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

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.