

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

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

[September Regular Board Meeting](#)  
[September 24, 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 (6:00pm)
2. Roll Call (6:00pm) – Chris Dempsey, Mike Phillipich, Jen Reishus, Brandon Henry, Stephen Teague. Also present Frank Fowler, Scott Hunter, Dan Speer, Nancy Box, Monte Lang, Valerie O'Brien
3. Pledge of Allegiance (6:01pm)
4. Mission Statement (6:01pm)
5. Approval of September Board Agenda (6:01pm) Chris Dempsey added the Facilities Plan as Agenda Item 13B. Mike Phillipich motioned to approve the agenda as presented with the change Chris requested. Stephen Teague seconded the motion. Motions passed 5-0.
6. iConnect Zone Superintendent (6:02pm) – Andy Franko came to discuss the renewal process. He reviewed the conditional approval last year, stating that the contract was renewed until June 30, 2019. The district is interested in a 5 year contract once conditions from the previous renewal are met, such as discussion around education management provider, grievance policy, preschool financially separated from main school, principal review, governance training and student registration thru D49 as well as waiver requests. Most items have been dealt with and Andy appreciates the process the board has taken. The district is asking for a board presentation addressing those items within the resolution specifically. Andy Franko and Denise Mund will conduct a site review October 29<sup>th</sup>. Would like to meet with administration as well as some board members. At that point they will discuss items that are in play, items such as moving the school should also be included in the presentation. Keep in mind that you are presenting to the board as well as the community, who may not be aware of the move. Plan to present at the work session November 28<sup>th</sup>. Administration will present a recommendation for action at the December board meeting. Decision should be made and ready to move forward with contract by January. Chris Dempsey noted that the only outstanding items are the facilities plan which will have a first read tonight as well as the grievance policy. Presentation should be a 10 min PowerPoint addressing the items that were outstanding from previous charter renewal process. Include high level version of facilities plan as part of the plan. Discusses APR in good standing after Improvement standing from previous review. Received school performance framework from CDE, also a positive step for this year.
7. Approval of August Board Meeting Minutes (6:11pm) Brandon Henry motioned to approve, Mike Phillipich seconded. Motion passed 5-0
8. Comments from the Public (6:11pm) – Robert Bresnahan, 3<sup>rd</sup> year at school with kindergarten and 2<sup>nd</sup> grade sons. Referenced letter that was sent to the board concerning his 2<sup>nd</sup> grade son and a situation that occurred with another child. The board will evaluate the concern, discuss with administration and will follow up.  
  
Gracee Liggett (6:20pm) - When will staff receive guidance for move, receive boxes, paid for extra days to pack, job descriptions, salary, benefits and costs associated.
9. Treasurer's/Business Manager's Report on Trend (6:22pm) – Jen Reishus presented the trend report. She discussed legal costs to date, FTE, increase of indirect costs. Mike Phillipich asked if a wish list/cut list had been provided yet. At this point a wants/needs list was provided on the dashboard. Frank will work on a cut list for the next meeting.
10. Dashboard (Principal's Report) (6:28pm) – Frank noted that we are a performance school. He would like to see higher levels of achievement, but are currently approaching in growth. Last year we saw significant growth, would like to see higher level performance in elementary. Middle school growth is approaching however achievements are lower. Frank discussed why ALEKS will be a good tool to improve these scores because it meets kids where they are at. For

English last year we invested a significant amount of training into a teacher who is no longer here. There is more coaching starting with the new teacher in that position this year. Frank moved on to the wish list that was requested, however he did not realize there was a request for a cut list as well. Mike Phillipich reviewed that he would like a wish list/cut list on a regular basis that is handled as a business discussion on a regular basis year end and year out.

11. Accountability Committee Report (6:37pm) Chris would like the staff and SAC to be asked about the school teaching German vs Latin vs Spanish
12. Regional Report (6:39pm) – Nancy Box explained that the Colorado region decided to split the professional development last month between the two campuses. There was a systems review done at the end of the month which led to a planned enhancement to math development. Nancy and Frank are working on his evaluation, planning to meet soon about the self-evaluation. Chris asked if Nancy was contacted regarding the Bresnahan situation. She did receive a few details but was not asked to provide any further information and was not asked to contact the parents. The parents did not reach out to her as well. Mike Phillipich requested that given concerns raised tonight, Nancy should reach out to legal to discuss what implications may happen concerning this situation. Nancy will follow up on the details and review at the meeting next month. There will be an executive session next month to discuss further. Chris also asked if Nancy was involved in any of the recent hiring and teachers leaving. Nancy stated that she was not given much information. She was not involved in any of the hiring, has not seen their resumes. Chris asked if she is aware if the teachers are highly qualified. Nancy noted that it is not policy for the principal to review a hiring with her. Monte noted that Imagine should be involved in the hiring process, particularly if there are concerns around qualifications. Nancy noted that written expression is a focus for improvement to effect testing going forward. Chris mentioned we still want marketing support we just did not like that particular offer of support. Mike Phillipich does not want to see the same report of no marketing support and MAS 500 every month.
13. Discussion Items
  - A. Grievance Policy 1<sup>st</sup> Reading (6:53pm) Chris reviewed that the board must provide a grievance policy by June 1. This was delayed due to the building/moving process. This was needed due to the plethora of complaints received last year. Action has been in progress since April to create this policy. Policy I-JK, will check with Nancy for exact policy numbering. Chris would like to propose a 5 day timeline to follow up, though not necessarily fix the problem in full within that 5 day timeline. Brandon recommended we change Principal to Dean of Students, adding an extra layer to address concerns from Dean of Students to Principal and then to Nancy with Imagine. Also to change board members names to their titles. Nancy commented that the policy should be I-KEI. There will be another read at the next board meeting.
  - B. Facilities Plan (7:01pm) D49 requested a facilities plan to include grounds, building condition, what we are trying to provide our students, as well as fiscal responsibility in relation to facilities. Mike Phillipich would appreciate constructive commentary before the next meeting regarding this policy.
  - C. Extended School Hours (7:03pm) Chris Dempsey has been approached about lunch and kids being rushed, not enough time to finish eating. He wanted to discuss the option of having the school day extended to allow for longer lunches. Mike Phillipich has been approached by 5 or 6 families in the first couple weeks of school about their children coming home hungry. Would like us to discuss extending lunch period so that children can have enough time to eat. Dan noted that we have time constraints because of the shared gym/lunch room and next year when the building is not sharing the space we have more options for lunch periods. Chris Dempsey asked for Nancy's feedback and she mentioned that it can be a delicate balance because too much time can lead to more socialization, not necessarily more time to eat. She suggested Frank and Scott look into this further and provide feedback for the next meeting. Doris noted that she has a number of students that see her with tummy aches because they are eating too fast.
  - D. Water Mitigation (7:13pm) Monte, Carl Huber and Chris Dempsey discussed the French drain repairs. In summary it is the boards' responsibility because the building must be returned in the same condition as received per the lease. Chris will talk with Eric Hall about this situation further.
  - E. Mill Levy Override (MLO) 3B (7:17pm) The school will receive 60% of the MLO funding now and the other 40% in April. The amount available now it approx. \$44k. SAC has approved the wish list, which Frank will take to the DACC next month for approval. Once approved we will purchase quickly. Brandon suggested we purchase all the Chromebooks in bulk rather than split the purchase between now and April to allow for improved pricing. There is a slight risk that the second portion of the MLO will not be approved, the board is okay with taking on this risk because of the need of the school.
  - F. Annual Performance Report (APR) (7:25pm) Frank mentioned that he does not need to belabor the APR report. He noted that section 3B has a comment section concerning the board review of Imagine. It was an oversight from Andy Franco, which was removed after a discussion between Frank and Andy. That has been removed and

is now green. Chris noted this year is an improvement over last year. Mike suggested if there are areas we do not understand the rating, then there should be discussion with Andy Franko to clear up the issues. Frank noted that he does not have any questions to go back to Andy Franco about for this years APR.

- G. State Waivers (7:35pm) Frank would like to have the nutrition services waiver as an option in place in case we decide at a later date to move away from the district for lunch services. At this point it is not a direction we want to go in but it is a good idea to have the waiver approved. Nancy noted that these waivers only need to be approved at the beginning of new contracts with the district at charter renewal.
  - H. School Calendar for 2019-2020 SY (7:43pm) Dan Speer presented the proposed 2019-2020 school calendar. Main goal was to maintain our rigor, with major discussion around maintaining parent relationships, maintaining staff development and student contact hours. Task force met, then administration met, was also presented to staff as a whole. Overwhelmingly staff as a whole agreed to the changes. Main changes will increase daily contact hours, as well as increase fall break to 2 weeks. This adds 5 fewer staff days, but gives students an increase of 20 contact hours from the student schedule. The board would like to have a short survey sent out to parents to pick either the standard calendar or the proposed calendar for next year. Will discuss results at next meeting.
  - I. State Testing Scores (8:08pm) – Have done a systems review and a root cause analysis. Have talked in depth with teachers for feedback, we are adding PLCs (professional learning committee) to create constant intentional conversations with teachers. Adding ALEKS is another piece to improve testing scores. Mike Phillipich noted that we have been below state testing averages the past 3 years, he would like to see the next 3 years to be above those standards.
  - J. Consulting Services for GPA 2019-2020 SY (8:18pm) – Chris Dempsey noted they have been in contact with Amy S. for consulting services. She is assisting with finding the right benefits, creating a system for hiring process as well as job descriptions and an organizational chart. She is working the process now and will be reaching out for a number of interviews for this process. Also working with Barry Rowland of Carney Sando for a head of schools hire, which could be a national search or could be handled locally. Brandon noted that there needs to be a GPA board of directors. Mike Phillipich noted that they are the GPA board, the only change will be the name. There is no need for a new bylaws or anything else. Brandon suggested that parts of the board meeting may need to be sectioned out to discuss GPA business.
  - K. Bylaws/Board Policy Manual (8:30pm) Nancy and Scott are working on the board policy manual. In their process they have found more questions than suggestions/changes. Scott is still reviewing, has made comments and suggestions. They are working to compare the board policy to our current school policy. Frank noted this was a board policy and it is a lot for the school leaders to review and revise. Chris noted that the board has already made changes to the policies that are board related, the school leaders should be reviewing and revising policies that pertain to education, discipline etc.
  - L. Training (8:37pm) Jen has finished the board training modules. Brandon has till March 2019 and Stephen has till August 2019.
  - M. Board Expense Policy (8:38pm) Mike noted that they need to discuss in a future work session an amount for board expenses.
  - N. D49 Busing (8:39pm) Mike Phillipich asked if the district currently provides busing to the school. Valerie noted that there is a district school but that picks up approx. 30-40 kids up at the school and buses them to various bus stops and neighborhoods in the district. The Board was unaware of this and will discuss with the district further concerning busing for the new school
14. Vote to Adjourn to Executive Session (8:41pm) Mike Phillipich motioned to vote to adjourn to executive session. Jen seconded the motion. Vote passes 5-0

### **Executive Session**

- **C.R.S. 24-6-402(4)(e)(f)(I)**
    - (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).
15. Vote to Adjourn from Executive Session (10:06pm) Mike motioned to vote to adjourn from executive session. Jen

seconded the motion. Vote passes 5-0.

16. Action Items

- A. State Waiver – Nutrition (10:07pm) Brandon Henry motioned to vote on state waiver CRS 22-32 for nutrition services as presented. Mike Phillipich seconded the motion. Vote passes 5-0.
- B. MLO 3B Spending – Brandon Henry motioned to vote on the MLO 3B spending as presented. Mike Phillipich seconded the motion. Vote passes 5-0
- C. Anything from Executive Session requiring a vote - none

17. Board Member Communication – Located in folder on google drive

18. Other Business – Brandon Henry noted that the volunteer tech writer bailed in March or April. Note that we will need a new website for Grand Peak Academy. Chelsea forwarded info for the company that built the ICA website and app. Brandon feels we are being overcharged for those services. Brandon can rebuild both. There may be a conflict of interest but Brandon could recuse himself from the vote. Noted there is a woman from Black Forrest Magazine. Placing an ad in this magazine will reach 3000 families.

19. Adjournment – (10:15pm)

20. 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.*