

**Imagine Classical Academy Indigo Ranch**  
**6464 Peterson Colorado Springs, CO 80923**

Where students are classically trained, culturally literate, and globally prepared.

August Regular Board Meeting  
August 27, 2018 - Room 209

The mission of the Imagine Classical Academy at Indigo Ranch is to positively shape the hearts and minds of our students by providing them with an academically rigorous and content rich curriculum, a learning environment of high expectations for student achievement in which character is modeled and promoted within a collaborative community based on trusting relationships.

The Board shall use the Mission, the Motto and the Six Measures of Excellence (Shared Values, Parent Choice, Academic Growth, Character Education, Economic Sustainability, and School Development) as the filter for all decision making.

1. Call to Order (6:06pm)
2. Roll Call (6:06pm) – Chris Dempsey, Michael Phillipich, Jen Reishus & Brandon Henry. Also present, Nancy Box, Frank Fowler, Scott Hunter, Dan Speer, Gracee Liggett, Lucy Nelson, Valerie O'Brien and Stephan Teague
3. Pledge of Allegiance (6:06pm)
4. Mission Statement (6:07pm)
5. Approval of Board Meeting Minutes (6:07pm) – Brandon Henry motioned to approve board minutes from May 14, May 21, May 23 and June 28 as presented. Jen Reishus seconded the motion. Motion passes 4-0, Approved as presented
6. Comments from the Public – (6:07pm) None
7. Swearing in of New Board Member - Mr. Stephen Teague (6:07pm) – Chris Dempsey gave the oath of office to Stephen Teague.
8. Treasurer's/Business Manager's Report on Trend (6:10pm)- Jen Reishus reviewed the student count that was originally budgeted as well as where the school is currently. No major news to report otherwise.
9. Dashboard (Principal's Report) (6:13pm) – Frank Fowler reviewed math and reading scores. Discussed our strengths with primary literacy and growth. Attributed our slight decline of scores to the loss of staff that happened last year, primarily our academic coach and paras. Talked about our writing scores showing as a weakness. Adding Dan Speer to the office as Dean of Students and Gracee Liggett focusing on coaching will help to improve our scores. Implemented Write Now Right Now to strengthen our writing. Chris Dempsey questioned what we attribute the recent decrease in test scores to specifically. Frank stated it was attributed to the loss of staff as well lack of time he was able to spend in the classrooms. Chris questioned how all areas would be reduced by loss of paras and what our plan is from here. We added the writing program, added ALEKs for middle school. Looking at adding ALEKs to 4-5<sup>th</sup> as well as a stronger interactive writing program. Mike Phillipich would like to see a list of wants and cuts for the next meeting depending on where we end up with student count and how those suggestions will impact test scores and progress. Chris reminded us that our budget needs to support improved instruction and test scores.
10. Accountability Committee Report (6:32pm) – The SAC team met this afternoon. Lisa Baker, SAC President was unable to attend today. Have rebuilt the SAC with some new members this school year. Discussed test data, trend and explained the MLO process and what we might request for spending this year.
11. Regional Report (6:34pm) – Nancy reported on regional matters. Noted that a CMAS alert was received. She has corresponded with Andy Franko about it and is in the process of handling it. There is an app in the works for safety from the national team. Still working on the OCR concern, nothing to report other than it is ongoing. Working on policy around cyber and security privacy laws. Boring holes were completed in mid June, will discuss further later in the meeting. Planning stages for discussing academic goals and leadership goals. Colorado principals meeting happened last week. Tomorrow is a systems review meeting as well as school excellence plan. Held a Title 9 professional development training in May. Annual joint professional development training day will be held this Friday at the Firestone campus, will focus on written expression. There is a new online module for Imagine University that covers restorative practice.

## 12. Discussion Items

- A. Board Meeting Dates (6:40pm) – Future board meetings will be held the last Monday of every month, with the exception of December. The date in November is tentative.
- B. Bylaws/Board Policy Manual
- a. Tuition Discount Policy (2nd Reading) (6:47pm) Trying to find ways to entice people to apply for board positions by offering a tuition discount to potential board members.
  - b. Board Expense Policy (2nd Reading) (6:44pm) Only change is wording around expense policy that originally specified following the district policy. Change to follow IRS guidelines versus district policy so that we are not tied to a policy that could change if the local district board decides to make a change.
  - c. Financial/Economic Sustainability Policy (2<sup>nd</sup> Reading) (6:47pm) Goal is to try to maintain a balanced budget and to maintain proper income to debt service ratio to obtain better financing rates in the future.
  - d. Status of Principal/Assistant Principal Bylaws/Board Policy Manual Review (6:49pm) Brandon would like to receive the policy updates. Frank will get with Nancy on a few questions around the policy manual updates prior to submitting them to the board.
- C. Grand Peak Academy
- a. Groundbreaking (6:51pm) – Scheduled for September 12<sup>th</sup> at 6pm. Working with a marketing group to handle the details. Invitations will be going out tomorrow. There will be a press release sent out this week. Hopefully will have media coverage for the ground breaking. Brandon also set up a facebook page to share news and info on the new school.
- D. Water Mitigation (6:55pm) – Nancy discussed that the report stated it is what it is, the only avenue forward is to fix it with a French drain. Chris explained that the repairs still need to be made, but we are unsure how to proceed. Nancy will set up a discussion with Monte to determine how to move forward.
- E. Consulting Services for GPA 2019-2020 SY
- a. Strategic Planning & Employment Requisitions (6:57pm) Amy Slothower is a consultant that is helping with strategic planning for this school as well as the new school. She has offered a proposal for an off-site meeting with school leadership and board members for a plan to encompass 3-5 years. Amy will be working on drafting the positions fairly soon. In the past Eric Hall has mentioned a plan of February/March to complete the staff positions and hiring. The board would like to move forward with the Athletic Director first. Chris has committed to staff knowing if they have positions at the new school by Spring Break. Brandon discussed that it is very important to be clear with staff that it is a legal requirement to post all the jobs and have all employees interview. This move does not mean there will be a complete turnover for the staff, it is merely a requirement. Chris envisions February will be when we are wrapping up the hiring ideally. Chris commented that we are a family, we will take care of our own. We will do our best to take care of our own and have no plans to throw out all of the staff and start over.
- F. Training
- a. Board Modules
    - i. Brandon & Jen Status (7:07pm) Board members have 12 months to complete the board training modules. Brandon will send the link to Jen and Stephan.
- G. Final Amended Budget for 2017-2018 SY (7:09pm) – Valerie noted that the amended budget captures all the actual expenses from 2017-2018.
- H. School/Preschool Bank Accounts (7:11pm) The new preschool account is open, however no users can view it when they log in to the Chase account. Jen will reach out to Chase to get that cleared up.

## 13. Vote to Adjourn to Executive Session (7:13pm)

### Executive Session

- C.R.S. 24-6-402(4)(e)

- (e) (I) Determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators.

14. Vote to Adjourn from Executive Session (7:41pm)

15. Action Items (*Items that are for Board Approval by vote, which may require Board discussion.*)

- Tuition Discount Policy (7:41pm) Brandon motioned to approve. Jen seconded the motion. No discussion. Motion passes 3-0 with Stephan and Michael abstaining the vote.
- Board Expense Policy (7:42pm) Brandon motion to approve as presented. Jen seconded the motion. No discussion. Motion passes 4-0 with Stephan abstaining.
- Financial/Economic Sustainability Policy (7:43) Brandon motioned to approve as presented. Jen seconded the motion. No discussion. Motion passes 4-0 with Stephen abstaining.
- Final Amended Budget for 2017-2018 SY(7:44pm) Michael motioned to approve as presented, Brandon seconded the motion. Motion passes 4-0 with Stephan abstaining.
- Anything from Executive Session requiring a vote (7:44pm) none

16. Board Member Communication – Brandon will get Stephan’s board email set up and access to the Board drive. Brandon also wondered if board members could have badges or name plates to wear when they are in the building. Mike has already talked with Chelsea who is making badges similar to staff for them to wear. Mike would like other board members to come up with estimated expenses. Mike will be deploying in January and would like the other board members to discuss how to handle that, if he needs to resign or handle it some other way.

17. Other Business None

18. Adjournment (7:51pm)

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

### **PARTICIPATION IN MEETINGS:**

*Board meetings are generally a time for the Board to hear from the Principal, other senior administration representatives, and those who are scheduled to make presentations on selected topics. Colorado law prohibits the Board from discussing public business other than during public meetings or executive sessions (see below). Therefore, these public sessions are working sessions of the Board that are intended to provide interaction between Board members and administration in an effort to reach decisions on a wide variety of issues. With rare exception, these meetings are not the best place for initial discussion to take place. New initiatives or proposals should typically be discussed first with administration and a formal proposal prepared for presentation at a time when the item can be scheduled on the agenda. Nevertheless, there are times when the Board is discussing a proposal that certain individuals attending the meeting can provide valuable insight, expertise and perspective to assist the Board in making wise and well-informed decisions. Generally, those involved in bringing forth an idea, and those most active in the process of researching and presenting a proposal, will be the ones most likely to be called upon for input during the Board's discussion. In addition, senior administration officials and representatives from other active task forces will be relied upon for their perspective concerning a particular proposal and the impact it will have on various constituencies.*

### **OPEN FORUM/COMMENTS FROM THE PUBLIC:**

*During each meeting, the Board sets aside a period of time when anyone who wishes to do so may make a brief statement or mini-presentation to the Board on a non-agenda item. The Board will take these comments and suggestions under consideration, but will typically not have adequate time in the schedule or enough information to be able to make a decision or respond during the meeting. The Board may choose to refer such items to the administration for research and the possible future preparation of a recommended course of action to be considered at a later meeting. Open meeting forum is not a time to discuss students, staff, or parents by name.*

### **OTHER VENUES FOR IDEAS AND SUGGESTIONS:**

*New ideas and suggestions are often best handled by contacting the administration. In addition, there are a*

*number of other venues where interested individuals are encouraged to bring forth ideas and suggestions. These include, but are not limited to, Student Character Council; Parents Teachers Organizations (PTOs), Town Hall Meetings, Principal's Coffees, regularly scheduled parent meetings, and various Task Forces. Proposals which are brought forth through groups such as these, in close cooperation with the administration, are typically organized in a manner that make them easier for the Board to properly consider them and make well-informed decisions.*

**EXECUTIVE SESSIONS:**

*While the law requires that most Board meetings be open to the public, the Board may meet in a private, "executive" session to consider the following types of matters: (i) purchase or sale of real estate; (ii) conferences with an attorney for the purpose of receiving legal advice; (iii) matters required to be kept confidential by federal or state laws or regulations; (iv) specialized details of security arrangements or investigations; (v) determination of positions relative to contract negotiations; (vi) personnel matters; (vii) consideration of documents protected by the Open Records Act; and (viii) discussion of most individual student matters.*