MINUTES

Full Board of Directors Meeting

Dec 16, 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:
Ambar Suero, Co-Chair
Katherine Casey, Co-Chair
Kaylee Hart, Treasurer
Annie Bielecki, Secretary

Board Members:
Joe Whitfield, Board Member
Nikea Bland, Board Member
Drew Goltermann, Board Member
Grace Nailing, Board Member
Ramone Carson, Board Member
Kelly Fleming, Board Member
Sloane Macy, Board Member
Kenny Smith, Board Member
Alexander Landau, 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
Alex Bowdoin, Outreach and Communication
Arizona Alli, OUtreach and Communication

Other:
Y. Loubriel
Heather Miles
Travis Lambert
Sara Taylor
Darien Key
Grant Farnsworth
Ms. Douthett
Shawn

Absent:
Katondra Dunn, Board Member

Topic	*Presenter*	*Goals*	*Outcome*
Call to Order – Ambar Suero – Call to Order (6:15 pm) Quorum Establish A quorum of the Board was established. The agenda was adopted with no changes. Mission Moment Ramone read aloud the mission and vision statement. He spoke about his children and their ability to talk about their education and how they got their education. They are able to share exactly how Highline has helped shape them.			
Consent Agenda – Ambar Suero – Governance – Vote (6:23 pm) Minutes from the February meeting ● A motion was made by Ambar and seconded by Joe to approve the Oct, 2024 meeting minutes. The motion passed. Zero "nays", Nikea and Sloan abstained.			
See BOD Packet for: ● Oct 28 Minutes ● Budget to Actuals November ● HASE and HASE Dashboards ● ED report including HR update ● Principal report			
Public Comment (6:27 pm) ● Arizona framed the public comment. ● Heather Miles, 3rd Grade Teacher SE Campus, Board Rep. - Heather read a prepared statement by Colin Shaw, regarding their difficulty dealing with the school health insurance. It is prohibitively expensive and would create significant financial hardship for their family if they were to add their family. Colin worries for their colleagues. Strongly encourages the Board to find a better option for health insurance. ● Heather read a prepared statement by anonymous teachers. Regarding the salary scale and wants the Board to have a teacher's perspective. Highline has larger classes, more days, and longer hours than most DPS schools. Core content is provided with no curriculum beyond free online resources. SE excellence is due to the teacher-created curriculum. Time off for teachers is also micro-managed and sends the message that PTO was not fairly managed. Speaking of slide 13, they disagree with the idea that more admin is a good thing. Teachers are the ones who manage all of the work in their classrooms and more admin is not needed.			
Principal Update - Chris Ferris & Vanessa Rodriguez - Inform (6:35 pm) ● READ data - STAR data for HASE from September was read out by Chris. Vanessa read out the STAR data for HANE. She read out ANET data for HANE as well. ● Election Update - DPS sent out information regarding legal protections for immigrant families at schools. THey are designated safe spaces. DPS does not keep immigration status data. We will be hosting family coffees in late January/early February when we have more information about new policies. Older students at HASE were very upset the day after the election. Vanessa shared that the comprehensive wellness team was available for kids who had worries. Kaylee asked about interpretation at the coffees, Chris shared that the comms go out in multiple languages and the meetings have multiple interpreters.			

Finance Committee - Kaylee Hart - Inform (6:46 pm)

- Kaylee shared that the best way to get money is not necessarily asking families or teachers. Pointed out grants. Mentioned signing up for King Soopers account as a great form of passive giving.
- Budget to Actuals- Kaylee walked the Board through the budget to actuals. Highlighted that the two campuses have separate budgets because of different opportunities within their various communities. Highlighted that keeping staff happy is important, and the finance committee will be looking at how to do that using financials, benefits, etc. Interest for the construction of HASE has been higher than anticipated but is a short term issue. There was a 10k fraud issue that happened last week and it was a learning moment for all involved. A police report and insurance claim has been filed but we don't anticipate getting that money back.
- Alex pointed out that we have a flier for King Soopers passive giving. Kaylee mentioned

Reach UP Committee - Drew - Inform (7:00)

- Drew gave a shout out to the Principals for excellent data collection and good work with the schools and the data cycles. Highlighted the use of benchmark testing. HANE is using ANET which is very helpful. HASE is using the internal MasteryConnect assessments.

Reach In Committee - Nikea - Inform (7:07 pm)

- Evaluation process - we use a twice yearly process. The process previously has been very informal. Difficulty with scheduling. Sara Taylor has worked to standardized this process for our ED eval- we will be using an external company. Since we are changing over we are changing our schedule a bit- will be sending out the eval in mid-january with a one-week turnaround with the hope of reviewing the eval with Chris before the January Board meeting. The process will be repeated at year end.

E.D. Update - Chris Ferris and Sara Taylor - Inform and Vote (7:12 pm)

- **Chris highlighted Joe and Kenny for their campus visits last week.**
- Strategic Plan Recommendation - 3 proposals for strategic planning consultants. Chris and Board Members interviewed 2 candidates and recommended Education Partners as they seem more data driven and have experience working with larger organizations and a team of experts to rely on. Katherine mentioned that both candidates were very strong. Sloan asked for clarification on WHAT strategic planning specifically- Chris mentioned that our current 5-year strategic plan is almost up and this company will use data gathered from stakeholders to help us establish our next 5-year plan.
- A motion was made by Katherine and secondes by Nikea to move forward with the recommendation to use Education Partners for our strategic planning. The motion passed unanimously.
- Sara updated on HR processes for policy this year - We are working to maintain talent. 49% of our staff identify as teachers of color, which Sara thinks might be one of the highest in the district. We have high posting views. One third of our terminations are non-regrettable. One third leave for personal and work related reasons. Higher turnover at HANE. Para-proffesionals tend to leave quickly. Heather and Sara have discussed onboarding updates. Employee engagement survey just closed, will be repeated in May 2025. Ambar asked if there are any supports for paras to become licensed, Sara shared that she will be working with REACH which pays for bachelors degrees for paras who want to license. Ambar mentioned parent-to-para, offered to connect with Sara about other programs.
- Chris mentioned policy updates - integrating culture in evaluation. Highline will be clarifying conditions for non-renewal and performance improviement plans. She discussed that Highline is hosting brainstorming discussions around PTO, healthcare, pay, etc, in order to answer questions and share feedback. Heather commented that people who work at a bigger district might have more PTO time banked- teachers understand that since we are a smaller org we cannot necessarily compete with that. Chris mentioned that they are making an effort to be transparent and sharing of information throughout the year with staff and admin before bringin options to the Board. Chris mentioned a note that Devon has been taking on training of paraprofessionals at HANE.

7:36 Executive Session

- Motion to go into executive session to conduct a conference with the school's attorney for purposes of receiving legal advice on specific legal questions, under CRS 24-6-402(4)(b), specifically for confidential discussion of a potential litigation matter.
- Ambar motioned, Kaylee seconded, the motion passed unanimously.

Old Business - Chris Ferris - Inform (8:25 pm)

- No old business- Chris reminded everyone of HANE's "Green" party on Friday to celebrate HANE getting an spf rating of Green.

Reminders/Announcements – Annie Bielecki – Inform (8:27 pm)

- Next BOD meeting: Jan 27 at 6:15 pm at HASE and here via Zoom

Adjournment –Ambar Suero – Adjourn Meeting – Vote (8:28 pm)

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