



## Board Meeting Agenda

July 5, 2022 – 6:00 pm

<https://zoom.us/j/97257927866?pwd=SUdpd2x2aE9hcHQ2a1Q0bVFOcFh0QT09>

Meeting ID: 972 5792 7866

Passcode: 92Gesn

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 (6:03 PM)
  - Announcement: Jennifer Pelham has resigned from the Grand Peak Academy Board of Directors
2. Mission Statement (6:03 PM)
3. Roll Call (6:04 PM) Anthony Hall (Board Member), Jen Reishus (Treasurer), Jeremy Rickard (Board Member / Acting Secretary), Brandon Henry (Vice President), Chris Dempsey (President). Not Present - Jennifer Pelham (Resigned)
4. Approval of July 5, 2022 Board Agenda (6:05 PM) Brandon motioned to approve the board agenda. Second by Anthony Hall. Jeremy asked if we needed to amend to discuss Jennifer Pelham resignation. Chris stated no, that it was included in the call to order. Motion Passes 5-0
5. Approval of June 11, 2022 Board Minutes (6:06 PM) Brandon motioned to approve the June 11<sup>th</sup> Board Meeting Minutes. Jennifer Reishus 2<sup>nd</sup>. Motion passes 5-0
6. Discussion Items (6:06 PM)
  - a. Clarity to Dress Code – Family Handbook
    - a. Chris: Not voting on changes
    - b. Amanda: worked with Caitlin to clarify what was written, ran by nicole. Also starting to put together some example pictures per recommendation from Caitlin.
    - c. Amanda reviewed updates, content included: shirts need to be correct polo color or white button down oxford, Material for pants highlighted, skirts/skorts/jumper/dresses clarified, socks, tights, leggings, shoes, belts, accessories/jewelry, headwear/hair, Jeans
    - d. Pictures might not need to be included
    - e. Anthony: I like the pictures. Do we have rules about head scarves, etc.
    - f. Amanda: culturally appropriate things don't need to be included
    - g. Anthony: skirts or shorts w/o shorts built in?
    - h. Amanda: up to middle school needs clarity, need to have something under
    - i. Nicole: a parent was offended by the language, it should just be allowed. By taking that wording out, we are not saying that it is prohibited. Anthony, should we add wording?
    - j. Anthony: I just wasn't sure if we need to include it to be more inclusive. So maybe a bullet point saying we allow culturally appropriate and that's ok.
    - k. Chris: opening a can of words?

- l. Brandon: schools were sued in Denver, we can say we are in compliance with crown(?) act.
- m. Chris: we can just say crown act applies
- n. Amanda: blurb in handbook has general guidelines. These were just specifics. We could add wording to that section if we want to address it culturally appropriate.
- o. Anthony: a bullet point that says see section X.Y
- p. Brandon: looks like hoodies are going away?
- q. Nicole: Marcia does tours and parents see hoodies and ask about dress code. Hoodies kind of go around the dress code. It became a daily wear, too casual. Free dress days ok, etc.
- r. Amanda: became a gray area for teachers.
- s. Nicole: wear solid color hoodie with a logo and distracting and grey area about size of logo. This makes it more objective. Makes it clearer, better dress code uniformity.
- t. Nicole: i think we should leave pictures in the handbook.
- u. Amanda: in the past we had a widget on website that would link to dress code. Can we do that again?
- v. Brandon: also put it on mobile app. Anything else we can add.

b. School Safety

- a. Chris: a few teachers asked about concealed carry. Don't want to leave lives in hands of who ever. Brought up to nicole and eric. Nicole and team did some research and will share thoughts
- b. Nicole: after the texas shooting <lost audio>, we walked school and talked about what we could do. School shooters don't typically come in front door. Our front door is safest. Other doors have less restriction and grant full access. Hallways are now closed off, they were always propped open. Now closed. Key card reader ~10K, so 1000\$ and we rekeyed the doors so we can keep them closed and locked. Kinder and bathroom didn't lock but that's where they shelter. So doors are having locks installed up high so kids can't reach but adults can. Removing all door stops off exterior doors. Most intruders get in by propped doors. Alarm company adding sensor on doors to alert if a door left open more than 60 seconds. On historical video we see doors propped open for extended periods of time. When it comes to staff self carrying: do not agree with allowing staff to carry in school. Emotional response during times of emergency that aren't actually emergency, don't expect to properly respond. If carrying, expectation to respond. Want someone who is trained to be there to protect, would rather find a financial way to hire a security/safety person to be on campus. Not staff members.
- c. Brandon: federal gun free zone? Can't actually get it done?
- d. Nicole: some schools have done it, eric sent list of things we would need to do
- e. Anthony: too many negatives
- f. Nicole: it would act like a deterrent, but how often would they come in through that door? Feel like if we have a trained person, would feel better and have less anxiety.
- g. Anthony: how would kids respond to that? Knowing their teacher might have a gun, too many risks
- h. Caitlin: echo what nicole said. Lots of time spent reviewing physical security and learned a lot. Re-evaluating how we allow people in, no more "come on in". Immediately putting things in place to make building safer.

- i. Chris: is there a plan for a security guard? Or down the road?
  - j. Nicole: im not sure it's possible even this school year. We'll keep it in the list as a priority
  - k. Shannon: from budget perspective, I think GPA could afford and we could get quotes.
  - l. Jodi: other possibility - sharing an SRO with other schools, talk to district about options that are available.
  - m. Brandon: parents should be aware of the change.
  - n. Nicole: agree, and the friendly come on in has been the way we've worked and we need to start asking that question and determine what people are there for before letting them in.
  - o. Anthony: are there requirements for security person? Insurance policy etc? Or could retired police officer come into the school.
  - p. Nicole: lots more work to do before we can get there
  - q. Shannon: GPA directly employed, insurance would cost about 5000\$ plus additional policies. If you get outside agency, they would carry insurance. Average directly employed security guard: 40-60K. Another agency: 60-85. If you go that route, would recommend to hire a company.
- c. Updates to the GPA Employee Handbook 2022\_2023 - 2nd Reading
    - a. Shannon: nothing changed since first reading. Biggest overall changes: changes to PTO policy, other compliance changes and policies up to date w/ legislation.
  - d. Updates to the GPA Preschool Amended Operating Agreement - 2nd Reading
    - a. Shannon: recap: original agreement very vague on GPA responsibilities. Biggest change here is clarifying preschool staff paid from preschool funds.
  - e. Updates to the 4th Amended and Restated Bylaws - 2nd Reading
    - a. Chris: lots of administrative editing and cleanup. Main changes are community members vs parent representatives, board appointed and parent appointed. Change 1 community member -> majority parent. If we approve the change tonight we will be out of compliance. Jeremy and Anthony parents, jen, chris, brandon community. We can work on filling seats.
    - b. Brandon: We can take action right away and put notice out to fill seats.
    - c. Jeremy: Jennifer and I were appointed, Frank elected.
    - d. Chris: per bylaws the president, VP, secretary and treasurer need to be elected. Any questions about what will be 5th amended bylaws?
  - f. Fingerprint and Background Check Policy for Employees of and Volunteers at GPA - 2nd Reading
    - a. Shannon: pretty boiler plate but clarifies all staff need to be fingerprinted on GPA number and puts procedure into policy.
    - b. Chris: Jeremy still needs a badge.
  - g. GPA Grievance Policy - 2nd Reading
    - a. Shannon: just provides a clear process for families or teachers or other stakeholders to figure out what to do if they have grievances. Should post it on the website.

## 7. Action Items (6:59)

- a. School Safety
  - a. No action to take as nothing to approve. Will revisit if an SRO is needed
- b. GPA Employee Handbook 2022\_2023 – Brandon motioned to approve the GPA Employee Handbook for 2022-2023. Seconded by Anthony. Motion passes 5-0

- c. GPA Preschool Operating Agreement - Brandon motioned to approve the GPA preschool operating agreement. Anthony seconded. Motion passes 5-0
- d. 5th Amended and Restated Bylaws - Brandon motioned to approve the 5<sup>th</sup> amended and restated bylaws. Anthony seconded. Motion passes 5-0
- e. Fingerprint and Background Check Policy for Employees of and Volunteers at GPA – Brandon motioned to approve the Fingerprint and Background check policy for employees of and volunteers at GPA. Anthony seconded. Motion passes 5-0
- f. GPA Grievance Policy – Brandon motioned to adopt the GPA Grievance policy. Anthony seconded. Motion passes 5-0

#### 8. Other Business

\* Brandon mentioned that GPA mailers were sent. 10,000 to go out, TBD date on actually hitting mail. Anthony mentioned there will be corresponding Radio and Facebook Ad Campaigns as well. Brandon indicated that the banner for the pride soccer field proof would be ready soon. They were able to take advantage of a 4<sup>th</sup> of July sale and get it for \$100. Jodi asked if there would be an invoice, Chris said we would just need to send them a check.

\* Chris indicated our next focus should be electing new board members and when school starts we need to push hard for candidates to run.

#### 9. Adjournment (7:09 PM)