



Minutes of the Peak to Peak Board of Directors

Meeting (Regular Meeting)

Wednesday, Dec 15, 2021

Videoconference: Zoom Meeting

<https://us02web.zoom.us/j/82315186282>

The Peak to Peak community will inspire students to fulfill their academic dreams for college, to develop their creative passions and athletic talents, and to become responsible citizens.

1. Call to Order: Colleen Elliott @ 5:01 PM

In attendance by video conferencing:

Voting Board: Brian Boonstra, Heather Caruso, Colleen Elliott, Eveline Grady, Chirag Shah

Ex-Officio: Melissa Christensen, Kyle Mathews, Clara Quinlan, Kelly Reeser, Sam Todd

Absent: David Woo

Guests: Jennifer Dauzvardis, Keri Dunphy, Traci Schoeneweis, Kristianna Vedvik, John Wilcox, Vicki Lundquist, Tracy Durland, Michael Mancinelli, Kate Martin, Lillian Buttice, Sarah Greene, Sarah Boonstra, Gene Maine, Cathy Rein, Allison Seeber, Alison Cross, and several other unidentified (phone numbers and first names only)

2. Consent Grouping:

- a. Approval of minutes: 11/17/21
- b. Approval of Policies:
 - i. [DID - Capital Asset Accounting](#)
 - ii. [ECA-R - Video Surveillance Equipment](#)
 - iii. [IKA/IKAA/IKAB - Grading Systems](#)
 - iv. [IKF - Graduation Requirements](#)

Motion to Approve: Chirag Shah

Seconded: Eveline Grady

The motion was approved 5-0

yay	abstain	no
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Brian Boonstra, Heather Caruso, Colleen Elliott, Eveline Grady, Chirag Shah,		
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3. Public Comments

None

4. Kudos and celebrations

Kyle Mathews: Thanked Mary Campbell and 9th grade team for organizing the 9th grade ‘cocoa & cram’ event which supports 9th graders in their final exam preparation.

Kelly Reeser: Thanked Traci Schoeneweis for all her work in the front office to cover absences. Thanked students for finishing the finals week strong and readjusting so well to coming back on campus and getting back into the groove of school.

Melissa Christensen: Also thanked the front office staff for their kindness and professionalism in tackling daily tasks and being such a welcoming place.

Clara Quinlan: Expressed her gratitude for our librarians Pam Rutigliano and Ace Eckstein who create such a warm and inclusive K-12 environment.

Brian Boonstra: Thanked guardians, parents and everyone who participated in the EDE search survey.

Sam Todd: Thanked the board for all of the work they put into the EDE hire. Congratulated Rachel Hirt on the Annual Gift Drive which has reached \$140,000 so far with a big push during Colorado Gives Day.

Eveline Grady: Celebrated Lindsey Wright and all the volunteers who organized the staff gift wrapping event. Also expressed much appreciation to Alissa Nenniger who coordinated the script gift card program this month.

Heather Caruso: Gave a shout out to the P2P community for rallying at the basketball games and keeping the Puma Spirit going! The energy in the gym was amazing and it should be noted that P2P beat Faith Christian for the first time in a long time.

5. Electric Bus RFP (Request for Proposal)

Sam Todd provided an overview on the proposal to lease an electric bus fleet. Michael Mancinelli from Highland Electric Fleet provided a presentation on the proposed electric bus fleet. Discussions and Q&A followed.

- BVSD stopped providing buses for field trips and athletics.
- Peak to Peak wants to provide transportation in the cleanest and most affordable way.

- In order to be mindful of cost, a lease of a bus fleet is being considered.
- Highland Electric Fleets has helped develop an RFP and submitted an infrastructure proposal.
- P2P would be able to offer transportation to and from school in the morning and afternoon from designated pick up locations.
- P2P would be the first school to have a full electric fleet.
- BVSD Mill Levy is tied into transportation, so when renegotiating our contract, this would guarantee P2P keeping revenues tied to the Mill Levy.
- Currently, three full sized buses and one smaller bus are being considered.
- Cost would be approximately 25-30K per bus per year.
- There would be a mileage limit.
- Idea is to solicit several bids.
- Staffing will be a cost consideration
- P2P is in a strong financial position to support this financially
- Bidding would need to be done early January
- Purchase orders need to be made end of January (especially in light of long wait time)

Motion to approve the discussed RFP Process for the Electric Bus fleet: Brian Boonstra
Seconded: Chirag Shah

The motion was approved 5-0-0:

yay	abstain	no
Brian Boonstra Heather Caruso Colleen Elliott Eveline Grady Chirag Shah		

6. EDE Report

Kelly Reeser:

- The Strategic Plan process is on schedule. Jen Dauzvardis held meetings with staff from all 3 school levels as well as support staff to collect feedback. Next step will be to present it to guardians and parents.
- Visitors and volunteers on campus: In January P2P will open up the campus to more in person possibilities such as demonstration lessons, classroom volunteers as determined by teachers etc.. Larger meetings such as HOD, accountability etc. will continue to take place virtually.
- In January there will be other policies to review.
- Currently, ELT is trying to ensure that essential field trips can take place, especially those that are directly connected to our curriculum.

Discussions ensued, specifically on how to solve for ensuring field trips will take place.

7. EDO Report

Sam Todd:

- P2P retained its credit rating at BBB+
- Started working on 22/23 school budget
- Highlighted staff that is handling complexity of operations
- Food services are still understaffed. ELT volunteered to fill in needs.
- Fundraising: record breaking Colorado Gives Day. Shout out to ambassadors who helped with that effort!
- Work on Gala will get into full swing after the break.
- Employee Opinion Survey will be run in January.
- 7 classrooms received innovative furniture over Thanksgiving Break.
- P2P hired a new fundraising assistant.

8. Approval of Engineering Bid for North Parking Lot Expansion

Motion to approve the engineering bid with Drexell Barrell for \$13,790 for the north parking lot expansion: Brian Boonstra

Second: Chirag Shah

Motion was approved 5-0-0:

yay	abstain	no
Brian Boonstra Heather Caruso Colleen Elliott Eveline Grady Chirag Shah		

**** Break from 6:32pm to 6:46pm ****

9. Presentation of Granting Prior Years' Experience to Teachers and Counselors

Sam Todd:

- Walked the board through the history of pay structures at P2P.
- Currently, prior years of experience are not granted when making a new hire.
- There is a national & local teacher shortage.
- Current starting salaries are competitive for candidates without experience, but not for those who have years of experience.
- Gave overview of current pay system which includes the Peak Option.
- Developed a 3 year, 5 year and 7 year scenario which includes truing up hires that were made since 2014 that had prior years of experience.
- All three scenarios are financially sustainable and would require the use of financial reserves.
- The 3 year scenario has the biggest impact on teacher salary and would put us ahead of the district in certain scenarios.
- ELT recommends the three year scenario to provide the most flexibility with hiring and gives P2P a competitive advantage.

Discussions ensued. The board will vote on this proposal at the next board meeting in January.

10. Curriculum Proposals:

- a. [Spanish Textbook proposal](#) (Vote)
- b. [Non-AP, College Prep Psychology combined with AP Psychology](#) (Discuss)
- c. [Combined U.S. History & English Comp](#) (Discuss)

Motion to approve the Spanish Textbook proposal: Eveline Grady

Second: Chirag Shah

Motion was approved 5-0-0:

yay	abstain	no
Brian Boonstra Heather Caruso Colleen Elliott Eveline Grady Chirag Shah		

Kyle Mathews walked the board through the other two proposals. There was a concern raised that the proposed structure of the combined classes would lower the level of rigor. Teachers believe that this set up would actually benefit all students and that the level of rigor would not be dropped. This structure would also alleviate master scheduling issues.

Discussions were held.

11. EDE Hiring Update

- a. **EDE Job Description**
- b. **Recruiter Contract**

Colleen Elliott, Heather Caruso:

The Board has collected information through surveys and interviews with internal staff, parents and all stakeholders as well as outside schools who have gone through a similar process in recent years to inform the wider decisions of the EDE hire.

Priorities and themes from the staff survey & guardian surveys: staff satisfaction & retention - post pandemic education - project based learning - BVSD contract renewal - instructional expertise - familiarity with P2P - K-12 unifying voice - educator pedigree - SEL & Equity experience

Fundamental structure of the position will remain the same.

Motion to approve the EDE Job Description subject to minor modifications that are not material: Brian Boonstra

Second: Heather Caruso

Motion was approved 5-0-0:

yay	abstain	no
Brian Boonstra Heather Caruso Colleen Elliott Eveline Grady Chirag Shah		

Brian Boonstra gave an overview of the consultant research as well as an overview on the make-up of the Hiring Search Team (equal representation of parents & staff a guiding principle). Proposal is to work with Amy Slothower. Her fee is \$30,000 (helps develop posting, develop process, quarterbacking process start to finish). It's a full service relationship. There is room in the budget but a supplemental budget will need to be passed.

Motion to approve the consultant contract with Amy Slothower: Brian Boonstra
Second: Colleen Elliott

Motion was approved 5-0-0:

yay	abstain	no
Brian Boonstra Heather Caruso Colleen Elliott Eveline Grady Chirag Shah		

12. Board Goals - Committee Updates

Updates were given by the Elections and Accountability committee.

Discussions were held about the bylaw update work.

13. Board Reflections

Jen Dauzvardis gave the board feedback with regards to the meeting.

14. Adjourn @ 8:15 pm

Motion to adjourn the Peak to Peak Board of Directors meeting: Brian
Second: Chirag Shah

Motion was approved 5-0-0:

yay	abstain	no

Brian Boonstra Heather Caruso Colleen Elliott Eveline Grady Chirag Shah		
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Respectfully submitted,

Eveline Grady

Eveline Grady

on behalf of Board Secretary
David Woo