



MINUTES

Full Board of Directors Meeting

February 24, 2023
8:15 am

**The meeting was held at the Southeast Campus
and accessible 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

Marc Furton, Treasurer

Board Members:

Annie Bielecki, Board Member

Drew Goltermann, Board Member

Gwen Maurello, Board Member

Meg Ramey, Education First

Kenny Smith, Board Member

Ambar Suero, 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

Brittany Joyce, Highline Director of Strategy and Communications

Manda Troutman, Outreach and Communications Manager

Erika Paulino, HASE Front Office Manager

Austin Young, HANE Teacher

Other:

Allison Coss, HASE Teacher

Luke Krajcik-Factor, HASE Teacher

Katie Netherton, HASE Teacher

Heather Miles, HASE Teacher

Nora Clark, HASE Teacher

Absent:

Stephanie Grossman, Vice Chair

Anna Rogers, Secretary

Kamrin Coffey, Board Member

Grace Nailing, Board Member

Teresa Fraiser, HR Director

Michael Rodriguez, HANE Teacher

Evette Green, HASE Teacher

<i>Topic</i>	<i>Presenter</i>	<i>Goals</i>	<i>Outcome</i>
Call to Order – Joe Whitfield – Call to Order (8:31 am) Quorum Establish A quorum of the Board was established. The agenda was adopted with no changes. Mission Moment Drew Goltermann read aloud the mission and vision statement. Drew shared that his professional experience starting a school and running a school, and the belief that regardless of where a student comes from, they can achieve excellence. He shared that it is exciting to be a part of an organization that shares his beliefs. He has 2 young sons and wants to be a role model for them, and support the work that resonates with his personal and professional beliefs to foster diverse communities for all students.			
Consent Agenda – Joe Whitfield– Governance – Vote (8:34 am) Minutes from the January 23, 2023 meeting Calendar for 2023-2024 A motion was made by Joe Whitfield and seconded by Annie Bielecki to approve the consent agenda. The motion passed unanimously.			
See BOD Packet for: - January Budget to Actuals - Reach Up presentation and STAR Reports - Celebration of Black Excellence at HANE			
Executive Session (8:36 am) Joe Whitfield made a motion for the Board to move into Executive Session in accordance with C.R.S. 24-6-402(4)(b) for advice of legal counsel. Meg Ramey seconded the motion. The motion passes unanimously. After Board Comes out of Executive Session (8:50 am) Joe Whitfield made a motion for the Board to conclude the executive session and enter into the full Board meeting. Annie Bielecki seconds. The motion passed unanimously.			
Public Comment (8:51am) Brittany Joyce read aloud statements read aloud on the behalf of staff members. Staff members wished to remain anonymous. Statements read can be accessed here.			
E.D. Update - Chris Ferris - Inform (9:02 am) Charter Board Partners opportunity - Education Board Partners (EBP) is launching a new initiative in support of Denver charter schools focused on helping board members engage in advocacy efforts. - Their goal is to create a network of charter school board members in Denver who are trained to serve as effective advocates for both their individual schools and the sector as a whole in a way that is appropriate for their roles as governing board members. - EBP seeks to support charter school board members who want to be advocates but lack access to the skills, support, or network to do this most effectively. - Members can learn more about this project here and in this one pager can be accessed here. HASE Auction support - Each year we ask the Highline Board to support campus fundraising events. We are asking Board members to support the Spring Auction for HASE by sponsoring the Sushi Den experience, which brings in upwards of 3 times the value during the live auction. Proceeds from the HASE Auction will be used to support enhancements to the existing facility.			

Salary Scale Committee update

- The salary scale committee will meet three times to discuss changes to the current pay scale.
- The committee met last week for the first time, with the objective of providing background and context on State education funding and Highline's budget.
- The committee will reconvene March 2nd to review the 3 different salary scale options as considerations for revising Highline's salary scale.
- Chris Ferris will take the committee's recommendation to the Finance committee to confirm fiscal viability, and then to the Board for final approval and adoption.
- Salaries are 72% of Highline's budget, which comprises a large percentage of the school's expenses.
- In response to staff feedback and efforts to improve culture, the school's Leadership team has reduced the number of restricted days to the first 2 weeks and last 2 weeks of the school year.
- Highline's Board of Directors and Leadership team recognizes the need to update the salary scale both to stay competitive and to reflect the impact of inflation.

Finance Committee - Marc Furton - Inform (9:10 am)

January 2023 Budget to Actuals

- We have final PPR numbers for 2022-23.
- Mil levy revenue came in strong, particularly the 2020 facility mil levy. \$300k at HASE; \$283k at HANE.
- Received additional technology funding from DPS and Admin has identified ways to spend these funds.
- ESSR funds have now come in for the year as the school has submitted reimbursements.
- HANE received a Childcare Stabilization grant and this will be added to the budget next month.
- Higher PPR rate is higher than what was forecasted in the budget.
- For the HASE facility expansion project, we received a \$100k grant from the Daniel's Foundation, and a \$29k grant for HASE security enhancements.
- We are close to baseline for salaries, which is our highest expense.
- There is an \$111k surplus at HANE, and \$390k surplus at HASE.
- ESSER III funds are COVID relief funds that will go away after next school year.
- Chris Ferris explained that DPS is in the red and there is uncertainty on how this business model will be sustainable for the long term.
- Erika Paulino shared that there are teachers who do not have familiarity with backend financials and budgets, and how this influences an organization's ability to provide salary increases with an eye on maintaining fiscal responsibility.
- Joe explained Highline is fiscally responsible and this is critical to maintaining our reputation and being renewed during a time when there are less friendly attitudes toward charters.

Reach Up Committee - Kenny Smith - Inform (9:22 am)

Star Reports & UIP strategies

HANE

- Teaching Strategies Gold (TSG) is a proven observational and assessment system that has been used since the campus' founding for the ECE program. HANE's ECE program continues to receive a 4 out of 5 star rating by [Colorado Shines](#) for quality in early childhood education.
- This year we launched a Model 1 preschool program, which provides dedicated support for students with exceptional needs. The program is divided into an AM and PM group of students.
- ECE students showed growth from the Fall to Winter on TSG, with approximately 80% of students meeting or exceeding expectations in the areas of mathematics, language, literacy, cognitive, social-emotional, and physical development.
- Below are the HANE results for proficiency based on the Winter STAR assessment per District benchmarks:
 - Reading: 50.4%
 - Early Literacy: 39.6%
 - Math 48.9%

HASE

- Below are the HASE results for proficiency based on the Winter STAR assessment per District benchmarks:
 - Reading: 66%

- Early Literacy: 82.8%
- Math 75.1%

DEI Committee - Ambar Suero - Inform (9:28 am)

- Ambar shared a recap of the Celebration of Black Excellence event that was held at HANE on February 2nd.
- HANE educators Malia Ellis and Britt Alford were recognized for their work and supporting strong outcomes for all students. They were nominated by Chris Ferris for DPS' Black history initiative of honoring Black educators who are making an impact in the district.
- A few Black students from HANE shared their experiences, how the school is helping to support their success, and why they enjoy being a part of the school community.
- At HANE, Black students comprise 34% of the student population, and make up 39.7% of the Gifted and Talented program.
- For context, in 2016 only 1% of Black students in DPS were identified as gifted. Although they have made efforts to change this, currently 6% of identified GT students are Black, while they make up 14% of DPS. Highline is committed to ensuring students from all backgrounds are represented in our GT program with closer proportions to their overall demographic percentages.
- Families and staff had an opportunity to break out into small groups to discuss what the school does well, and areas of growth in supporting Black students' academic, social-emotional, and leadership development. Their feedback was aggregated and shared back out for review in the campus' weekly newsletter.
- The week following the Celebration of Black Excellence event, 2 DPS Board members who represent HANE's district attended a redistricting event which was hosted at the campus. Ambar noted that it was a pleasure to socialize the success of the event with them. We are encouraging these members to visit the campus more in the future and further connect with our community.
- The HASE Celebration of Black Excellence event will be held on March 21st, and will include sample presentations by HASE teachers on culturally responsive teaching at each grade level band.

Principal Update & Campus Tour - Sarah Verni-Lau - Inform (9:32am)

- Board members were taken on a student led tour of the campus. They shared why Highline
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Old Business - Chris Ferris - Inform (10:15 am)

- None.

Reminders/Announcements - Brittany Joyce - Inform (10:15 am)

- Next BOD meeting: Monday, March 20, 2023 at 6:15 pm [here](#) via Zoom
- HASE Culture Fair on February 25 from 11 am to 2 pm

Adjournment - Joe Whitfield - Adjourn Meeting - Vote (10:16 am)

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