

MONUMENT ACADEMY
"A Charter School, a Public School of Choice"
Board of Directors Regular Meeting

January 13th, 2022 at 6pm MST
Monument Academy East Campus Band Room, #1044

Mission Statement:

The mission of Monument Academy is to provide a challenging, content – rich, academic program offered within an engaging, caring, and positive learning environment. Established on a solid foundation of knowledge, Monument Academy emphasizes academic excellence, respect, responsibility, character and exemplary citizenship.

A. CALL TO ORDER/MISSION STATEMENT/PLEDGE OF ALLEGIANCE/ROLL CALL/QUORUM:

Mr. Graham called the meeting to order at 6:00pm. Mrs. Clinton read the mission statement and the Pledge of Allegiance was led. Roll call was taken and a quorum established.

Board Members in Attendance:

Mr. Buczkowski
Mrs. Clinton
Mr. Dole – late arrival, 6:05pm
Mrs. McCuen
Mrs. St. Aubyn
Mr. Graham

Others in Attendance:

Mr. Holmes
Mr. Broklehurst

A. ADDITIONS TO/APPROVAL OF AGENDA: Mr. Buczkowski motioned to add an item under board discussion/action to discuss increasing the budget for the HR subcommittee. Mr. Graham seconded and motion passed unanimously.

B. SCHOOL SPOTLIGHT - Mrs. Catherine Edwards was recognized for her outstanding contributions as a 6th grade science teacher at Monument Academy East. Mrs. Sandra Wood and Mrs. Kim Cavanagh were recognized for their excellent contributions as reading specialists and the support they provide to the West Campus teaching staff.

C. CITIZEN'S COMMENTS PERTAINING TO AGENDA ITEMS *Limit 3 minutes per person*

- a. Mr. Michael O'Hare commented about suggested curriculum changes proposed by the Colorado Department of Education and the lack of general religious studies taught in schools.

D. CONSENT AGENDA:

- a. Minutes from Dec 9th, 2021 were approved as distributed.
- b. The next meeting date of February 10th, 2022. 6pm, East Campus, Band Room. #1044 was approved by unanimous consent.

E. REPORTS OF ADMINISTRATION & COMMITTEES:

- a. COO: Mr. Holmes
 - i. Mr. Holmes introduced the new East Campus Assistant Principal, Angela Duca. He announced the job posting for the West Campus Principal hiring with a close date of January 25th. Interviews are ongoing for the open AP position at the East Campus. School tours have commenced for the 2022-2023 school year. East Campus instructional staff received the Capturing Kids Hearts training in early January.

MONUMENT ACADEMY
“A Charter School, a Public School of Choice”
Board of Directors Regular Meeting

- ii. Mrs. Clinton asked if a training program could be developed for new subs. Mr. Holmes and the assistant principals in attendance agreed this could be done.
- b. CFO: Mr. Brocklehurst
 - i. Combined Campus Revenue for month end: \$837,416
 - ii. Combined Campus Expenses for month end: \$924,264
 - iii. Combined Campus Net loss for month end: (\$86,848)
 - iv. Highlights:
 - 1. The FY21 Audit is complete and will be presented during School Board Meeting by Dylan Garrison, CPA (CliftonLarsonAllen LLP)
 - 2. Annual metrics were calculated based on the FY21 Audited Financial Statements
 - 3. Continuing to discuss financing options for Phase II. Russ Caldwell is reviewing MA’s financial health and looking over options for the new financing.
 - 4. Working with El Paso County and Pikes Peak Regional Transportation Authority to identify the reimbursement process for the West Campus Recirculation Plan. MA’s goal is to minimize cash flow issues that will arise with the construction and maintain all financial bond covenants.
- c. Committees
 - i. Highway 105 Committee Report: Mrs. St. Aubyn
 - 1. A meeting was held with El Paso County. Mr. Holmes, Mr. Walker, and Ms. Barrett were in attendance. There are concerns that the plan will not be completed by the return to school in August due to the number of third party approvals needed. Updated plans should be available for review next week.
 - ii. Curriculum: Mrs. Clinton – No Report
 - iii. SAAC – West.
 - 1. Mrs. St. Aubyn presented on the parent survey results. West campus had a 39% participation rate. She provided three main takeaways: Providing supplements to be sent home to parents on the character curriculum, parents are feeling OK about current carline procedures, and parents are happy about the return of clubs to West campus.
 - iv. SAAC – East:
 - 1. Mrs. McCuen presented on the parent survey results. 75% of East campus parents participated. The committee is still reviewing the survey results. The most recent DAAC committee meeting went well with MA giving the secondary school update. The SAAC-East committee has requested that the Board and Admin provide a written letter of action based on the recommendations.
 - v. Governance: Mr. Graham
 - 1. The policy/governance committee will have additional policies for the Board to review at the February board meeting.
 - vi. Finance: Mr. Dole
 - 1. Finance committee met and reviewed audit results. Substitute pay is being reviewed. The committee is looking at ideas for how to restructure. Phase II RFP coming by Feb. Still hopeful we can break ground last Spring.
 - vii. Buildings & Facilities: Mr. Buczkowski: No report
 - viii. Volunteer: Mrs. Clinton – No Report
 - ix. Resource Development: Mrs. St. Aubyn

MONUMENT ACADEMY
“A Charter School, a Public School of Choice”
Board of Directors Regular Meeting

1. Event Committee Chair – Wendy Brethauer has 20 parent volunteers. Theme is “Invest in Tomorrow.” This is a parents-night-out with a comedian and live auction. The committee has asked for help finding auction items. The fundraising goal is \$100,000 that will go towards school safety initiatives and teacher bonuses.
- x. HR Subcommittee: Mr. Buczkowski and Mrs. McCuen
 1. Hired Employers Council to perform an assessment. This will be done in two phases – Phase I. They will perform the survey assessment and review the grievance policy. Phase II – Employers Council provides recommendations from the survey results, provides a 360-degree COO survey, COO coaching, team building for faculty and staff, and establishing an ethics hotline. Survey results from Phase I should be available to review prior to the February Board meeting.

F. ITEMS REQUIRING BOARD DISCUSSION/ACTION:

- a. CLA (CliftonLarsonAllen) Audit Presentation provided by Dylan Garrison. The audit results are posted on the Monument Academy website for public review.
- b. 5th Grade Placement for 2022-2023 School Year
 - i. Mr. Holmes recommended that 6th grade remain at the East campus and the school pursue leasing modulars.
 1. Mr. Graham motioned that after receiving community, teacher, and staff feedback identifying prohibitions within bond covenants and facing traffic issues at the West campus we elect to proceed forward with intent for placement of all sixth grade at the East campus. We further direct the COO and CFO to work together on finding the most effective accommodations through careful consideration of learning environment and expenditure incurred. Once accommodations and expenditures are identified, the Board will need to call a special meeting for final approval. Mrs. St. Aubyn seconded, and the motion carried unanimously.
- c. 2022-2023 School Year Calendar
 - i. Mrs. McCuen motioned to approve the 2022-2023 calendar as it stands. Mr. Graham seconded and the motion carried unanimously.
- d. Graduation Requirements
 - i. Mr. Holmes provided the board an initial review of the proposed graduation requirements. They will be presented for Board approval after further faculty discussion.
- e. Threat Assessment Team
 - i. Mr. Graham motioned that the MA Board of Directors direct and task the Chief Operating Officer, Merlin Holmes, with the creation and development of a Monument Academy Threat Assessment Team. This team will be tasked with establishing assessment procedures, reviewing, defining, and creating processes to evaluate and respond to school threats. Reviewing, refining, and developing processes identifying, assessing, managing and communicating threatening situations to include but not limited to defining concerning and prohibitive behaviors, receiving confidential reports to include Safe2Tell and law enforcement reports of incidents affecting either of our campuses, determining

MONUMENT ACADEMY
“A Charter School, a Public School of Choice”
Board of Directors Regular Meeting

thresholds for law enforcement engagement, developing the risk management options, creating and promoting safe school environment, making disciplinary recommendations based on findings, ensuring necessary training for stakeholders, staff and students. Mrs. St. Aubyn seconded, and motion carried unanimously.

- f. 1514B: Mr. Graham motioned we accept 1514B Elections Policy as presented tonight. Mr. Buczkowski seconded; motion carried unanimously.
- g. 1514A, 1517, 1521, 1523 Policy Review – Governance committee reviewed and made no revisions or changes. Mr. Graham motioned we accept the four policies as presented tonight with a review date. Mr. Buczkowski seconded; motion carried unanimously.
- h. 1511, 1520 – Governance committee presented policies with revisions. Mr. Buczkowski moved to approve policy 1511 with relisting the section on Grounds for Denial of open enrollment so that there isn’t an empty letter. Mrs. St. Aubyn second. Motion carries. Mrs. St. Aubyn motioned to approve policy 1520 as presented. Mr. Graham second. Motion carried unanimously.
- i. CCSP Grant requirements: Mr. Graham motioned that the board issue itself a formal directive that all board members complete the assigned modules no later than Jan 31st. The modules will be disseminated as such: Ryan Graham: #1-5, Chris Dole: #6-10, Joe Buczkowski: #11-15, Lindsay Clinton: #16-20, Megghan St. Aubyn: #21-25, Misty McCuen #26-30. Mrs. Clinton second. Motion carries unanimously.
- j. HR assessment Phase II budget increase consideration: Mr. Buczkowski motioned that we increase the approved HR assessment budget from \$10K to \$15K. Mr. Graham second. Discussion concluded that the budget increase was necessary and whether to proceed with Phase II will be decided once the Phase I survey results are received and reviewed. Nothing has been signed committing the school to Phase II at this time. Motion carries unanimously.

G. BOARD COMMENTS/ANNOUNCEMENTS:

- a. Mr. Graham encouraged those in attendance to view the “Sources of Strength” display in the commons area.
- b. Mrs. Clinton provided PTO announcements.

H. NEW BUSINESS: None

I. MOTION TO ADJOURN TO EXECUTIVE SESSION:

- a. Mrs. Clinton motioned to adjourn to Executive Session pursuant to C.R.S. 24-6-402(4)(a , b) to discuss specialized details of school security with regards to school security officers, and to receive legal advice on specific legal questions regarding the above topic. RG second. Motion passes by unanimous consent. Open session was adjourned at 8:41pm. Executive Session was opened at 8:54pm. Mrs. St. Aubyn motioned to adjourn from executive session at 10:10pm. Mrs. Clinton second. Motion carried.

J. ADJOURNMENT

- a. Open session was resumed at 10:12pm. Mrs. St. Aubyn motioned to adjourn the meeting. Mr. Dole second. Motion carried.

K. CITIZEN COMMENTS NOT PERTAINING TO AGENDA ITEMS: None