



MINUTES

Full Board of Directors Meeting

January 22, 2024

6:15 pm

The meeting was held virtually via Zoom using this [link](#)

MISSION: We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

VISION: Inclusive excellence in public education.

The Board uses a series of qualifiers, where appropriate, to help clarify the nature of each presentation/report.

1. The decision has been made and updates are provided (Inform)
2. Input is needed to assist the board to make the best decision (Discussion/Input)
3. Brainstorming is needed to help identify all options (Brainstorm)
4. Input and/or decision is assigned to a Special Committee (Small Group)
5. The decision is ready for vote (Vote)

ATTENDANCE

Board Executive Committee:

Joe Whitfield, Chair
Stephanie Grossman, Vice Chair
Annie Bielecki, Secretary
Drew Goltermann, Co-Treasurer
Marc Fulton, Co-Treasurer

Board Members:

Kamrin Coffey, Board Member
Grace Nailing, Board Member
Ambar Suero, Board Member
Nikea Bland, Board Member
Katherine Casey, Board Member
Kamrin Coffey, Board Member
Kaylee Hart, Board Member
Kenny Smith, Board Member
Meg Ramey, Board Member

Highline Ex-Officio Members:

Chris Ferris, Highline Academy Executive Director
Sarah Verni-Lau, Highline Academy Southeast Principal
Vanessa Rodriguez, Highline Academy Northeast Principal
Manda Troutman, Outreach and Communications Manager
Nora Clark, HASE Flex Teacher
Maya Balakier, Assistant Principal HANE
Alex Bowden, Outreach and Communications Manager

Other:

Sarah Taylor, HR Director
Austin Young, HANE Teacher
Erika Paulino, HASE Front Office Manager
Heather Tramutolo

Absent:

<i>Topic</i>	<i>Presenter</i>	<i>Goals</i>	<i>Outcome</i>
Call to Order – Joe Whitfield – Call to Order (6:17 pm) Quorum Establish A quorum of the Board was established. The agenda was adopted with no changes. Mission Moment Kenny read aloud the mission and vision statement. Shared that with all that is on the horizon in 2024, we should be really thoughtful about keeping our mission and vision in the forefront of our thinking going forward.			
Consent Agenda – Joe Whitfield – Governance – Vote (6:19 pm) Minutes from the Dec 11, 2023 meeting A motion was made by Joe and seconded by Kenny to approve the Dec 11, 2023 meeting minutes. The motion passed unanimously.			
See BOD Packet for: - Budget to Actuals - School Calendar 24-25 - Staff Update re demographics and retention - E.D. update presentation			
Public Comment (6:21 pm) - Manda framed the Public Comment section. - No public comment			
E.D. Update - Sara Taylor, Chris Ferris - Inform (6:23 pm) - HR Update Sara Taylor: Shared the HR and Talent presentation for 2024. Acquisition (avoiding bias, etc), and employee engagement - how do we continue to improve for our staff and children. We have work to do to maintain strong educator talent. Acquisition is very strong, but our retention is not as strong. Our DEI work is strong. Days to hire is very strong (10.1 days) Very low acceptance rate - 2% Employee Engagement survey to be launched later this week. Hoping to share out this data. Will conduct the survey again in May. DEIBA is important to the org. Challenges: Talent Shortage, Competitive Market, Skills Mismatch. HR is taking action steps to meet these challenges, and Sara will share more later in the semester. - Sarah Verni-Lau presents on behalf of Chris (due to injury) - HANE Middle School expansion - DPS recommends we bring the amendment for the MS to the DPS Board in August. If approved, we would begin rollout in August 2025. - Strategic Planning- the org is looking towards various expansion possibilities. Everything is in development stage. - Academic Director, Principal Residency - Completion of HASE building remodel, Approval for HANE MS - Open 6th grade at HANE 2025, think of other possibilities - Possible additional campus in 2026? - Pros: strong financial foundation, good governance, support from outside orgs, academic track record - Construction update - Sarah shared some pics of the progress. Everything is going well. On track for completion by the end of July.			

- Insurance covered 200k costs for the delay. We have 300k in contingency funds.
- Request for proposals to select a furniture vendor. Annie recommended searching for black-owned and women-owned businesses.

Principal Update - Sarah Verni-Lau & Vanessa Rodriguez - Inform (6:40 pm)

- DEI work at both campuses (student & staff)
 - HASE - partnered with Joy as Resistance, which focuses on creating inclusive spaces for LGBTQ. Sarah found the workshops to be very helpful in learning about gender spectrum, and gave excellent tools for starting/continuing the conversation. Also shouted out the teacher DEI committee which highlights the diversity of the staff. One of the teachers has created a library in her classroom with DEI books that other teachers can use.
 - HANE - Vanessa states that HANE partnered with the Conflict Center, taking into consideration all staff, instead of just teachers. Encouraging Courageous Conversations amongst staff - the network team is training on how to have these conversations. Black Excellence plan is in the works. We had a 79% growth from black students in the most recent Star Testing. Utilizing Morning Meeting time to talk about real world issues- most recently the Israeli/Palestinian conflict. DEI Parent workshop series with Dr. Will Anderson will be launched in the spring, the theme of How To Talk to Children about Race, and The Journey to Anti-Racism. Talks about the influx of migrants in GVR, HANE is partnering to offer some workshops to new arrivals to help them learn about the DPS school system.
 - Joe shared about his trip to HANE last week and mentioned all the great people he got to meet.
 - Annie requested cross-pollination of workshops.

Finance Committee - Drew Goltermann - Vote (6:52 pm)

- Budget to Actuals - increased budget for Subs
- we are slightly above the baseline for consultants
- slight deficit at HASE but Marc thinks that will shortly be remedied when final funding comes in from DPS.

Building Corporation - Chris Ferris - Inform

- Done by Sarah Verni-Lau earlier during the ED Update

REACH Out Committee - Kamrin Coffey - Inform (6:57 pm)

- HASE donor wall- art installation that donors will be able to donate to
 - working with 3dIdentity
 - donors can donate in tiers
- Alumni Dinner - March 6th at Esther's Virginia Village
- April 26th - Celebration of Learning, Open House
- May 4th - HANE 10th Anniversary Gala at GVR Smokehouse and Oyster Bar
- August 2024 - HASE 20th Anniversary/Facility Grand Opening
- Amanda added that we will be honoring both campuses even though the Grand Opening will be at HASE
- Fundraising Update:
 - CO gives - \$4155
 - Board giving- we are about 50% of the way towards our goal for the year.

Reach In Committee - Stephanie Grossman - Inform and Vote(7:08 pm)

- We have a few positions coming up - Joe and Stephanie are stepping away, Ambar and Catherine are interested in President and Vice President, respectively.

Old Business - Chris Ferris - Inform (7:10 pm)

- None

Reminders/Announcements – Annie Bielecki – Inform (7:15 pm)

- Next BOD meeting: Monday, February 26th at 6:15 pm at HANE [Here Via Zoom](#)

Adjournment – Joe Whitfield – Adjourn Meeting – Vote (7:15 pm)

With no further business up for discussion, a motion was made by Joe and seconded by Nikea to adjourn the meeting. The motion passed unanimously.