



MINUTES

Full Board of Directors' Meeting

**June 21, 2021
6:15pm**

The meeting was held:

[Online via Zoom using this link](#)

Dial-in Number: +12532158782,,76889834919#

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:

Brent Baribeau, Board President
Joe Whitfield, Board Vice President
Marc Furton, Treasurer
Gina Schlieman, Secretary

Board Members:

Gwen Maurello, Board Member
Brandon Hellwig, Board Member
Kenny Smith, Board Member
Drew Kent, Board Member
Anna Rogers, Board Member
Ben Garey, Board Member
Kamrin Coffey, Board Member

Highline Ex-Officio Members:

Chris Ferris, Highline Academy Executive Director
Sarah Verni-Lau, Highline Academy Southeast Principal
Guerin Gray, Highline Academy Northeast Principal
Brittany Joyce, Highline Director of Communications
Teresa Fraiser, Highline HR Director

Other:

David Guillen, Highline Northeast PE Teacher

Absent:

None

<i>Topic</i>	<i>Presenter</i>	<i>Goals</i>	<i>Outcome</i>
Call to Order – Brent Baribeau – Call to Order (6:19 pm) • Quorum Establish • Agenda Confirm • Mission and Vision restated Quorum established. Introductions were made as part of the welcome for the new Board member, Kamrin Coffey. The agenda was adopted with no changes. Gina Schlieman read aloud the mission and vision statement. She said Highline is a leader in advancing DEI and it was a tenant of our program before current events in 2020 brought it to the forefront of national conversation. The charge of our mission is what attracted her to Highline as a community member. She spoke with a parent whose student had an amazing experience after just one semester. The student, being new to Highline, truly internalized the mission and it made a difference in her academic experience.			
Consent Agenda – Brent Baribeau – Governance – Vote (6:31 pm) • Minutes from the June 1, 2021 meeting • May 2021 Budget to Actuals A motion was made by Brent Baribeau and seconded by Ben Garey to approve the consent agenda. The motion passed unanimously.			
See BOD Packet for: (6:33 pm) • ED Presentation on summer school, vaccine policy • End of Year STAR Data • 2021-22 Fundraising Overview • DEI 2021-22 Goals • Board application and interview questions for Grace Nailing and Stephanie Grossman			
Public Comment (6:33 pm) No members of the public made a comment; however, Vanessa Guillen (a parent) issued a written public comment about mandatory COVID-19 vaccination. She asked the Board of Directors to wait for the permanent FDA approval for the vaccine before mandating the vaccination. She considers mandatory vaccination a violation of human rights and as discriminatory.			
Executive Director Update - Chris Ferris - Inform (6:35 pm) COVID-19 Vaccine Policy Discussion about a possible mandate for staff to receive COVID vaccine for 2021-22. If such a mandate is determined by the Executive Team, a Board vote would be held in July 2021. There are lawsuits against employer vaccine mandates in other states, examples were provided. Q&A: Employers can mandate the vaccination and proof of vaccination should be documented in the policy. Should accommodate disability and religion. Vaccination status is protected under HIPAA and has to be stored securely. Termination should be the last resort due to legal and cultural damage. 90% of staff at Highline are vaccinated and the non-vaccinated employees are under protected categories. We should consider status and federal religious discrimination. We should also consider if a mandate is the best way to go. Brent: This is just an idea for discussion, no decision is required at this time. Chris: We need to have protocols in place to ensure that unvaccinated teachers follow it (masks for both teachers and students). Gina: Her personal opinion is that with 90% of vaccinated staff, it will look unfavorable for a mandate and there are valid reasons for not getting vaccines that are not fully FDA approved. We can ask for vaccination status, and decide COVID mitigation measures that fit that vaccination status. Colorado did not have a significant presence of the UK variant; however, in Norway they noticed that children 11 and older caused the most spread during a time when there were strict restrictions on adult interactions. This may lead to requiring older students to wear masks. When this is an approved vaccination, we should consider adding COVID-19 vaccination to the general package of expected vaccinations for both students and teachers. Chris: DPS has not provided a lot of guidance, but cohorting is relaxed, tracking and seating charts are still in place.			

State policy is shifting to no masks outside, with wearing masks inside. No large gatherings are permitted at this time. More guidance to come from the district.

Brent: We need to consider different scenarios. Parents' assumption if the teachers are still wearing masks.

Sarah: DPS is a threshold of how lax we can be; however, we can make our protocols more stringent if we deem this would be in the best interest of our community's safety.

Kenny: Who are the remaining 10%? Are they in a protected category? Meaning, a mandate is not going to make a difference? Kenny is in favor of a mandate, yet willing to discuss if this is not prudent given the circumstances. If we have a mandate, we should be prepared for the legal consequences and other vulnerabilities.

Chris: We can't ask why staff opt out of being vaccinated. There are about 10-12 staff who have not been vaccinated, which is low.

Kenny: Do we have feedback from teachers?

Chris: We would conduct a survey if we seriously consider a mandate.

Teresa: She talked to the unvaccinated people and there is anxiety around the topic.

Gwen: Generally opposed, since there are several legal complications. Teachers already signed their contracts and this would be a new requirement. It would be unfair to add this as a mandate at this juncture when it was not a part of their 2021-22 agreement. Did we get feedback from the parents?

Brent: We did not bring to the vote today because we don't have more information. Still waiting on DPS, but we have to be more nimble.

Gina: Indian and Brazilian variants and impact on children. Indian - proving more infectious and more hospitalizations than the original strain, Brazilian - more severe (death and severe illness is potentially 6 times more common). Masking would be a prudent way to protect against future variants.

Joe stated: Regardless of what we decide (mandate or no mandate) it may be a good idea to at least have some talking points and communication protocol in place before we return to school at the end of summer. This is generally a good idea with most serious topics, and COVID is part of that. Should be done by the end of the summer. 10% can be very vocal; need to be mindful of this.

Brent: not sure if we can share 90% number, but this should alleviate some concerns.

Guerin: People in the school will have to deal with this, so requested that the principals have input.

Brent: We can have more discussion around this. Policy is required only if we have a mandate.

Chris: We can make a mask mandate via policy.

Summer institute begins July 26 for new teachers.

Joe: This is not as urgent, but we need to consider that protocols can take time.

Brent: we will have more discussion, please share your thoughts with Brent via email.

Gina: might be prudent to consider vaccination status when scheduling teachers who spend time across multiple classrooms.

Teresa: will survey the teachers to see if there are more vaccinated people.

Summer School Update

Funded by the RISE grant, Highline is one of 11 charter schools to receive the grant.

HANE - 75 students enrolled. The program is being led by Northeast curriculum coordinator Kym Anderson.

Highline Northeast teachers are providing the instruction. Students go on a field trip each Friday and enjoy being in school.

HASE - 35 students enrolled. HASE staff were not interested in leading the program, so contracted with Radical Arts Academy of Denver (RAAD) to provide instruction that also provides an emphasis in art and music.

The program at both campuses is meant to provide extra support for students who could benefit due to learning loss caused by the pandemic.

One Highline update

ECE for HASE is what we are working on for next year; we are no longer pursuing an online middle school. Sarah and Guerin are working together to align the expectations. The new teacher evaluation is being developed. More information will be provided on the ECE project.

Charter Contract Renewals

HASE is up for renewal in 2022, and HANE in 2023. The misalignment in timing with both campuses being up for

renewal at the same time is due to COVID. The District changed the timeline for the renewal and this is challenging. The vote will be in January by new members (elected in November). Brent: Does the DPS Portfolio team still exist? Chris: Yes, they have merged with the strategic planning office. The Director continues in the role.

REACH Up Update - Gwen Maurello - Inform (7:14 pm)

End of Year STAR Data:

There were challenges with data. Next year this should be easier. There are links to the raw data files, but overview of the charts are in the PowerPoint presentation. Star does not tell us if this is at a grade level, only the normal curve equivalent (NCE) base. Goal is 50% or above, this means they are performing above 50% of people in the country. Issue with the software, can't capture HANE in the presentation fully.

- Reading Proficiency - HANE
- Math Proficiency - HANE
- Reading Proficiency - HASE - there is a drop at the end of the year. Can be due to the way the test was taken.
- Math Proficiency - HASE
- Growth Reports - GE is used and explained.
 - HANE Reading Growth - we have big growth and positive trends at the end of the year.
 - HANE Math Growth - same here. Some numbers were below at the beginning of the year, but leveled off by the end. It is more than one year of growth
 - HASE Reading Growth - same trends. Student started higher - grade level or above, and then had more than one year of growth
 - HASE Math Growth - same trend. 2nd and 7th are below the line, but all other grades had good growth. Need to take into consideration that it was a COVID year. We can see clear growth.
- Links to the raw data are provided.

Brent: Do we have segregated data by race/gender?

Gwen - yes and no. Not in STAR, but in the DPS report.

Brandon: There is an error on the chart because Math and Reading are the same numbers. There is an issue with data feed. This needs to be updated.

Gwen: Reading is correct growth. (Math numbers were instead read out loud). Math had a higher average and more than one year of growth. Math data is as strong as reading.

Brent: When will DPS send us the report from STAR data?

Chris: It is a subgroup of the students of data for language and art. There is a discrepancy between the race, white students score higher than students of color.

Brent: We need to figure out the way to get the report that breaks by the subgroup so we don't miss any opportunities to improve the outcomes.

Gwen: NCE will be easier to do, but it was overwhelming. We can't have it on the growth chart though.

Gina: Can we create artificial groups in the system (like cohort)?

Gwen: No, we can add the ethnicity and gender, but this is done student by teacher and this will mess up the alignment.

Sarah: Potentially this might be done via instructional groups. To be discussed with the vendor.

Gwen: I don't think this will do it, but will talk to the vendor.

Brent: Great growth for this year.

REACH Out Update - Brittany Joyce - Inform (7:35 pm)

End of year readout

- Highline began the 2020-21 school year anticipating a budget cut of \$735,000. It ended up being much less of a reduction at \$100,000.
- The 2020-21 fundraising plan was developed in collaboration with the Admin team and REACH Out committee. The plan outlines key personnel in advancing the fundraising plan, defines goals, priorities, strategies and messaging when socializing Highline's program internally and externally.
- We accomplished the majority of our goals, however due to COVID limitations we pivoted, focusing more on community building activities than fundraising, which proved beneficial for strengthening culture within the parent and external community.

- Highline raised over \$580,000 in fundraising efforts for the 2020-21 school year, including sources from grants (the majority at \$530k), campus led activities, individual donations, everyday shopping rewards / kickbacks, Board giving, CO Gives Day, One Highline Movement event, and corporate matching gifts.
- We saw increased community engagement this year in spite of not being able to gather in person. Our community rallied in support of families in need with our food pantry and community garden; clothing drives; and providing access to wifi hotspots. We made connections with professionals to meet with our students to discuss careers in IT and STEM fields, which provided students with new ideas and motivation to explore new sectors.
- Our social media following and engagement increased this year. We launched a social media captains initiative at both campuses, which resulted in more good news stories and happenings being shared and promoted to internal and external audiences.
- Some of our outreach activities this year (One Highline Movement, Highline-Kelly Linderman Scholarship and HASE recruitment marketing efforts) advanced Highline's brand and reputation as a school that is committed to academic excellence as well as developing students to be conscious leaders who see the beauty in themselves and others. These activities drive support and ambassadorship for our school.
- Learnings and considerations for the 2021-22 school year include:
 - Empowering all stakeholders to share the 'Why Highline' story
 - Keep fundraising goals and actuals top-of-mind across constituent groups
 - Solicit the community to share their corporate contacts to capitalize on existing relationships
 - Create excitement around fundraising and provide different opportunities to engage at all levels
- Our 2021-22 fundraising priorities are:
 - Southeast campus building expansion: Goals is to raise \$1,000,000
 - Expanding access to Northeast campus EnREACHment programs: Goal is to raise \$15,000
 - Supporting ECE programming: Goal is to raise \$50,000
 - Furthering DEI education: Goal is to raise \$30,000

DEI Update - Chris Ferris & Brandon Hellwig - Inform (7:58 pm)

DEI end of year goals

Board Goals

- Learn about diversity, equity, inclusion and anti-racism.
- Consider anti-racism and equitable practices when creating or revising policy.
- Set organization-wide goals to continue to improve in our striving to be an anti-racist organization and monitor progress on those goals.
- Recruit Board members who reflect the diversity of the student population of Highline.

Student Goals

- Learn how to discuss difficult subjects respectfully and to apply conflict resolution skills within a diverse community of their peers.
- Learn curriculum that tells the story of marginalized and oppressed groups and how people have worked to change our country to become more equitable and inclusive.
- Empower students to be advocates to create a more equitable world both in personal interactions and in the community through service projects.
- Have multiple teachers of color through their years at Highline.

Family/Community Goals

- Create opportunities to learn about equity, diversity and anti-racist practices with other parents.
- Build intentional relationships of trust and care across cultural differences.
- Develop trust for families of all backgrounds so that they know staff will be open and responsive to their concerns.

Staff DEI Work during 2020-21

- Staff selected study groups and met biweekly at both campuses. Topics included: school to prison pipeline, White fragility, stereotyping of black girls, racism and housing policy, and many others.

- Some staff joined the P4DEI group and the Center for Racial Justice in Education workshop.
- Staff are now working in action groups to plan for next year.

Planning for 2021-22 is underway

- Revision of the performance evaluation to include an inclusive professionalism standard.
- Renewed in person staff culture work.
- Continuation of the teacher led anti-racist learning and action groups.
- Partnership with DU to embed anti-racist practice into classroom observations.
- New program to provide tuition support for TAs of color to get their credential.
- A committee will review the recruiting and hiring process to identify bias and opportunities for being more inclusive.

Reach In - Brent Baribeau - Governance - Inform (8:24 pm)

Vote on Board candidates

- A motion was made by Brent Baribeau and seconded by Drew Kent for Grace Nailing (HASE parent) to join the Highline Academy Board of Directors effective June 21, 2021 for a 3-year term. The motion passed unanimously.
- A motion was made by Brent Baribeau and seconded by Gina Schlieman for Stephanie Grossman (HANE parent) to join the Highline Academy Board of Directors effective June 21, 2021 for a 3-year term. The motion passed unanimously.
- We received several strong candidates this year. Many of them will serve on committees for 2021-22 and we will assess their participation to see if they will be a good fit for the Board in upcoming years.

Vote on Board Officers

- A motion was made by Drew Kent and seconded by Marc Furton for Brent Baribeau to assume the role of Board President for the 2021-22 school year. The motion passed unanimously.
- A motion was made by Brent Baribeau and seconded by Anna Rogers for Joe Whitfield and Gwen Maurello to assume the role of Co-Board Vice-Presidents for the 2021-22 school year. The motion passed unanimously.
- A motion was made by Brent Baribeau and seconded by Gina Schlieman for Anna Rogers to assume the role of Board Secretary for the 2021-22 school year. The motion passed unanimously.
- A motion was made by Brent Baribeau and seconded by Drew Kent for Marc Furton to assume the role of Board Treasurer for the 2021-22 school year. The motion passed unanimously.

Executive Session -

Potential Vote: Brent Baribeau: "I move for the Board to proceed to Executive Session in accordance with CRS 24-6-402(4)(f) to discuss a personnel matter, specifically to discuss the end of year evaluation of the Executive Director, pending the affirmative vote of two-thirds of the quorum present. Personnel matters are for confidential discussion, unless the person(s) being discussed in a personnel matter request(s) at this time that the discussion take place during the open meeting." Seconded by Drew Kent. The motion passed unanimously.

--Note: Executive Session will take place in a separate meeting room, and the public meeting room will remain open until the Board exits Executive Session and resumes the public meeting.

ED Evaluation

Old Business - Brent Baribeau - Inform (9:40 pm)

None

Reminders/Announcements – Brent Baribeau – Inform (9:40 pm)

Next Full BOD meeting:

- Board retreat: Friday, July 30, 2021
- Board meeting: Monday, August 30, 2021

Adjournment – Brent Baribeau – End Meeting – Vote (9:41 pm)

With no further business up for discussion, a motion was made by Brent Baribeau and seconded by Joe Whitfield to

adjourn the meeting. The motion passed unanimously.