



The Academy

11800 Lowell Boulevard, Westminster, CO 80031-5097 (Main Campus)
12161 Park Centre Drive, Westminster, CO 80234-2782 (North Campus)
Phone: 303-289-8088 Fax: 303-289-8087 Website: www.theacademyk12.org

“Pursuing Truth, Wisdom, Excellence”

Mission Statement: “The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.”

THE ACADEMY

Board of Directors

Executive Work Session

Monday, January 25, 2021

5:30 pm – 6:55 pm

Public business may be discussed during this session. No votes will be taken at this Executive Work Session.

AGENDA

- February Data Presentation – *Expectation: The board will clarify their expectations for principals to present mid-year data in February.* 15 minutes
 - [CEO Mid-Year Evaluation](#) - *Expectation: The board will clarify their expectations for providing mid-year evaluation feedback to the CEO in February.* 15 minutes
 - [Dress Code](#) – *Expectation: The board will provide the CEO with its feedback on responding to a letter recently presented to them by a group of high school students.* 15 minutes
 - Middle School Structure – *Expectation: The CEO will update the board on continued adjustments to the 6th-8th grade structure.* 10 minutes
 - Visioning Process – *Expectation: The board will provide final input on the proposed process to update the school vision.* 10 minutes
 - Communications Role for Board – *Expectation: The board will discuss their communications goals for 21-22 to be included in the development of the strategic marketing plan.* 10 minutes
 - Title IX – *Expectations: The board will review their role in Title IX compliance following the initial training in which some members participated.* 10 minutes
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THE ACADEMY
Board of Directors

Board Meeting
Monday, January 25, 2021, 7:00 pm

Consent Agenda	
Moved By	
2 nd By	
Action	

Y/N/P/A	Name
	Drewlow, S
	Klenjoski, D
	Miller-Carlson, T.
	Sanchez, K
	Stock, M.
	Walsh, B
	Weaver, G

- I. Open Meeting
- II. Invocation and Pledge of Allegiance
Invocation Disclaimer: *It is customary for The Board to open all meetings with an Invocation and Pledge of Allegiance. Anyone offended by this may leave the room during this time or may choose not to participate during this time, after which you may return.*
- III. Consent Agenda – *Expectation: Review previous minutes and identify areas where clarification or corrections are needed. Review current agenda and identify/ discuss any potential additional agenda items.*
 - a. Approve Agenda
 - b. Approval of [December 14, 2020 Minutes](#)
- IV. Public Comment – *Expectation: Listen and consider any public comment. Board will discuss as any potential responses as a Board at a later time.*
The chairperson will recognize anyone who signs the request form before the meeting time. Public comment and input shall be limited to fifteen minutes total, ten minutes per topic, and 3 – 5 minutes per speaker. Neither Board members nor Academy staff is obligated to respond to comments or input. The Board will provide a written response as deemed appropriate.
- V. PTO Report – *Expectation: Review any written or oral PTO report presented.*
 - a. No meeting this month
- VI. Reports from Director, Principals, and Committees
 - a. [CEO Report](#) – *Expectation: Review CEO report and ask questions as needed.*
 - b. Committee Reports – *Expectation: Committee chairs will update the board on progress with each committee.*
 - i. [Finance & Operations](#)
 - ii. SACademic – no meeting this month
- VII. Presentation/Discussion
 1. Work Session Summary – *Expectation: The board Chair will summarize the topics discussed during the work session prior to this formal meeting.*
- VIII. Executive Summary
 1. [October Count Budget Modification](#)
Motion to approve October Count Budget Modification
 2. [2021-2022 School Calendar Approval](#)
Motion to approve the 2021-2022 School calendar
 3. [Sunflower Bank authorization Resolution](#)
Motion to approve the Sunflower Bank authorization

IX. Board Meeting Self Scoring - – *Expectation: Board members discuss the meeting and provide feedback to the CEO to improve the process and meeting efficiency moving forward.*

Scoring Rubric	
1	Unsatisfactory
2	Satisfactory, looking for significant improvement
3	Satisfactory, improving but still below expectations
4	Efficient meeting, meets expectations

X. Adjourn Meeting



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THE ACADEMY
Board of Directors
Board Meeting Minutes
Monday, December 14, 2020



Board Members Present

Kevin Sanchez - Chairperson
Tamela Miller-Carlson - Board Member
Greg Weaver - Board Member
Brad Walsh - Board Member
Dan Klenjoski - Board Member
Michael Stock - Board Member
Sarah Drewlow - Secretary

Also Present

Brent Reckman - Chief Executive Officer
Mark Wilson - Chief Operations Officer

Minutes of the regular Board meeting of The Academy held at 11800 Lowell Blvd., Westminster, CO 80031 in Adams County on December 14, 2020.

I. Open Meeting

A quorum being present, Mr. Sanchez called the meeting to order at 7:00 pm and gave the following disclaimer:

Invocation Disclaimer: *It is customary for The Board to open all meetings with an Invocation and Pledge of Allegiance. Anyone offended by this may leave the room during this time or may choose not to participate during this time, after which you may return.*

II. Invocation and Pledge of Allegiance

Mr. Sanchez opened the meeting with an invocation and the Pledge of Allegiance.

III. Consent Agenda

Mr. Sanchez moved to approve the agenda. This was seconded by Mr. Stock.

Discussion: None

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver

Nays: None

Motion Carried 7 – 0

IV. Public Comment

No questions from the Public at this time.

V. PTO Report – No report this month

VI. Reports from Director, Principals, and Committees

a. Chief Officer's Reports

Reopening update – The board asked about vaccines and once they are available, will they be required in order to attend school. The COVID-19 vaccine will not be included in the list of required school vaccines. It also does not seem likely the school can require it for staff. The board probed if we evaluated how well our full remote program is doing and if there are any possible shortcomings. The plan is to continue with the remote learning structure we have in place. Admin is doing their best to make ongoing improvements, week by week. We have also considered, in the secondary grades, if there are any dramatically different structures that would be a better fit for the students. Currently, we have not come across any so far. Admin will continue to reach out and explore other areas but we have not come across a silver bullet yet.

Health and Safety update – If the school goes back into hybrid learning, the biggest challenge will continue to be adequate staffing in the building. The board asked if there is any indication if school staff will be able to receive the vaccine. School staff are considered essential and will be part of Phase II. Phase I has two parts, health care workers and nursing home residents. Phase II should be available by spring, but we don't know what that means yet. We are guessing it will be March at the earliest. The board was interested if we know what attributed toward the increase in scholarship money. Not sure, however admin will ask the HS Principal if that was normal. The board asked if we are sharing with families, that student GPAs are lower than normal. As is the case, it is easier with the elementary students to be flexible but Admin has adjusted the way we formalize the information to families. At the high school level, it is a little different because of transcripts. So, we have focused on opening our building for targeted students to receive intervention help. The feedback with those students is that we see positive improvements. All we have is qualitative data from the staff saying they have enjoyed being with the students. Furthermore, the board inquired if our system allows more regular progress reporting to families, on where their students are either weekly or monthly. Administration will look into this.

b. Committee Reports

i. Finance & Operations – The board asked about the status of the RISE grant and what if any the financial impact is. The grant was not going to be a financial benefit, but it would be a bonus to add another layer on safety for our building. The board commented that the finance committee is doing a great job with sharing information and are confident in their work.

ii. SACacademic – The board asked what course, if any, these new proposed courses would compete with, and what do we see as competition for this new course. Additionally, what brought about the need for this course and the niche dilemma. The subject is a niche, but we do not know the longevity of the course if he leaves; however, we are open to taking the risk. Currently, we do

not yet know what classes this would compete with, but we plan to test run the interest with the upcoming pathway meeting to gage interest.

VII. Discussion/Presentations

2. October Count Budget Modification
3. 2021-2022 School Calendar
4. Work Session Summary – The board was updated on the tragedy that occurred over the weekend, Cindy Borden gave an overview of the internship program, had a discussion on the upcoming process of the vision of the school and revisited the CEO evaluation.

VIII. Executive Summary

1. Cultural Anthropology 101
Mr. Sanchez moved to approve the Cultural Anthropology 101 course. It was seconded by Mr. Stock.
Discussion: None.
Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 - 0

2. Concurrent Enrollment Credit Adjustment
Mr. Sanchez moved to approve the Concurrent Enrollment Credit adjustment. It was seconded by Mr. Walsh.
Discussion: None.
Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 - 0

3. Advertising Policy
Mr. Sanchez moved to approve the Advertising Policy. It was seconded by Mr. Stock.
Discussion: None.
Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

4. Equal Education Opportunity Policy
Mr. Sanchez moved to approve the Equal Education Opportunity Policy. It was seconded by Mr. Stock.
Discussion: None.
Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

5. Grievance Policy
Mr. Sanchez moved to approve the Grievance Policy. It was seconded by Mr. Stock.
Discussion: None.
Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

6. Harassment Policy

Mr. Sanchez moved to approve the Harassment Policy. It was seconded by Mr. Stock.
Discussion: None.

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

7. Non-Discrimination/Equal Opportunity Policy

Mr. Sanchez moved to approve the Non-Discrimination/Equal Opportunity Policy. It was seconded by Mr. Stock.

Discussion: None.

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

8. State Assessment Opt-out Policy

Mr. Sanchez moved to approve the State Assessment Opt-out Policy. It was seconded by Mr. Stock.

Discussion: None.

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

9. Student Concerns, Complaints and Grievances Policy

Mr. Sanchez moved to approve the Student Concerns, Complaints and Grievances Policy. It was seconded by Mr. Stock.

Discussion: None.

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

10. Board By-laws

Mr. Sanchez moved to approve the Board By-laws. It was seconded by Mr. Stock.
Discussion: None.

Ayes: Drewlow, Klenjoski, Miller-Carlson, Sanchez, Stock, Walsh, Weaver
Nays: None

Motion Carried 7 – 0

IX. Board Meeting Self Scoring

Scoring Rubric	
1	Unsatisfactory
2	Satisfactory, looking for significant improvement
3	Satisfactory, improving but still below expectations
4	Efficient meeting, meets expectations

_____3/4_____

X. Adjourn Meeting

Mr. Sanchez motioned to Adjourn. Mr. Stock seconded. The meeting was adjourned at 8:47 pm via a verbal all aye vote.

[RETURN TO AGENDA](#)



Chief Executive Officer (CEO) Board Report Jan 2021

“Pursuing Truth, Wisdom, Excellence”

Mission Statement: The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.

Reopening Plan Update

Expectation: Updated Reopening Plan shared at August meeting. Discuss implementation to date.

The Academy resumed in-person learning for Pre-K on Tuesday, January 5th, for K-6th on Monday, January 11th, for 7th-8th on Wednesday, January 13th, and for 9th-12th on Tuesday, January 19th. All grade levels returned following the same schedule and structure they left off with in late October. 6th has already announced plans to move from 2 days per week to 4 days per week starting on Monday, February 1st. K-5th has begun discussions about moving from 4 days per week to 5 days per week sometime in the near future. 7th-12th will likely continue to be limited to 2 days per week until we see more significant improvement in community spread of COVID-19 and/or the vaccine becomes widely available to school staff.

The restart of in-person learning has gone smoothly so far. It has been wonderful to have students back in the building, and there has been great positive energy in the air. We have some staff who are still feeling very nervous about the health risks of being back, but everyone has taken a professional, productive attitude. We had to quarantine one Pre-K cohort their first week back, but all Pre-K staff and students are now back in the building. We had to quarantine three cohorts of 6th grade students last weekend due to a positive case with a staff member. Those students should all be back in the building on Monday, January 25th.

Health and Safety Update

Expectation: CEO will update on health and safety precautions in place as well as any concerns that have arisen to date.

Case rates in Adams County have gone down steadily since mid-December. We are now close to the threshold of 500 cases per 100,000 residents (down from a high of about 1400) that has become the generally agreed upon determinant of when schools can expect to run with in a more manageable fashion.

For the most part, The Academy is following the same public health precautions that were in place during the fall. There have been some important changes to the guidance on quarantines that should help reduce the impact on students and staff. We are now able to offer saliva PCR testing to students and staff at school, which we hope will also help us significantly lessen the impact of quarantines by helping us keep better tabs on the presence of the virus at school and reducing false alarms. Access to the vaccine will be a game changer for our staff. Right now, schools are being told to expect broad access for educators starting in early March. The Academy has been able to work through a local connection to begin getting early access to limited doses of the vaccine. We have had 43 staff members get vaccinated so far out of about 140 who have expressed interest.

Vision Development Update

Expectation: CEO will outline the proposed process for updating the school vision over the course of the

coming semester.

Sarah and I recently walked through the visioning exercises she has organized for both the board and our senior admin team. We will revisit those next steps that we initially introduced last month during Monday's work session. The board will have a final opportunity to offer input on how the process will run before we get the ball rolling in early February. The loose goal is to complete the process by April, if not sooner.

We are still waiting to hear back on The Academy's application for the RISE grant.

[RETURN TO AGENDA](#)



Chief Finance and Operations Officer Board Report Jan 2021

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FINANCE COMMITTEE AGENDA & REVIEW

Committee Responsibilities for 20-21

- Preliminary review of monthly financials prior ahead of Board
- Presentation of financial statements to board for discussion and/or approval
- Ensure annual budget is prepared in a timely manner
- Ensure resources to support school’s strategic direction; drives student achievement
- Monitors auditing process, including gauging feedback from auditor
- Identify long-term financial issues to address and make recommendations accordingly
- Set annual committee goals and regularly monitor progress

Members Present: *Greg Weaver, Shawn Hamele, Irina Szafranski, Melissa Dedrick, Tamela Miller-Carlson, Andrea Foust, Brent Reckman, Mark Wilson.*

Introduction (5 minutes)

Expectation: Review agenda/goals and update any relevant resources for the committee in the past month.

No updates to add. Will inform Committee if there are useful legislative resources that come out of the upcoming session. Updated meeting date for February – in person or online meeting will be decided closer to the time, dependent on current status of the area.

Financial Report Review (20 minutes)

Expectation: Financial report sent out in advance. Review and discuss current position.

- Pupil Activities - we received notice that we are able to resume Bingo sessions at the end of January.
- Food Services - strong support continuing from the community as a whole. In-person learning may slightly reduce revenue coming in over the next few months, but not to any degree of concern.
- Community Services - Pre-K tuition collection has improved, however auditing of the program as a whole for 21/22 has been undertaken to increase our ability to break even overall.
- Aftercare has restarted with the resumption in-person learning and will build to 5 days should the elementary level choose to further increase their contact time.
- Purchased Services – FRCC invoice for S1 came in at 94K total. Adjustments have been made to EOY budget.
- Supplies: Increased this month due to substantial technology purchase with CRF funds.

Acct	Account Description	Dec	FY 2021 YTD	FY 2021 Budget	YTD % of Budget	FY2021 Expected End of Year
Revenue						
1500	Earnings on Investments	\$141.57	\$1,282.43	\$42,000.00	3.1%	\$42,000.00
1600	Food Services	-\$205.00	\$32,194.47	\$360,200.00	8.9%	\$360,200.00
1700	Pupil Activities	\$9,119.21	\$97,278.39	\$675,500.00	14.4%	\$675,500.00
1800	Community Services Activities	\$27,511.50	\$148,189.00	\$786,000.00	18.9%	\$786,000.00
1900	Other Local Sources	\$8,509.03	\$252,832.21	\$289,870.00	87.2%	\$289,870.00
3000	Revenue from State Sources	\$49,961.11	\$283,282.65	\$427,494.42	66.3%	\$427,494.42
3100	Categorical Revenue	\$0.00	\$241,036.85	\$221,090.99	109.0%	\$221,090.99
3200	Adj. to Categorical Revenue	\$0.00	\$0.00	\$0.00		\$0.00
3900	Other Rev. From State Sources	\$94,447.87	\$1,138,626.76	\$2,124,907.30	53.6%	\$2,124,907.30
5200	Interfund Transfers	\$434.11	\$6,818.85	\$0.00		\$0.00
5600	Direct Allocations	\$1,165,386.96	\$7,211,765.01	\$14,139,205.00	51.0%	\$14,139,205.00
11	Total Revenue	\$1,355,306.36	\$9,413,306.62	\$19,066,267.71	49.4%	\$19,066,267.71

Expenditure Summary		Dec	FY 2021 YTD	FY 2021 Budget	YTD % of Budget	FY2021 Expected End of Year
0100	Total Salaries	730,670.47	3,613,638.68	\$9,259,340.10	39.0%	\$9,259,340.10
0200	Total Benefits	269,805.44	1,448,107.74	\$3,669,092.94	39.5%	\$3,669,092.94
0300-						
0500	Total Purchased Svcs	357,503.79	1,584,760.38	\$4,045,693.67	39.2%	\$4,045,693.67
0600	Total Supplies	87,704.16	913,862.86	\$1,394,281.00	65.5%	\$1,394,281.00
0700	Total Property	0.00	0.00	\$0.00		\$0.00
0800	Total Fees/Pupil Activities	8,823.90	148,026.14	\$697,860.00	21.2%	\$697,860.00
0900	Total Other Uses	0.00	23,333.00	\$0.00	\$0.00	
	Total Expenditures	\$1,454,507.76	\$7,731,728.80	\$19,066,267.71	40.6%	\$19,066,267.71

Total Expenditures	\$1,454,507.76	\$7,731,728.80	\$19,066,267.71	40.6%	\$19,066,267.71
Salary Accrual Adj.		\$428,500.00			
Net Profit (loss)	-\$99,201.40	\$1,253,077.82	\$0.00		\$0.00
Beg. Fund Balance Use					
Current Margin			\$0.00		\$0.00
Beginning Fund Balance			\$2,486,635.94		\$2,486,635.94

Est. Ending Fund Balance

\$2,486,635.94

\$2,486,635.94

Budget Outline (30 minutes)

Expectation: Present current position with budget modification and review significant factors.

Final draft of budget modification was shared with the committee. Each line of revenue and expenditure within our budget has been assessed and updated relative to our current position and best understanding of the future. We have remained conservative in our predictions and remain conscious of the persistent instability regarding all elements of school finance currently. The overview included:

- Annual Budget Approval process and timeline
- Revenue update (current modified budget of \$18,698,195 with \$368,078 variance from original due to significant At-Risk reduction and PPR cut in late December) with rationale behind major changes including:
 - Further 300K+ loss than last presented – PPR* & At-Risk adj. (*fluctuations expected)
 - CRF funding decreased 181K
 - PPR enrollment increased to 1860
 - Fundraising goal of 250K
 - Mill Levy Equalization currently stable (reduction anticipated)
 - Capital Construct increased 142K
 - Pupil Activities revenue decreased 275K
 - Aftercare revenue decreased 380K
- Expenditure summary with breakdown of codes (current modified budget of \$18,698,195 - a zero budget planned) with rationale behind major changes including:
 - Salaries & Benefits increased 19K
 - Purchased Services increased 52K
 - Supplies decreased 316K - CRF supported
 - Reduced CEO contingency of ~220K
 - Eliminated 50K surplus budget plan
 - Reduced maintenance, level, subject budget lines ~100K
 - Other Objects (Pupil Activities) decreased 179K
- Current bottom line summary:

	A	B	C	D
1		FY2021 Budget	FY 2021 Budget Mod.	Variance
2	Total Revenue	\$19,066,267.71	\$18,698,195.57	\$368,072.14
3	Total Expenditure	\$19,066,267.71	\$18,698,195.57	\$368,072.14
4	Net Profit (loss)	\$0.00	\$0.00	
5	Beg. Fund Balance Use	\$0.00	\$0.00	
6	Current Margin	\$0.00	\$0.00	
7	Beginning Fund Balance	\$2,486,635.94	\$2,486,635.94	
8	Est. Ending Fund Balance	<u>\$2,486,635.94</u>	<u>\$2,486,635.94</u>	

- Finance Committee established 50K as budgeted EOY norm – currently planning a zero budget
- TABOR continues to be met

- Bond Covenants planning process underway ahead of 21/22
- Continued conservatism and flexibility required

It continues to be a key priority to finish this year as far ahead as we possibly can to limit the level of reserves that we expect to need to utilize in the future. Further federal stimulus funds have been approved and we are awaiting our allocation. Although these funds will still fall under the ‘allowable uses’ criteria, we will have until September 2023 at the latest to spend them.

Legislative Updates (5 minutes)

Expectation: COO to update committee on current status of legislative session and potential impacts.

The legislative session did reconvene briefly in mid-January for a few days but was soon dismissed to pick up their work again in mid-late February. No additional pieces of relevant information have come to us. Discussions explored the possible process and need of a supplemental appropriation later in the year. Please see below for the outline of these requirements, should it be necessary, per CSI:

*- Modifications to the budget after January 31, 2021 must be made through the adoption of a **Supplemental Budget**. Note that a supplemental budget appropriation resolution must be adopted before expenditures relative to the supplemental budget are made. Also, a supplemental budget may be adopted if money for a specific purpose becomes available to meet a “contingency,” which is defined as: “an act of God or the public enemy, or some event which could not have been reasonably foreseen at the time of the adoption of the budget of a school district” (C.R.S. 22-44-102(3)).*

- Request the board to appropriate an amount that will equal or exceed actual FY21 expenditures (C.R.S. 22-44-115(1)). Please continue to review this throughout the year and approve a Supplemental Budget no later than June 30, 2021 if it looks like the expenditures will exceed the appropriated budget. Remember, this should be done before spending beyond the last approved appropriation.

- For budgets that include the planned use of beginning fund balance or for actual use of beginning fund balance, a resolution is required to be adopted by the board specifically authorizing this use (C.R.S. 22-44-105(1.5)(a)&(c)). Again, this should be done before actually spending beginning fund balance and is also required if it is a planned (budgeted) spend of beginning fund balance.

Fundraising Outline (5 minutes)

Expectation: COO to inform committee of fundraising updates and current status.

Significant time has been spent in aligning the school’s vision and subsequent needs with regards to fundraising. We have aligned and developed a list of needs and budget requests dependent on whether we have a) our RISE application approved b) our fundraising goal achieved and/or c) our budget reduced. What this has done has clarified our school’s requests for the future, regardless of what funding stream we eventually have to use to pay for these. The deadline we are currently waiting on is around January 22nd when we are due to receive word as to whether we have been successful in our R.I.S.E application. This will be a key driver to our next steps.

Self-Evaluation (5 minutes)

Expectation: Finance Committee members discuss the meeting and provide feedback to COO to improve the processes and meeting efficiency moving forward.

Committee self-rated at 4 – ‘Efficient meeting, Meets Expectations’

Next Meeting: 10 Feb., 2021

OPERATIONS UPDATE & REVIEW

Operations Updates

Finance: See Finance Committee notes above

Facilities: Return to normal procedures as we reopened to students. Contract cleaning company is back in the building and has resumed their tasks. Boiler has been ordered and dates for installation proposed. Roof damages have come to our attention which we are currently investigating.

HR: Several legislative changes took place on January 1st with regards to Healthy Families and Workplaces Act and Pay Equity. We believe we are in a strong place with regards to current compliancy and will continue to reflect as the practices become more embedded and communicated throughout the whole of Colorado's businesses.

Technology: No new updates as learning support needs have remained steady. Training a new employee in our tech department has started well and we have received a significant tech purchase through CRF funds to help keep our costs lower in the future.

[RETURN TO AGENDA](#)



The Academy of Charter Schools
Data Dashboard 2020-21

	K-2	3-5	6-8	9-12	
Academics 40%	Reading	Reading	Reading	Graduation	
	67.6% SGP 50+ (3 Points)	66% SGP 50+ (3 Points)	Median CGP 55+ (2 Points)	100% (3 Points)	
	Math	Math	Math	College Acceptance	
	60% SGP 50+ (3 Points)	64% SGP 50+ (3 Points)	Median CGP 55+ (2 Points)	78.5% (3 Points)	
	Writing	Writing	Writing	SAT	
	90% Proficient (3 Points)	Create Baseline for Wonders Genre Writing (3 Points)	75% Proficient (3 Points)	1040 (3 Points)	
				GPA	GPA
				84% at 3.0+ (3 Points)	77.8% at 3.0+ (3 Points)
Culture 20%	*Staff & Student Morale & Well-Being (10 Points)		*Staff & Student Interpersonal Effectiveness (5 Points)	*Staff & Student Morale & Well-Being (5 Points)	

Finance 20%	Compliance	TABOR	Cash on Hand	Long-Term Planning
	100% Financial Transparency Act Requirements (5 Points) Click here for details	3% TABOR Fully Funded (5 Points)	Bond Requirement Met (65 days) (5 Points)	- Scenario Planning Process for 21-22 - Prioritized List of Reserve Usage Options (2.5 x 2 = 5 Points)
Operations 10%	Health & Safety			
	<ul style="list-style-type: none"> • Reopening Plan Approved by CSI & Tri-County Health Department (2 Points) • 80% of Staff Report Satisfaction w/ Implementation of Health Precautions (2 Points) <ul style="list-style-type: none"> • Maintain Responsive Safety Plan in Coordination with SRO (2 Points) • Maximize Functioning of HVAC Systems, Cleaning Procedures and Facility Sanitization (2 Points) <ul style="list-style-type: none"> • Maintain Consistent Communication with Staff & Families (2 Points) 			
Governance 10%	CEO Evaluation	Board Self-Evaluation	Board Training	Board Succession Plan
	Draft Eval in September, Complete Mid-Year in February, and Complete Final in June (2.5 Points)	Complete Eval at Retreat, Review in August, Publish in September (2.5 Points)	Complete Annual Training at Retreat, Introductory Training for New Board Members Upon Joining, and Appropriate Committee Training (2.5 Points)	Transition to New Officer Roles, Identify Two New Board Members to Join for 21-22, and Recruit Two Potential Board Members for the Future (2.5 Points)

***K-2 Culture Goal:**

The emphasis in lower elementary this year is on staff and student morale and well-being.

20-21 Culture WIG: 80% of staff and students will indicate they are an important part of the Wildcat community and they feel effective, empowered, respected, fulfilled, and supported as reported by the Leader in Me survey. This survey will be given 3 times this year (Fall, Winter, and Spring) to measure growth and areas for improvement.

***3-5 Culture Goal:**

The emphasis in upper elementary this year is on student and staff morale and well-being.

20-21 Culture WIG: 80% of staff and students will report they are happy to be at work or school, they feel valued at work or school, and feel like they are an important part of the community as reported by the Leader in Me survey. This survey will be given 3 times this year (Fall, Winter, and Spring) to measure growth and areas for improvement.

***6-8 Culture Goal:**

Middle school is working to develop a highly functioning, self-directed community that is lovingly supported in their journey to develop passions, define identity, practice inter/intrapersonal skills, cultivate joy, and contribute meaningfully to our world. We treat one another with respect and dignity while working together in a fun environment designed for middle level education.

20-21 Culture WIG: 80% of staff and students will average a 4.0 or higher on their overall Interpersonal Effectiveness score by Spring 2021.

***9-12 Culture Goal:**

The focus at high school is to emphasize student and staff well-being and overall morale this school year. Much emphasis is being placed on individual outreach, building community, and working to ensure that self-care is a top priority during these interesting times. This lines up with the work we started last year and would continue to ensure that our students and staff feel valued as well as an important part of the community. During the first quarter of this year, much emphasis has been placed on Growth Mindset with multiple workshops being presented to both students and staff members. This was a conscious decision to guide and support everyone as we return to an uncertain situation. The high school will likely continue to navigate each quarter with a new theme.

20-21 Culture WIG: 80% of staff and students will report they are happy with their teaching or learning, they feel valued at work or school, and feel like they are an important part of the community as reported by the Leader in Me survey. This survey will be given 3 times this year (Fall, Winter, and Spring) to measure growth and areas for improvement.

[RETURN TO AGENDA](#)

Connor Law
Junior, The Academy of Charter Schools
Treasurer, Student Council¹

The following parties have reviewed this letter and provide their endorsement:
Adjrieanne Loera, Juior; Rhett Thirion, Sophomore; Reagan Hervery, Junior;
Ashly Son, Junior; Paige Smyth, Junior; Morgan Smith, Freshman;
Mara Watkins, Senior; Avi Claycomb, Junior; Natalie Ramirez, Freshman;
Bella Lucero, Junior; Jadynd Baggett, Senior; Morgan Wood, Junior;
Devlen Mark, Sophomore; Payton States, Junior; Maddie Mulholland, Junior;
Bridgette Wray, Sophomore; Faith Hendrick, Junior; Christian Stephens, Junior;
Abigail Lu, Sophomore; Bianca Cano, Junior; Sophia Motsinger, Senior;
Emma Norman, Senior; Giana Martinez, Sophomore;
Vanna Khatiyavong, Sophomore; Lexie Frazier, Senior; Marcus Bettencourt, Senior;
Hunter Regan, Senior; Olivia Anderson, Sophomore; Madison Beall, Sophomore;
Lucas Soubra, Senior; Alex Kent, Senior; Romy Jackson, Freshman;
Alex Nguyen, Senior; Elaina Sanchez, Senior;
Emily Bauer, Senior; Therese Turner, Junior; Olivia Nichols, Senior;
Kayla Pankoski, Junior; Kendall Vlad, Junior; Nomaris Tejera, Junior;
Jenessa Martinez, Junior; Nita Byati, Senior; Michiela Arellano, Junior;
Asiyah Birashk, Senior; Bailey Putts, Junior; Rebekka Dicken, Sophomore;
Christina Nguyen, Senior; Jonna Cooper, Sophomore; Snejana Pshichenko, Junior;
Zander Lopez, Junior; Hailey Dial, Junior; Mikylah Espinosa, Junior;
Autumn Peeples, Junior; Abi Buttrell, Junior; Lily Ewearitt, Junior;
Asya DeHerrera, Junior; Norimar Tejera, Junior; Jaydan Gardner, Freshman;
Sydney Kumaraperu, Freshman; Evelina Konarska, Sophomore;
Amanda Anderson, Parent of Olivia Anderson; Eliana Segura, Junior;
Sunnie Byrd, Senior; Simone Lightfoot, Sophomore; Rayden Huerta, Senior;
Jaxon Newman, Freshman; Rilyn Romero, Senior; Kaitlyn Ehmman, Junior;
Serafina McVay, Freshman; Joseph Kim, Junior; Halle Crawford, Junior
For a total of 72 endorsements.

Any relevant Secondary or Higher Administration;
Secondary Dean, Linda Johnson;
The Academy Board of Directors:
Kevin Sanchez
Brad Walsh
Greg Weaver
Sarah Drewlow
Tamela Miller-Carlson
Micheal Stock
Dan Klenjoski

In Regards to The Academy's Dress Code

Good Day, I am writing to start a discussion regarding my concerns over the school's dress code, of which I feel a dominant portion of the student body also shares.

I am a representative of the student body and have developed a reputation for advocating for the Student Body on important issues, as well as gathering information relevant to students that is under shared. You'll recognize me from my attendance in past board meetings, and exemplary levels of

participation for events of our arts department, athletics department and student organizations, and more.

Our current dress code was approved in advance of the 2012-2013 school year and fails to meet these goals set out in the policy itself:

- To prevent clothing from becoming a distraction from school work
- To promote academic achievement
- To reduce peer pressure
- To promote school unity and positive attitudes and does not specify these goals, which I feel should both present and of primary concern to the policy:
- To promote the autonomy of students, so long as they abide by an acceptable set of standards
- To promote self-confidence, positive body image, and self-expression through attire
- To maximize student comfort and in practice; these do not happen
- All teachers and staff are required to enforce the dress code consistently and uniformly (0).

At the time the existing dress code was ratified, the draft or previous version included points, of which appear to be removed for the final version, including (0):

- “To encourage gentlemanly and ladylike behavior”
- Prohibiting sweatpants and sportswear
- Prohibiting unnatural hair color

As I stated, these items were scratched out for the final version, however, they demonstrate the motives and values present when creating the dress code. This incredibly “proper” attitude toward appearance is largely archaic and represents a now generally deprecated way of approaching dress. In research to support the claims in this letter, I also discovered we are ridiculously behind in making some basic changes. Most of the information I came across started to become available in 2015 and articles continue to bring these issues up. Topics relating to a more modern dress code were of a considerable student, parent, and media interest, and undoubtedly still are.

Sexism

If you were to take a walk around our school before the COVID-19 pandemic shuttered our doors back in March, you will have noticed, mostly the dean, calling out mostly female students for violations of our dress code, while much more glaring and severe items were overlooked.

I can personally recall feeling deeply uncomfortable with the garments of some male students in the past. Male students have worn shirts with no sleeves where the holes for their arms exposed their entire torso, including pecs, nipples, upper and lower back, belly, and navel, with no repercussions, despite this being clearly prohibited in the dress code “Shirts with revealing necklines or armholes” (0). Additionally, male students commonly are not penalized for sagging shorts or pants that blatantly expose their undergarments. This is a clear failure on enforcement of dress code according to the already existing dress code goals.

Meanwhile, female students are being hassled by the dean and staff members over attire that does not endanger the outcome of the goals defined in the current dress code policy, and indeed hinder the goals of:

- Promoting Academic Achievement
- Eliminating distractions caused by clothing
- Promoting positive school attitudes

By explicitly targeting female students with dress code enforcement, it increases the likelihood of tardy arrival to class, causes them to worry about potential punishment due to their clothing instead of focusing on their studies, and may remove instruction time, and makes students feel targeted by the school and resentful of our overzealous enforcement.

Now seems like the perfect time to address some common ideas that are unacceptable to let into dress code debates. Occasionally, people will argue that removing restrictions (which affect mostly female students, remember) will be a distraction to male students. If I, as a straight male am more disturbed by male clothing than this sexually motivated distraction I have preprophesized to suffer from than all of the dress code violations from female students combined, it should indicate that there is an issue.

Outside of that specific anecdotal example, consider that issue from a more global perspective. Punishing and ensuring greater enforcement of a female's dress due to reasons motivated by male behavior furthers the false premise that:

a) Men are not in control of their own actions

b) Women are somehow responsible for their own objectification, sexualization, and by extension, actions towards them including sexual harassment and assault (1, 2, 5).

This is where the purpose of the dress code "To Prevent clothing from becoming a distraction from school work" becomes an issue. Well this statement does not immediately present itself as sexist, the fact that female students are more likely to have their time and focus removed from them, creating a distraction for them, shows that we're only trying to prevent "distractions" for one sex. It creates a distraction for female students in favor of removing distractions (which are unlikely to occur in the first place) and are somehow their fault (2). Even if this was not the intended meaning of this phrase, I'm sure it's been seen that way, and that this argument will come up when discussing our dress code in the future.

"The same messages that are saying 'girls you are a distraction,' when boys hear that, I think they are hearing 'You're boys. You're going to be distracted [by] girls, and that is a problem . . . This is a time for kids to be learning who they are and how we're are going to move in this world. And we are going to be working next to and being next to women, and woman have legs and shoulders, and I think its important that this is a time when the messaging they are getting . . . isn't 'hey you're going to be distracted [by] girls and that's the way its going to be in this world.'" (5)

The sexism of our dress code is engrained beyond just what was detailed in this 1.4-page section. In fact, just about everything in the next section of needless policies is disproportionately affecting or is entirely targeted towards female students. The purpose of this section was to amplify how enforcement hurts specifically female students in a particular way, and give male students the wrong message.

Needlessly Prohibited Items

Our Dress code currently lists garments with Spaghetti Straps, Tank Tops, Halter Tops, and Strapless Tops on the prohibited items list. Under this umbrella, visible bra straps are also often punished. Prohibiting these items limits self-expression and unnecessarily sexualizes them, "However, if the concept that bra straps are befuddling students is true, having them in the dress code draws specific attention to them and sexualizes them, thus causing distraction and furthering the problem" (2). These items have a functional place in school attire, especially during the warmer months at the bookends of our school year. Even further so when you consider our uneven heating/cooling in the school. There is no reason clothing that reveals portions of the shoulders without revealing any or an excess quantity of cleavage should be prohibited.

The next item is not present in the current policy, but other students have expressed their concerns about certain staff members confiscating sweatshirts. Given that this is permitted under

our current policy, and should continue to be permitted in future policies, it may be important to clarify this with teachers. One of the objectives of the dress code policy is to ensure consistent enforcement. The particular student who provides me with these details noted that it was due to the student using wireless in-ear headphones. It is ridiculous that somebody would have a piece of clothing confiscated for an unrelated issue. Additionally, other people may have longer hair or other methods of disguising their headphones that people affected did not have.

Proposed / Suggested Changes

In the next section, I shall provide a draft version for a new dress code, but if that is not acceptable or an amendment is preferred, I submit the following action points.

Essential

- Remove all language referring to distractions in class
- Allow students to wear shirts that display shoulders, and display bra straps

Desirable

- Add specific language to the Dress code that notes these purposes of the policy:
 - To promote the autonomy of students, so long as they abide by an acceptable set of standards
 - To promote self-confidence, positive body image, and self-expression through attire

Other Requested Actions

- Through the use of email, notify all secondary staff members of changes to our dress code and stress the priorities of the revised dress code.

Proposed Dress Code

So long as it is within my power to do so, I formally propose the following new Dress Code, which makes significant improvements to the previous dress code for review by The Academy of Charter Schools Board of Directors for review and discussion at the board meeting on Monday, January 25th, 2021, with time for public comment as is a specified standard for Board Meetings. Additionally, I request that any standardized steps for review and approval steps be taken in advance to that. If the time frame is not acceptable for the January Board Meeting, I request that it be presented during the Board Meeting on Monday, March 29th, 2021.

Changes compared to the previous policy:

- Removed all mention of distractions
- Added three purposes at the top of the policy
- Removed “To Prevent clothing from becoming a distraction to school work”, “To promote academic achievement” as they both elude to clothing being a considerable distraction in most circumstance purposes.
- Rearranged priorities, raising focus on safety. This is applicable to the items of the policy that prohibit indicating affiliation with a gang, wearing attire that would make you unidentifiable.
- Changed “All attire should be sized to fit appropriately without exposing undergarments, posterior, chest, stomachs, cleavage” to “Attire should not expose undergarments, posterior, nipples, large portions of the torso, or a large portion of cleavage”.
- Changed “Shorts and skirts must be a minimum of fingertip length when arms are resting at sides” to “Bottoms should be of a sufficient length such that they cover the entire postier and at least 3” of the legs in a standing position.” This will still prohibit rather short bottoms while establishing a more uniform standard that is independent of body shape.
- Changed “Shoes/sandals must be worn at all times” to “Footwear must be worn on school

property unless for a specific purpose". This covers cases such as gym classes where you may need to take off shoes. Broadens the definition to a more suitable "footwear".

- Added "Students must display their school-issued ID at all times, in a way that is easily distinguishable, on the front of the body, and not below the waist". This allows for a lanyard or other acceptable method of displaying an ID while clarifying it needs to be a specific area. This could be more specific to just say "lanyard", but there are other suitable ways, such as displaying by clipping it onto a breast pocket. This may be preferable for students who experience neck irritation when wearing lanyards.
- Removed "Spaghetti Straps, Tank Tops, Halter Tops, and Strapless Tops" from Prohibited Items
- Changed "Shirts with revealing necklines or armholes" to "Shirts that do not cover most of the torso, expose a large portion of cleavage, or show more than 3" of belly above the wearer's bottoms." This will still prevent very revealing clothing while allowing for slightly short-cut shirts that are common in fashion today.
- Inversed the order of "Clothing or accessories that promote:" I believe this order makes more sense.
- Expanded "gender" to "gender or sexual identity" to better cover clothing that may be intolerant of the LGBTQIA+ Community
- Removed "Professional sports team attire" from Prohibited Items List. This is no longer enforced, doesn't make much sense, and sports team attire is commonly worn by students and staff.
- Removed "Visible Tattoos" from Prohibited Items
- Removed "Visible Body rings or body/facial piercings". This is not indicative of our current enforcement. Many students have piercings. Either way, this should be removed. It limits self-expression and Piercings do not hinder one's presentable appearance.
- Created an exceptions section based on the principles present in the draft version of the old dress code for completeness
- Changed pronouns from he/she to they

BEGIN POLICY

SECONDARY DRESS CODE REQUIREMENTS

Students at The Academy must dress sensibly, neatly, cleanly, and comfortably.

The purposes of the dress code are to:

- To promote the autonomy of students, so long as they abide by an acceptable set of standards
- To promote self-confidence, positive body image, and self-expression through attire
- To maximize student comfort
- To maximize students' safety
- To reduce peer pressure
- To promote school unity and positive attitudes

GENERAL GUIDELINES

To create a safe and comfortable space, Students are expected to abide by the following general guidelines.

- Attire should not expose undergarments, posterior, nipples, torso, or a large portion of cleavage.
- Bottoms should be of a sufficient length such that they cover the entire postier and at least 3" of the legs in a standing position.

- Students must display their school-issued ID at all times, in an easily distinguishable, on the front of the body, and not below the waist.
- Students should not wear items that may make it difficult for them to be identified.
- Footwear must be worn on school property unless for a specific purpose.

PROHIBITED ITEMS

- Shirts that do not cover most of the torso, expose a large portion of cleavage, or show more than 3" of belly above the wearer's bottoms.
- Any item that makes a student unidentifiable, such as sunglasses, hoods, or hats (as long as they are worn indoors). Students should remove these items when entering the building.
- Pajamas or Slippers
- Clothing or accessories that promote:
 - Violence, Criminal Activity, Intimidation, Intolerance of others based on ethnicity, gender or sexual identity, religion, lifestyle, or otherwise.
 - Sexually suggestive language or messages
 - Drugs, alcohol, or tobacco
- Spikes or loose hanging chains
- Attire, accessories, or manners of grooming indicative of affiliation with a gang, secretive society, or disruptive group as defined in the Adams 12 Five Start Schools Superintendent Policy 5140.2
- Trench coats

Restrictions upon freedom of student dress will be imposed, at the discretion of school administration, whenever the mode of dress is potentially unsafe for the student or others, so long as that it reflects the purposes of this policy.

Dress guidelines for special events or school-sponsored purposes, including but not limited to dances, extra-curricular activities, and fundraisers shall be at the discretion of the school administration based upon the nature of the particular event. Students may avoid the risk of being asked to leave or change clothing at an event by having attire approved in advance by an administrator.

EXCEPTIONS

There may be exceptions to these rules for special dress days. These are at the discretion of the administration and require prior approval. These days will still follow the purposes of this policy and will only exempt from certain aspects of this policy.

DRESS CODE ENFORCEMENT & CONSEQUENCES

1. All teachers and staff are required to enforce the dress code consistently and uniformly.
2. Teachers, staff, and administration must refer students not in compliance with the dress code to the Dean's office.
3. When it is determined that a student violates the dress code, a written Dress Code violation form will be given to the discipline office and the consequences, as outlined below, shall be enforced. The student must be in Dress Code before they may return to class.

1st Offense: warning, parent/guardian phone call, and the students shall correct the violation if possible.

2nd Offense: 30-minute detention after school, parent/guardian phone call, and the student shall correct the violation if possible.

3rd Offense: 2 30-minute detentions assigned, parent/guardian meeting with the Dean of Students,

and the student shall correct the violation if possible.

4th Offense: 1-day out-of-school suspension, student and parent/guardian will meet with the Dean of Students upon re-entry to school.

Subsequent offenses will result in suspensions of up to 3 days out-of-school for each repeat violation.

A note will be made of the violation and if a student wears the same item or clothing that they received a dress code violation for it will be written up as defiance. Dress Code Infraction counts are refreshed each semester.

END POLICY

Takeaways

The Academy is an educational institution. It is the duty of an organization with such a role in influencing the development, lifetime perceptions, biases, and knowledge to ensure we instill non-discriminatory beliefs in our students. As such, "The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character, and relationships". I pose this question: How can we develop exemplary citizens, promote excellent character and relationships with a policy that's purpose is fundamentally sexist, limits the strength of one's own confidence, encourages victim-blaming and the objectification of human beings?

In this letter, I have proposed a new dress code based on appropriate standards for the day. We haven't updated our policy in eight years and it is critical that we modernize our policy. As of this time, the school is setting itself to be the target of public ridicule, as have other schools with similar requirements and policies have been in the past. Even more importantly, we are doing an incredible disservice to our students.

I appreciate your time and consideration,
Connor Law on behalf of your Student Body

Sources

- (0) <https://1.cdn.edl.io/hPynNW5yszLilfuJvbZSJLoeFZU5GXCg5ut2SyuuFdPlgay9.pdf>
- (1) <https://hwspectrum.com/2018/12/07/why-bra-straps-should-not-be-included-in-the-dress-code/>
- (2) <https://www.businessinsider.com/1-in-4-women-have-been-cautioned-about-their-appearance-in-workplace-2017-7>
- (3) <https://www.kqed.org/education/531698/school-dress-codes-when-do-they-go-too-far>
- (4) <https://www.seventeen.com/fashion/news/a33448/students-protest-sexist-dress-code-that-targets-girls-exposed-shoulders/>
- (5) <https://goodmenproject.com/ethics-values/mkdn-the-distracted-boys-of-the-dress-code-wars/>
- (6) <https://deyshaselfexpression.weebly.com/research.html>

[RETURN TO AGENDA](#)

The Academy of Charter Schools
Charter School Fund
FY2020-2021 Annual Board Adopted Budget
(with comparative data from Fiscal Year 2018-2019 and 2019-2020)

	Fiscal Year 2018-19		Fiscal Year 2019-20		Fiscal Year 2020-21	
	Final Budget	Estimated Actuals for Fiscal Year End	Final Budget	Estimated Actuals for Fiscal Year End	Adopted Budget	Revised- Modified Budget
Funded Pupil Count	1765		1839		1839	1860
BEGINNING FUND BALANCE (3)	\$2,376,825	\$2,376,825	\$2,180,149	\$2,180,149	\$2,475,189	\$2,486,636
REVENUES						
Local Sources	2,367,000	2,361,059	2065550	1654593.62	2,153,570	1,309,250
State Sources	15,369,073	15,728,137	16855492	17411597.42	15,354,429	15,793,582
Federal Sources	475,049	486,910	468153	436347.13	1,558,269	1,595,364
Other Sources	0	0	0	0	0	0
Total Revenues	18,211,123	18,576,106	19,389,195	19,502,538	19,066,268	18,698,196
Total Available Resources	20,587,948	20,952,931	21,569,344	21,682,687	21,541,457	21,184,832
EXPENDITURES						
Salaries	8,444,781	8,586,952	9254649.08	9191677.52	9,259,340	9,289,042
Benefits	3,039,885	3,134,965	3346080.8	3174207.83	3,669,093	3,669,091
Purchased Services	4,408,542	4,536,880	4551879	4789603.38	4,045,694	3,626,300
Supplies	1,886,680	1,610,219	1479654	1434387.28	1,394,281	1,566,750
Property	160,000	167,305	0	13462.82	0	60,000
Other	666,926	736,360	681415	604159.2	697,860	487,013
Total Expenditures	18,606,813	18,772,681	19,313,678	19,207,498	19,066,268	18,698,196
OTHER RESOURCES:						
Transfers to Other Funds						
Other Financing Sources	0	0	0	0	0	0
Total Other Resources	0	0	0	0	0	0
Total Current Year Expenditures &	18,606,813	18,772,681	19,313,678	19,207,498	19,066,268	18,698,196
RESERVES DESIGNATED						
TABOR 3% Emergency Reserve (4)	546,334	551,743	579218	535816	492,912	516,865
Assigned SPED Reserve			150000	150000		
Unreserved Fund Balance (5)	1,434,800	1,628,507	1526448.12	1789373.14	1,982,277	1,969,771
ENDING FUND BALANCE	\$1,981,134	\$2,180,250	\$2,255,666	\$2,475,189	\$2,475,189	\$2,486,636



The Academy

2021 - 2022 SCHOOL YEAR CALENDAR

Check in: K-12 student Check in

On-line Check-in ~ Begins Monday, July 19
pay fees and receive your schedule

170

Jul-2021						
S	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Aug-2021						
S	M	Tu	W	Th	F	S
1	2	NT	NT	NT	NT	7
8	I/W	10	11	12	13	14
15	16	17	FS	FA	20	21
22	23	24	25	26	27	28
29	30	31				

Sep-2021						
S	M	Tu	W	Th	F	S
			1	2	3	4
5	H	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Oct-2021						
S	M	Tu	W	Th	F	S
					1	2
3	4	P	P	H	H	9
10	11	12	PSAT	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	PD	30
31						

Nov-2021						
S	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	H	H	H	H	H	27
28	29	30				

Dec-2021						
S	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	S1	18
19	H	H	H	H	H	25
26	H	H	H	H	H	

After School Program
Open August 19, 2021

After School Program
Closed May 25, 2022

First Day of School for Students - See Specifics Below

- 8/18/2021 **FS** First Day of School - 7th grade (am), 9th grade (pm) AND all 3rd graders and new to The Academy (Elem - am, JH - am, HS - pm)
- 8/19/2021 **FA** First Day of School - ALL Students PK-12
- 8/19 - 8/23/2021 All Kinder students 1/2 day

All Tuesdays Late Start Tuesdays - Staff Prof. Development

Holidays & Non-Student Days

- 9/6/2021 **H** Labor Day
- 10/7 - 10/8/2021 **H** Fall Break
- 10/29/2021 **PD** Professional Development
- 11/22-11/26/2021 **H** Thanksgiving Break
- 12/17/2021 **1/2 day school - All students**
- 12/20/21-1/3/22 **H** Winter Break
- 1/3/2022 **PD** Professional Development
- 1/17/2022 **H** Martin Luther King Day
- 2/17-2/18/2022 **H** Mid-Winter Break
- 2/21/2022 **H** Washington's Birthday
- 3/4/2022 **PD** Professional Development
- 3/21-3/25/2022 **H** Spring Break
- 4/22/2022 **H** Spring Day
- 5/26/2022 **LA** 1/2 day school - all students
- 5/27/2022 **I/W** Teacher Work Day
- 5/30/2022 **H** Memorial Day

Semesters

- 12/17/2021 **S1** Semester End - Grades K-12 (78.5 days)
- 5/26/2022 **S2** Semester End - Grades K-12 (91.5 days)

Last Day of School - End of Semester 2

- 5/19/2022 **LS** Seniors
- 5/25/2022 **L** Last day for Kindergarten - 1/2 day of school
- 5/25/2022 **L** Last day for 6th grade - Full day of school
- 5/26/2022 **LA** All other Students - 1/2 day

Additional Dates to Note

- 8/3 - 8/6/2021 **NT** New Teachers ONLY
- 8/9/2021 **I/W** All Staff return
- 8/9-8/17/2021 Teacher Inservice
- 9/19/2021 5k Family Fun Run
- 9/21-9/24/2021 **TBD** Outdoor Ed - 6th Grade Homecoming
- 10/5-10/6/2021 **P** Parent-Teacher Conferences
- 10/13/2021 **PSAT** PSAT test for all grades 9th - 11th
- 10/28/2021 Harvest Fest
- 12/4/2021 Holiday Bazaar
- 2/4/2022 Valentine's Day Dance
- 2/17-2/18/2022 **P** Parent-Teacher Conferences
- 4/12/2022 **SAT** SAT test
- 4/22/2022 **H** Prom
- 5/7/2022 Spring Gala
- 5/2-5/13/2022 AP Testing

Continuations & High School Graduation

- 5/6/2022 8th Grade Banquet
- 5/19/2022 Bridging Ceremony
- 5/21/2022 High School Graduation
- 5/25/2022 6th grade Continuation
- 5/25/2022 Kindergarten Continuation

* Subject to Revision

Jan-2022						
S	M	Tu	W	Th	F	S
						H
2	PD	4	5	6	7	8
9	10	11	12	13	14	15
16	H	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Feb-2022						
S	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	P	P	H	H	19
20	H	22	23	24	25	26
27	28					

Mar-2022						
S	M	Tu	W	Th	F	S
		1	2	3	PD	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	H	H	H	H	H	26
27	28	29	30	31		

Apr-2022						
S	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	SAT	13	14	15	16
17	18	19	20	21	H	23
24	25	26	27	28	29	30

May-2022						
S	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	LS	20	21
22	23	24	L	LA	I/W	28
29	H	31				

Jun-2022						
S	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

First / Last Day of School Dates
 Non-Student Day

Approved:
Revised:



The Academy of Charter Schools – Financial Account Signatory Resolution

Pursuing Truth, Wisdom, Excellence

Mission Statement: The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.

Background:

The Academy Board shall authorize, by resolution, those persons authorized to sign financial documents on behalf of The Academy.

Financial Account Signatory Resolution:

Be it resolved by The Academy Board of Directors, a CSI authorized school located in Adams County, that Mark Wilson and Barb Lucas be added as a signatory on all Sunflower Bank financial accounts.

Board Chair Signature:

Date of Adoption: _____