got together to brainstorm ideas to come up with an elective model that will last until the end of the school year. Therefore, there will be a three-week rotation model where the elective is assigned to each cohort, versus the previous student choice. This way each cohort rotates through each elective that is offered. Students go to electives two times a week so they will have each class for 6 different class periods. We still have the variety of electives we just

created a wider range for students to participate. This model will reduce exposure so that the cohort is with the same teacher/class. We sent out middle school and elementary snow day plan over the weekend. Elementary and Middle School models do look a little bit different this year because of contact hours. Elementary does have more of a buffer of contact hours however middle school is very limited. Taking a snow day could require us to add time in other ways. Therefore, middle school students are expected to have a full streaming online day on snow days. Nicole is meeting with middle school tomorrow to reiterate that teachers and students should always have their laptops/chrome books with them. Since middle school is not using lockers that should be fairly easy to handle. Elementary is doing a lighter load of optional work since there is more of a buffer on contact days for them. It is harder for elementary to bring devices back and forth between home and the school. Today was the first try and it seems to have gone well. Brandon asked if the district has said anything about getting a pass for the missed hours and Nicole informed that at this point there is no pass. After a lot of research, we were advised it is best to meet our hours. Nicole said the hardest part for today was D49 calling something different than we did. That does seem to be just a onetime situation because of fall break though, going forward their middle schools will be following the same thing we are doing with our middle school. Melissa announced that we have hired somebody to support behavior situations. He comes with a lot of experience and will be starting tomorrow. Nicole mentioned that we had a middle school teacher resign a couple months ago and we just replaced the long term sub with a permanent teacher that starts tomorrow as well. In addition, we will have a long term teacher joining us a few days a week helping to support gifts students. We are super excited about a staff/team building event coming up on Thursday. In place of a regularly scheduled teacher meeting we will be carving pumpkins for a contest. Brandon will be putting it on Facebook live as well. Pumpkins will be displayed on Friday when the students come in. We are coming up on our 2nd core virtue assembly which will be paired with honor roll on Thursday for middle school. Elementary will be on Friday. K and 1st teachers were concerned about honor roll being too focused on academic, so we are adding the bear paw award for growth. Nicole mentioned that we are also bringing in staff recognition at this assembly. We have asked staff to nominate each other based on the monthly virtue. We also have some stuffed animal grizzly bears with notecards attached to them. Starting this week, we will start passing around the grizzly bear to acknowledge great things, after it leaves the principals hands it will be in staff hands to pass around. Nicole updated on the cub scout project, she reached out to see if they could do a clean-up in the back of the school. She has not heard back and will follow up again. Brandon mentioned that due to the latest covid restriction of groups limited to 10 and under and only 2 families, boy scouts has canceled meetings at this time. Starting today, we have a formal/fun announcement script that we will be doing every morning. Nicole and Melissa will be taking turns on this each morning. We are also going to add celebrating diversity with Latin heritage month. We are also working on creating committees. This week we are going to be looking at roles and responsibilities for each committee. Elementary will have Eureka training in December. There is a survey that is ready to go out soon that will ask teachers what their PD needs/requests are. Marcia commented that we will be at 727 for count day. Marcia also added that we will send intent to return forms in a couple months but the average retention has been at 76% over recent years. Based on our count if we maintain that retention level we will have about 511 students, so we should work on continuing to grow our enrollment through the year. Jen commented that we were notified on Thursday that the district will be charging us \$20K to true up for last school years expenses. This was not in factored into our budget or the September Trend Report. At this point we are not out of the woods financially. Although we are expecting our count to be 727 and that is higher than our original budget, we also had the 5% reduction in funding that was not included in the budget. Those two items together offset each other well. However, CARES Act federal funding is only available until Dec 31st, however we do not know how long we will need

to continue the additional janitorial expense that is a significant expense each month. We also have been told to expect a cut to funding for next year and potentially could see a mid year rescission depending on state funding when the joint budget committee meets in January

11. Discussion Items:

- a. **School Leadership** (6:46pm) – Staff and families were notified over fall break that Nicole and Melissa are now the interim principals. That decision was made at the beginning of fall break to transition away from prior leadership based on a few factors. The board is really excited for the direction the school is headed under the leadership of Melissa and Nicole.
 - b. **Principal/Head of School Hiring Committee** (6:48pm) – By law we are required to have a committee and follow some rules for hiring school leadership. We will be doing a nationwide search that may take some time to complete.
 - c. **3rd Quarter Return to Learn** (6:49pm) – Nicole commented that we have created a survey that is ready to go out to parents asking about masks and return to learn option for January. There will also be a similar survey sent to staff.
 - d. **Raises and Stipends** (6:51pm) – Chris commented that raises and stipends have been brought up. The board has every intention of doing everything we can to give raises and/or stipends. However, there are some things to consider with the budget and the state funding level. We do understand staff deserve it, however we cannot commit at this time.
 - e. **Contact Hours/Snow Day Plan** (6:52pm) – Already discussed during the dashboard
 - f. **GPA Bank Account** (6:53pm) – We need to remove Scott Hunter from the bank account, as he is no longer an employee of Grand Peak Academy. In addition, we need to add Melissa Maldonado, Nicole Parker and Marcia Billingsley to the bank account.
 - g. **Update Title IX Policy** (6:54pm) – Chris asked that the team please research this month to determine if we need a new policy or if what we have is up to speed.
12. **Board Member Communication** (6:55pm) – Chris sent the board a communication about training offered through the CDE. Brandon commented that we do have a board election running and should be able to announce the winner on Friday.
13. **Other Business** (6:58pm) – None
14. **Adjournment** (6:58pm) –