



Board of Directors' Meeting

May 4, 2025

General Session 6:00 p.m. – 7:30 p.m.

- I. **Preliminary**
 - a. Welcome to Visitors
 - b. Pledge of Allegiance
 - c. Director's Role Call
 - d. Reading of Team Norms
 - e. Approval of Last Meeting Minutes
 - i. April 6, 2026
 - f. Approval of Tonight's Agenda

- II. **Committee Reports**
 - a. **Board Development**
 - i. Evaluation Report
 - ii. SY 26-27
 - a) Roles
 - b) Meeting Calendar
 - b. **Finance Team**
 - i. Financial Reports
 - ii. Meeting Report
 - c. **Growth Feasibility**
 - i. No Report
 - d. **Personnel**
 - i. No Report
 - e. **School Accountability**
 - i. No Report

- III. **Administrator's Report**

- IV. **Public Comment**

(Comments will be given 2 minutes each)

- V. **Discussion Items**
 - a. **Open Items**

- VI. **For the good of the cause**

- VII. **Adjournment of General Session**

Next Meeting Date:

GENERAL SESSION

Wednesday, June 3, 2026

Executive Session

**All visitors will be dismissed*

Executive Session pursuant to C.R.S. § 24-6-402(4)(f) to discuss:

(f) Personnel – The annual review and evaluation of principal contract

Team Norms

~ AACCS Board of Directors ~



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- We all commit to having integrity before, during and after meetings.
 - We commit to listening, hearing and respecting each person's point of view.
 - We commit to coming prepared, being engaged and professional in all our meetings.
 - We will all fulfill our commitments and obligations.
 - We will review our norms every meeting and evaluate ourselves twice a year.

Created March 2014

A team is a group of people working interdependently to achieve a common goal for which members are mutually accountable.



Board of Directors Meeting

April 6, 2026

General Session

I. Preliminary

Called to Order 6:02 p.m.

a) Welcome to Visitor(s)

- i. Tybon, Kalina
- ii. Peters, Payton

b) Roll Call

- iii. Ms. Akerly – Presiding
- iv. Ms. Manuel
- v. Ms. Horne
- vi. Ms. Lang
- vii. Ms. Tracy – Administrator

c) Reading of team norms by Ms. Manuel

d) Approval of the last meeting minutes

- i. Motion to approve the meeting minutes from March 16, 2026, by Ms. Manuel
Motion carried unanimously.

e) Approval of tonight's agenda

- i. Motion to approve tonight's amended agenda, by Ms. Horne
Motion carried unanimously
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II. Committee Reports

a) Board Development - Facilitated by Ms. Akerly

- i. Board of Director Evaluation Results
 1. A verbal Overview was provided to the Board with collaborative next steps
- ii. Legal Articles and Bylaws
 1. Racquel moves to establish an ad hoc committee to review and update Board policies and bylaws, with the intent of developing and implementing processes on a phased (piecemeal) basis.
 - i. Mr. Carlson provided a draft that pulls Aurora Academy's core governance pieces back into one place, cleans up the officer structure, and removes much of the overlap between bylaws and policy. Additionally, changes will be made to the current membership model.
 - ii. Nothing officially changed without full Board authorization and understanding
 - iii. Working sessions will be led by Ms. Akerly and Ms. Horne
 - (a) Recommendations and progress will be brought to the board
 - iv. Anticipating that this will take a full school year to complete. This process will begin in the summer months.
- iii. Town Hall
 1. Ms. Manuel noted unavailability to attend this event.

b) Finance Team – Facilitated by Ms. Horne

- i. The drafted budget must be submitted to the District by May 31, 2026
 1. The current draft will be submitted, and amendments will be completed as needed
 2. Bart Skidmore will be in attendance for our June Board Meeting

- i. Review budget/actuals under the Operating Fund tab prior to the June meeting to prepare
 - ii. Currently, AACS stands at a \$1.574M surplus
 - (a) We have not yet allocated funds towards the curriculum
 - 3. Bart Skidmore created projections out to 2030
 - i. Purposely conservative in PPR percentages
- ii. GNet
 - 1. Our current contract with them does not provide the additional cybersecurity needed to enhance protection. Ms. Tracy outlined total cost comparisons from one to three years, including a one-time implementation fee, and answered any questions the Board may have.
 - i. **Ms. Manuel motions to approve an additional \$1,700 per month to support enhanced cybersecurity and infrastructure within the current GNet expense. This includes a three-year contractual agreement for cybersecurity services totaling \$121,680 annually, encompassing full management services.**
 - (a) **Motion carries unanimously**
- iii. Technology – Erate
 - 1. Reflecting January’s open session discussion, E-Rate figures are expected soon, and an email vote will enable a timely response and avoid delays caused by waiting until the next Board meeting.
- iv. Staff Salary
 - 1. The February Board meeting reflects ongoing staffing plan and teacher salary discussions held in Finance Committee meetings and considered by the Board in open sessions.
 - i. Mr. Salvador (AACS’ Business Manager) has provided assumptions based on our recommendations to support ongoing discussions.
 - 2. In our Finance Meetings, Bart Skidmore has recommended other options, such as improving Health Benefits for our staff, for inclusion in our strategic planning discussions.
 - i. The Board collaborated on how to address benefits and percentage increases.
 - 3. **Approval for a staff salary plan that includes a percentage-based increase this year, followed by a review of benefits next year. The approach is to implement a larger, across-the-board raise now and then shift focus next year to benefits strategy and a smaller salary adjustment to enhance overall compensation. The proposed plan includes a 7.5% across-the-board increase, placing most of our teachers above district pay levels.**
 - i. **Ms. Lang motions to approve a 7.5% across-the-board salary increase for the 2026-2027 salary schedule.**
 - (a) **Motion carries unanimously.**

c) Growth Feasibility - Facilitated by Ms. Akerly

- i. The Exterior Envelope bid has been sent back for cost review to VanVleet
 - 1. The Board will be advised of the updated numbers and agrees to an email vote
- ii. Asphalt Project
 - 1. The asphalt project will still move forward following the administrative renovation, pending updates on the BEST grant.
- iii. HVAC Maintenance – Protecting our investment
 - 1. **Ms. Akerly motions to allocate \$13,000 to the maintenance/repair line item earmarked for HVAC maintenance.**
 - i. **Motion carries unanimously.**
- iv. Administration Renovation
 - 1. **Ms. Akerly motioned to approve the projected amount of \$438,905 for renovations.**
 - i. **Any change orders that adjust the overall cost will be communicated via email and will require a Board vote.**
 - ii. **Motion carries unanimously**
 - 2. Permits for the renovations have already been approved. The overall project is expected to be completed before the start of the school year; however, if there are delays, additional days have been built into the calendar to accommodate any required adjustments.
 - 3. If the BEST grant is not awarded, we still have the necessary funds to complete the project.
- v. The BEST grant decision is expected in July.

e) Personnel

- i. No Report

- f) School Accountability
 - i. Requesting a Board Representative at each SAC Meeting
- g) Principal's Report
 - i. Think Give Curriculum
 - 1. Presented at SAC
 - 2. It is recommended that Aurora Academy explore this SEL curriculum for a year
 - 3. It has already been explored with the Student Council, and there was a lot of great feedback
 - 4. **Ms. Akerly. Motions to change the SEL curriculum from 2nd Step to Think Give**
 - a. **Motion carries unanimously**
 - ii. **Ms. Akerly motions to approve the addendum to the dress code, nails need to be of appropriate length for students to do work and complete school tasks**
 - 1. **Motion carries unanimously**
 - iii. Principal / Executive Director Role
 - 1. Ms. Tracy outlined her role as principal and her strategic vision for the future, including empowering other administrators with greater authority and opportunities for growth.

III. Public Comment

Public comment reflected appreciation for the Board's decision-making process and described it as inspiring. The speaker also expressed gratitude for the clearly outlined expectations and indicated interest in attending future meetings, as well as encouraging others to attend.

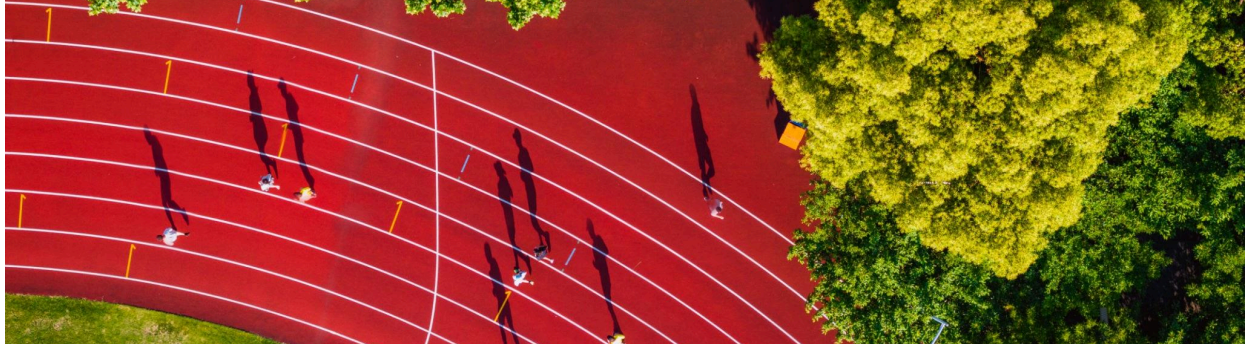
IV. Discussion Items

- a) Open Items
- b) New Items

V. For the good of the cause

- a) Ms. Akerly
 - i. Shout-out to Mr. Horsford for his impeccable leadership and dedication to the Colorado Band Association. Aurora Academy was awarded "Superior" for its performance. Mr. Horsford makes a significant impact on Aurora Academy and the student experience in band. She has witnessed his passion for advocating for our Band students to have the best possible experience.
 - ii. Shout-out to Mr. Salvador for the salary schedule adjustments and collaboration with Ms. Tracy and the Board. Aurora Academy is honored to have such a dedicated addition to our staff.
 - iii. Finally, a huge shout-out to board members for their efforts and willingness to be present and learn.
- b) Ms. Lang provides a shout-out to Ms. Tracy for a thorough presentation, it was well thought out and informative
- c) Ms. Horne shouts out all the administrators and staff who help with carline. It truly helps keep order and efficiency.
- d) Ms. Manuel gives a shout-out to the visitors and encourages more to come in and experience a different aspect of our school.

VI. Adjournment of General Session at 8:28 p.m.



Mid-Year Memo

To: The Board of Directors

Prepared By: Board President

School Year: 2025-2026

Subject: Mid-Year Evaluation

As we continue to mature as a Board, there is a clear opportunity to strengthen our governance structure, clarify roles, and build consistency in our practices. The following reflections and opportunities are intended to guide upcoming Board training and strategic planning efforts.

Highlights - Questions to consider (before) Board Training/Strategic Planning

- What would our board look like if we were fully engaged/aligned in governance best practices?
 - Where do we begin identifying blurred lines?
 - What governance behaviors do we want to strengthen?
 - If a Board member joined tomorrow what would be the three documents they would need to understand their role immediately?
 - How do we better support each other?
 - What would accelerate our growth as a governing body?
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Key Opportunities

- Governance & Meetings
 - The Board does not always allocate enough time to review prepared documentation.
 - Meeting attentiveness impacts efficiency, often requiring repeated review of the same material.
- Committee Structure / Output
 - Committee documentation has been inconsistent due to limited Board member capacity to facilitate meetings; addressing facilitation coverage will be key to improving consistency.
- Foundational Governance Documents
 - Waivers - Full board understanding is not consistent
 - Job Descriptions - Identified as incomplete or not aligned with current expectations
 - Bylaws - Currently outdated. Bi-annual review has not been consistently maintained.
- Board Development
 - Board members demonstrate commitment, with an opportunity to strengthen clarity around roles and responsibilities
 - Will benefit from utilizing training resources through the Colorado League of Charter Schools and other independent experts outside of OPEN Meetings

Strategic Growth Opportunities

- Establish Dashboards to improve visibility and decision-making
 - EX: Finance discussions
- Aligned Influence
 - Read together and set time in our Board Meetings to discuss our shared understanding and how we can reflect on practices
- Board Retreat
 - Build a cadence with who we are that is driven by purpose
 - End of July
 - 29th - 31st

- Ms. Manuel will provide several location options

The Board is actively transitioning into a more mature governance structure. With intentional focus on clarity, preparation, and shared understanding, we are well-positioned to strengthen our impact and effectiveness.

Sincerely,

Board President

Racquel Akerly

📅 AACS Finance Leadership Mtg | Apr, 23 2026 4pm

Attendees: Salvador Mendoza Bart Skidmore Racquel Akerly Kayla Horne Amy Tracy

Recommendations for the Board

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Notes

March financials

- Everything is looking as it should
- We are still waiting on payments on a few grants, but there isn't any work we need to do
- Years of service bonus - 5 years \$500, 10 years \$1000, etc. the total this year is \$5500
- Increase in fund balance of 1.3
- We received the tech money but it is in deferred revenue, listed as a liability until we spend it
- 5 months cash on hand

FY 26-27

- From Corey: The bill came out of senate- no big changes.
- Hoping to see a preliminary in the next few weeks.
- Title 2/4 it is looking like they will be available next year.
- Total projected students is already 538, 49 of the 93 students have already registered but we are still using 525 for budgeting purposes.

Board Approvals:

- Exterior Envelope [HERE](#) - \$204,148 (6% increase from October's numbers)
- Reno Approved Amount - \$438,905 was approved by the Board. If any change orders are needed/added/adjusted, I will forward you our Board's approval amount. The pieces that we are hoping to be covered by the best grant will wait to start construction until Jul 1, 2026
- ERate/Cyber Security - Additional \$1,700/Month to support the cybersecurity infrastructure within' the already existing Gadellnet account (\$121,680 annually for three years) and the E-Rate infrastructure and installation costs in the total amount of \$6,472.10 was also approved by the Board, which included access points, switch boards,

and installation. There is an additional \$1,852.15 for the firewall, which did not require Board approval.

- Salary - 7.5% Salary schedule increase for SY26-27
- HVAC Maintenance - Please add and earmark \$13,000 to our maintenance and repair line item in the budget

Action items

- When we get time tables on the projects, send them to Bart to know what percentages of the overall project budget to put in FY 25/26 and 26/27.



Administrator's Report

May 4, 2026

Prepared by: Amy Tracy

Academics/Assessment:

- CMAS completed without a hitch
- End of Year Testing commences this week
 - iReady Math and Reading Diagnostics
 - STAR Early Literacy
 - STAR Reading and Math
 - Final Unassisted Writing
- May 11th - 8th Grade High School Math Placement Exam
- Thursday: Massage Chairs
- Friday: Lunch from Snarf's

Board Items:

- None

Other:

- Additional IT security measures rolling into place
 - Kick off today with notification to staff on "phishing" training
 - "Report Phishing" button being added to their Google Mail space
- Hiring is going well
- May 13th - BEST Grant Presentation

School Events:

- Spring Concert - Thursday, May 7 at 6:00 pm
- 8th Grade Graduation - Wednesday, May 20th at 6:00 pm
- Kindergarten Graduation - Thursday, May 21st at 8:00 am
- Falcon Fest - Friday, May 22nd
- Last Day of School - Friday, May 22nd (HALF DAY)

Compliance & Authorizer Updates

- None

Culture/Climate:

- Projected Enrollment 534
- Teacher Appreciation Week this week
 - Monday: Coffee Cart and Breakfast
 - Years of Service Recognition
 - Tuesday: Sweet Treats
 - Wednesday: StuCo Surprise