



NRCCS Board Meeting

Aug 17, 2022

Minutes

Called to Order: 5:36 pm by Kim Smith

Attendees:

Board members: Virtual/ Remote Attendance: Kim Smith, John Piret, Katie Carroll, Doug Tumminello. Sarah Barr is on a call and has given Kim her Proxy.

Staff members: Jaime Passchier, Carlie Pedrini, Amy Cosgrove

Community Members: Nicole Davis (virtual)

Request to Address the Board: No requests to address the board.

Policy Review - Votes needed:

Policy S26- Revisions were made based on recommendations from policy at the meeting on 8.8.22. Page 2. Doug asked for the addition of C.R.S in front of the statute number for clarification.

Page 3. Doug requests that in #6. That changed to shall to may in the following statement. The Head of School or designee shall contact law enforcement officials, as appropriate.

Signature page needs to be added for the parent/ guardian and child.

John makes a motion to accept the changes made to policy S26 and approve the policy. Doug and Katie second. Unanimously approved.

Kim asks what will happen if a Student doesn't want to sign the policy? Jaime mentions that a separate meeting will need to be planned if a parent/ student doesn't want to sign it.

Student Tech Agreement Changes were made that were discussed at a previous meeting held on 8.8.22. Per Jaime, children will not receive Chromebooks until this policy is signed by students and parents/ guardians. Jenn makes a motion to accept agreement as written. Katie seconds. Unanimously approved.



BEYOND WALLS

Challenging young lives to explore beyond four walls through expeditions and outdoor discovery.

26990 Eagle Lane | Clark, CO 80428
970.871.6062 | www.northrouttcharter.org

www.northrouttcharter.org

Curriculum: Kim - Jaime had sent out SSSD policy for review. Edits were made that were recommended at the last meeting held on 8.8.22.

From 'SSSD Consideration of Curriculum' policy John liked on page 3, paragraph B. Verbiage around allowing students/ parents to opt out of curriculum and the mention of censorship that cannot be changed by one person or group and is owed due process. General conversation reviewing the details of the SSSD policy. Katie hopes that the committee of community/ parent approvers can increase from 3 people to 5. Jenn thinks we should remove a number of participants for the committee so the committee isn't tied to a number. Katie also thinks that having a member from SAC, parent, and staff member would be valuable. Katie also mentions adding phrasing on film content from SSSD policy. This policy will be reviewed again on 9/12/22 for approval. Jaime will add a note in parent communication that this policy is still being reviewed by the board. Katie and Jaime will review together next week and send edits and recommendations to the board.

Discipline Handbook: Kim recommends clean up of the document for easier reading with highlighting the different categories. Doug will work on making this document separated into the 3 main topics, with clear headers.

Jaime, the previous discipline handbook is on the website and current. This handbook is not signed. ote will be made at the next meeting in September. Jenn recommends that this is communicated with parents.

Employee Handbook: Kim shares Sarah's concern that the handbook be updated so that it isn't in 1st, 2nd and 3rd party voice and that verbiage needs to be corrected and made consistent. Sarah has offered to fix the grammatical errors. Jaime has changed grievance to conflict resolution.

John asks about the teacher 'contract'. Carlie mentions that teachers sign an agreement, not a contract. It is important to take note that the 'Conflict Resolution' can supersede any 'at will' language in the employment agreement. Doug recommends keeping the 'conflict resolution' stay in place and that we are aware we need to follow the conflict resolution if a situation presents itself.

John asks about PTO.

Jenn clarifies that the Employee Handbook is for all employees, including ECC.

John mentions the section on personal appearance. Everyone agrees to leave it in the handbook.

SCHOOL CHARACTER TRAITS: Respect | Integrity | Courage | Compassion | Curiosity | Creativity

SCHOOL HABITS OF A LEARNER: Grit | Craftsmanship | Responsibility | Collaboration



BEYOND WALLS

Challenging young lives to explore beyond four walls through expeditions and outdoor discovery.

26990 Eagle Lane | Clark, CO 80428
970.871.6062 | www.northrouttcharter.org

www.northrouttcharter.org

Discussion on the employee classification section being necessary. Can this be removed and if so have the PTO section read 'salaried' and 'hourly' it would allow for more clearer communication with staff. Jaime will check with legal and revise.

Katie mentions that the Whistleblower is written in the nature of public health and perception needs to be that it isn't limited to just public health. Jaime will adjust

No vote needed, Jaime will make adjustments and send them to staff next week.

School Usage Policy F11 Carlie presents changes

General conversation on insurance.

Following changes were made to policy F11.

- Indemnification was added to.
- COI is only required for groups of 20 or more or a group (any size) that has an open invitation for an event. Every member of a group with less than 20 has to sign a waiver to use the gym.
- Rates were changed to hourly with a minimum of 1 hour charge, no more tiered charges. Rates have been decreased across the board, including the workout room.

John makes a motion to approve Policy F11 with changes presented today in red. Katie makes a second. Unanimously approved. At the end of the year the board will review comments/ suggestions from the community and adjust the policy if needed. Carlie will add a note in a letter to the community to send suggestions in writing to board or rentals@northrouttcharter.org.

Finance Committee:

John mentions that enrollment is down statewide and explains that final enrollment isn't confirmed until October 1. John's ideas include- schedule meetings with the district to talk about ideas / possible changes with expenses and looking at additional revenues from grants or funding.

Jaime/ Carlie - Not going to make any major changes at this point. If this is a one time / year issue we don't want to change the operational model. Instead, think outside the box to increase revenues and continue to watch expenses throughout the year to see if/ where cuts can be made.

SCHOOL CHARACTER TRAITS: Respect | Integrity | Courage | Compassion | Curiosity | Creativity

SCHOOL HABITS OF A LEARNER: Grit | Craftsmanship | Responsibility | Collaboration



BEYOND WALLS

Challenging young lives to explore beyond four walls through expeditions and outdoor discovery.

26990 Eagle Lane | Clark, CO 80428
970.871.6062 | www.northrouttcharter.org

www.northrouttcharter.org

Jenn states that After School is a critical component of enrollment and believes that this could alter enrollment. Jaime discussed that she has an after school committee made up of parents and a few staff members to brainstorm ideas. Jenn asks if ECC and After school could integrate until 5pm and Jaime explains that it can be an issue with licensing and dangers presented with multi age groups.

Kim recommends we look at trends and analyze possible operational changes for following years. What do we need to change for next year to increase enrollment/have a balanced budget?

Recommendation from Finance, see what numbers look like in the next few weeks to months. Kim and Jaime are going to make an appointment with the new SSSD Superintendent in upcoming weeks.

Kim reminds the board of the Community BBQ on 8/19/22, THIS FRIDAY.

Next Community meet with the board: Aug 24 at 7pm (Dec, April, August) Kim will not be present.

Next Board Meeting: The next regular board meeting will be held September 12, 2022 4:30-6:30 in the NRCCS community room.

Adjournment: Meeting adjourned at 8:37pm by Kim Smith, Board President.

SCHOOL CHARACTER TRAITS: Respect | Integrity | Courage | Compassion | Curiosity | Creativity

SCHOOL HABITS OF A LEARNER: Grit | Craftsmanship | Responsibility | Collaboration