



Prepare | Explore | Empower

Board of Directors
Board Meeting Minutes
Monday, November 15, 2021

Board Members Present:

Kevin Sanchez	Chairperson
Sarah Drewlow	Vice Chairperson
Dan Klenjoski	Board Member
Autumn Coffee	Secretary
Amy McDuffee	Board Member
Laurissa Fransua	Board Member
Shawn Hamele	Treasurer

Also Present:

Brent Reckman	CEO
Mark Wilson	COO
Andrea Foust	Finance Director

Minutes of the regular board meeting of The Academy held at 11800 Lowell Blvd, Westminster, CO 80031 in Adams County on November 15, 2021.

I. Open Meeting

A quorum being present, Mr. Sanchez called the meeting to order at 7:04 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

Mrs. Drewlow moved to approve the agenda and minutes from the October 25, 2021, board meeting. This was seconded by Mr. Hamele.

Discussion: None

Ayes: Klenjoski, Coffee, McDuffee, Fransua, Hamele, Drewlow, Sanchez

Nays: None

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Motion Carried 7 – 0

- IV. Public Comments
 - a. A father and mother came to the meeting to address concerns with the dress code. They would like to see the dress code align back to parent values rather than that of the minors. The diversity and inclusion should go both ways.
 - b. Mr. Sanchez thanked them for sharing and assured them that the board and the administration are listening and working on the issues mentioned.

- V. Reports from Directors and Committees
 - a. CEO Report
 - i. The only noteworthy item from last month is that our October count enrollment data is in. We came in at 1854 students. This is a few students higher than budgeted and a few lower than last year.
 - ii. The comments on the staff culture survey regarding class sizes had more to do with the academic gaps than actual numbers of students. Our numbers are basically the same, but the teachers are burdened about the gaps in the learning.
 - b. Finance Committee
 - i. They had very few changes in the October revenue and expenditures. The one noticeable one was Food Services; we just received the August check for \$36,000.
 - ii. Revenue modifications will be made due to additional income from our ESSAR funds, CSI money, and the PPR being higher than budgeted.
 - iii. We have increased the minimum wage for our hourly support staff to \$15 per hour; this is just over \$100,000 in the budget.
 - iv. We are able to renew our math and literacy curricula in this year's budget rather than waiting until next year.
 - v. We are sending a message to staff this week with information regarding raises and a new salary schedule. With our projected numbers we will be close if not slightly better than the Adams 12 salary schedule.
 - c. SACademic Committee
 - i. The committee is recommended that we add a standard calculus course. In the past we have only offered an honors course.
 - ii. The committee has discussed adjusting how we approach honors course work. Rather than differentiated classes – honors and standard – classes would be blended. Students who are ready for honors course work would have that, but standard level students would have the opportunity to be in the same classroom. This creates access and opportunities for students who are not sure they are ready for honors to make that decision during the semester. A second bonus is

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that it makes our scheduling structure much simpler. We are not ready to roll this out for the 2022-2023 year, but we are piloting it with a few classes.

iii. Graduation Requirements

1. We are not changing the requirements, but we are changing the language to give more flexibility. With our increasing pathways to give students diverse learning opportunities, we want to be sure the language on the graduation requirements does not restrict students from getting the education that best meets their needs.
2. We are broadening the Scholar Diploma. We don't want to lose the recognition of academic achievement, but we want to move to a series of these designations that would recognize a wider range of interests – language, arts, theater, music, etc.

d. PTO Minutes – no comments were made

VI. Presentation and Discussion

a. Audit review – the auditor was not able to attend the meeting due to a medical situation; this will be rescheduled for the December meeting.

b. Policy Review

- i. Financial Controls Policy – Mr. Wilson shared the updated version including the board suggestions from September as well as from the lawyer.
- ii. Conflict of Interest Policy – we added the clarification on the ethical principles for board members becoming staff members or being married to a senior staff member.
- iii. “Class of” accounts – this was just listed as a reminder that we still need to look at and approve this policy.
- iv. Fees, Waivers, and Adjustments Policy – this was just listed as a reminder that we still need to look at and approve this policy.

c. Work Session Summary

- i. Board Responses to the Community – we had a lengthy discussion surrounding when and how we respond to public comments. Two action steps came from this discussion:
 1. Set aside time in upcoming meetings to review the discipline procedures in the parent/student handbook.
 2. Look at and create a board communication response plan and mode of sharing this information (post on the website, add to the public comment sign-in sheet, etc.)
- ii. Data Presentation Reflection
- iii. Staff Survey Feedback – the board is going to work on pushing a holiday push for support for the staff – a card drive and a money pool for non-teaching staff were two items discussed.

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VII. Executive Summary

- a. Mr. Sanchez made a motion to approve the Financial Controls Policy. Mrs. Fransua seconded the motion.

Discussion: None

Ayes: Klenjoski, Coffee, McDuffee, Fransua, Hamele, Drewlow, Sanchez

Nays: None

Motion Carried 7 – 0

- b. Mr. Sanchez made a motion to approve the Conflict of Interest Policy. Mrs. McDuffee seconded the motion.

Discussion: None

Ayes: Klenjoski, Coffee, McDuffee, Fransua, Hamele, Drewlow, Sanchez

Nays: None

Motion Carried 7 – 0

- c. Mrs. Drewlow made a motion to approve the addition of a standard calculus class. Mrs. Fransua seconded the motion.

Discussion: None

Ayes: Klenjoski, Coffee, McDuffee, Fransua, Hamele, Drewlow, Sanchez

Nays: None

Motion Carried 7 – 0

VIII. 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

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IX. Adjourn Meeting

Mr. Sanchez adjourned the meeting at 8:17 pm.

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