

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

February 10, 2022 at 6pm MST
Monument Academy East Campus Gymnasium

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 6:05pm, read the mission statement and led the Pledge of Allegiance. Roll call was taken and a quorum established.

Board Members in Attendance:

Mr. Buczkowski
Mrs. Clinton
Mr. Dole
Mrs. McCuen
Mrs. St. Aubyn
Mr. Graham

Others in Attendance:

Mr. Holmes
Mr. Broklehurst
Mr. Walker
Mrs. Duca

B. ADDITIONS TO/APPROVAL OF AGENDA: Mrs. Clinton motioned to add discussion on snow days to board action/discussion items. Mrs. St. Aubyn second. Agenda was approved with unanimous consent.

C. SCHOOL SPOTLIGHT: Mrs. Erin Hastedt was recognized for her contributions to Monument Academy as the Gifted and Talented Coordinator.

D. CITIZEN’S COMMENTS PERTAINING TO AGENDA ITEMS *Limit 3 minutes per person*

- a. Comments in support of a resolution against Critical Race Theory were provided by Mr. Shawn Laabs, Mrs. Jessica Laabs, Mrs. Janae Winkelman, Mrs. Dana Stinson, Mrs. Jessica Schluppenbaum, and Mr. Daymen Tiffany.
- b. Mrs. Laabs also spoke in favor of the protection of privacy and safety for all students.
- c. MR. Daymen Tiffany spoke on the need to focus on classical education and what that truly means as a school.

E. CONSENT AGENDA:

- a. Minutes from January 13, January 21, and February 2, 2022 were approved with unanimous consent.
- b. The next meeting date of March 10, 2022 at 6pm at the East Campus was approved.

F. REPORTS OF ADMINISTRATION & COMMITTEES:

- a. COO: Mr. Holmes
 - i. Mrs. Tina Leone was hired as the new Director of Academics. Mr. Kurt Walker was officially confirmed as the incoming principal for Monument Academy West campus beginning July 1, 2022. Formal job postings are open for principals at the Middle School and High school. The modulars for the East Campus are in place. Discussion is ongoing

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about which subject will be housed in the modulars. School tours at both campuses are seeing excellent attendance.

- b. CFO: Mr. Brocklehurst
 - i. Combined Campus Revenue for month end: \$836,403
 - ii. Combined Campus Expenses for month end: \$950,854
 - iii. Combined Campus Net loss for month end: (\$114,451)
 - iv. Highlights:
 - 1. Continuing to discuss financing options for Phase II. Russ Caldwell is reviewing MA’s financial health and looking over options for the new financing. A meeting is scheduled with the Developer of the infrastructure to determine if all aspects are set (water and sewer completion and approval by county) for moving forward with Phase II construction.
 - 2. 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.
 - 3. Signed an engagement letter to work with Wilson & Co. (Civil Engineering Firm). They will be reviewing the Recirculation Plan and provide comments on their findings.
- c. Committees
 - i. Highway 105 (Mrs. St. Aubyn): Civil engineer review will be returned shortly. The firm we hired has potential to be a future owner’s representative for our building projects.
 - ii. Curriculum: No report
 - iii. SAAC – West (Mrs. St. Aubyn): Read a letter from the SAAC-West committee to the board. They request a written response. See attached.
 - iv. SAAC – East (Mrs. McCuen): Read a letter from the SAAC-East committee to the board. They request a written response. See attached.
 - v. Governance: No report.
 - vi. Finance (Mr. Dole): The committee hopes to unveil more plans for the Phase II buildout in the next 4-6 weeks.
 - vii. Buildings & Facilities: No report
 - viii. Volunteer Committee (Mrs. Clinton): A new volunteer tracking program has been installed. Users can access a portal to log hours and sign-up for events. Please see attached flyer.
 - ix. RDC: Mrs. St. Aubyn: April 7 gala. Add option on volunteer portal for this committee.

G. ITEMS REQUIRING BOARD DISCUSSION/ACTION:

- a. Graduation Requirements were provided by Mr. Holmes (see attached). Discussion was had with current 8th graders on electives they would like to see available. Mr. Graham motioned to adopt the graduation requirements for the 2022-2023 as presented by the COO. Second from Mr. Buczkowski. Motion carried unanimously.
- b. HR Assessment update: Survey results were received from the faculty/staff survey. There was 79% participation. Results and comments are currently being reviewed. A plan will be devised from there.
- c. 22/23 Fiscal School Year Budget: Mr. Dole encouraged the MA community and future board to focus on creative ways to fundraise and finance important projects and teacher pay.

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

- d. Threat Assessment Team update: Mrs. Duca is chairing the team that meets weekly. Both campuses are represented. Monument Academy is using tools and documents from District 38 on threat assessments. The team will receive training from the D38 Chief of Safety and Security on Feb. 22nd.
 - e. The Board of Directors is hosting a School Safety Information Night on March 3rd at 6:30pm in the East Campus Gym. The MA Threat Assessment Team will speak along with panelists from FASTER Colorado and John and Maria Castillo (son Kendrick was killed in the Highlands Ranch STEM school shooting).
 - f. Review of Board term limits in Bylaws: Please see attached. A first read of the policy was conducted. A formal motion to be held at the March 10th Meeting.
 - g. Mr. Graham read a Resolution regarding the opposition to the use of critical race theory and other race-based training, curricula, and methodology in public education. Mrs. Clinton seconded the resolution. Motion carried unanimously. Resolution is formally adopted. Review this resolution attached or linked here: [EXECUTED-CRT-RESOLUTION-1.pdf \(monumentacademy.net\)](#)
 - h. Mr. Graham read a Proclamation regarding the privacy and protection of students as it relates to Colorado S.B. 08-200 and Colorado H.B. 21-1108. Mrs. McCuen seconded and the proclamation carried unanimously. Review this proclamation attached or linked here: [EXECUTED-PROCLAMATION.pdf \(monumentacademy.net\)](#)
 - i. Snow Days: The assistant principals at both campuses have recommended a move to digital learning once we run out of snow days instead of the original plan to schedule full day Fridays. Mr. Graham motioned to forego full day Fridays in lieu of moving forward with virtual learning on deemed snow day closures once current snow day allocation is exhausted. Mr. Dole seconded. Mr. Buczkowski, Mrs. Clinton, Mr. Dole, Mrs. McCuen and Mr. Graham voted in
- H. BOARD COMMENTS/ANNOUNCEMENTS:** the motion. The motion carries.

- a. Mr. Graham thanked the MA Community and introduced special guest in attendance, Rep. Tim Geitner.
- b. Applications for the Monument Academy Board of Directors are available through March.
- c. The PTO is planning a fun week of Teacher/Staff Appreciation at both campuses next week.
- d. Watch DOGS needs more sign-ups.

I. NEW BUSINESS: None

J. MOTION TO ADJOURN TO EXECUTIVE SESSION:

- a. Mrs. St. Aubyn motioned to adjourn to Executive Session pursuant to C.R.S. 24-6-402(4)(f) to discuss personnel matters in relation to the Employers Council survey as it relates to evaluating the COO. RG second. Motion carries. The board moved into executive session at 8:16pm. The board adjourned from executive session at 9:31pm.

K. ADJOURNMENT:

- a. Open session resumed at 9:34pm. No action was taken. Mr. Dole motioned to adjourn from open session. Mr. Graham seconded. Motion carried.

L. CITIZEN COMMENTS NOT PERTAINING TO AGENDA ITEMS: None

February 2, 2022

Dear Monument Academy Board of Directors (Board) and Administration,

The Monument Academy (MA) School Accountability Advisory Committee for the Elementary Campus (SAAC West) completed a mid-year parent survey in December and reviewed its results at its January meeting. After discussion, the committee would like to make the following statements and/or recommendations to the Board.

It is important to note that this survey had 39% participation from the MA parents (213 responses) with the majority of questions rating 90% or higher satisfaction. Among the long list of praised responses received were for the MA's teachers, staff, administration, challenging academics, traditional education, individualized academic help, excellent communication options, and opportunities for increased parent involvement.

This year's top concerns among the parents were the hope to see clubs/extra curricular activities started (the top concern last year), the new line car line procedure, and improved character development among the students.

First, the committee is pleased to see several clubs and sports camps being offered since the close of this survey. These include: Karate, RAK, Yoga, Mahjong, Landsharks, Basketball, Art, and Lacrosse. We appreciate the effort the Board and Administration have put forth, as well as the support from teachers and staff, to reactivate these opportunities that support developing the whole child at Monument Academy.

Secondly, the committee would like to point out that although carline was a top concern among the MA parents in this survey, the newest carline procedures had only been in effect for a little over 2 weeks when this survey was taken. The committee agrees that overall the current carline procedure is the best solution and runs quite smoothly. Thank you for all of the many options the HWY 105 Project Committee had considered. Given there is only 4 months left of this school year before the HWY 105 Improvement plan starts, if the MA Recirculation Plan part of that construction is complete by the start of the 2022-2023 school year, the committee advises the Board and Administration to keep carline as-is for now, and reassess the procedure and/or need for a campus-to-campus MA bus a bit after the this next school year starts. Should a bus be considered, the committee also wants to advise the Board and Administration to complete a poll with the parents first. The poll should include how many parents would have their students use the bus, and how much parents would be willing to pay for this service.

And lastly, with regards to the concern for building student character, one of the traits MA emphasizes in its mission statement, the Assistant Principals and a Lead Teacher will be looking into whether the "8 Keys of Excellence" program that MA currently uses has additional curriculum offered that might include handouts for students to take home to supplement what the teachers use in the classroom. The committee would also like to advise the Board and Administration to review the student's discipline policy, to make sure it aligns with MA's character program.

SAAC West would like to let the MA community know that their voices are heard through these surveys and appreciates their input to help enrich the excellent educational experience at Monument Academy.

Best Regards,
Jamie Harding
SAAC West Chair

February 8, 2022

Monument Academy Board of Directors,

Each year, the East Campus School Accountability and Advisory Committee (SAAC) conducts two parent surveys – one mid-year and one near the end of the school year – to receive feedback regarding parent and student experiences at Monument Academy. Survey results were recorded from Dec. 1 – 17, with 75% of middle school families and 92% of high school families participating. Many questions remained the same as previous years to allow for longitudinal comparison. This summary letter will approximate the combined middle and high school responses when appropriate. We will also provide a more detailed letter to the school administrators and the Survey results will be posted on the MA website.

Overall, approximately 87% of parents are satisfied with their child's academic progress. We are encouraged that 85% of parents know how to access Canvas to view students' progress and grades. We will provide instructions for remaining parents in the Lynx News. There was a decreased rating for all areas of communication. Additionally, middle school parents reported feeling like there were decreased opportunities for their voice to be heard. Comments indicated a desire to better see responses or action plans to concerns that have been raised and for more opportunities for two-way communication, which is not possible at Board meetings.

Several common themes presented in the parent comments. The largest concern was regarding staff turnover, including the fear of continuing to lose excellent staff in the future. We appreciate the Board's discussion of this during the December Board Meeting and note that the bulk of survey responses were submitted prior to the Board meeting. We saw a 10% decrease in parents stating that they would recommend MA to others, with the majority of comments citing a loss in confidence in the communication relating to resignations or concern that our mission as a school would change.

The question with the greatest change from last year was regarding the child's perception of MA's atmosphere. Responses were consistent with both middle and high school. Parents reported positive feelings of belonging, safety, and attitude toward school for 65% of students compared to 91% previously. Comments suggest that a change in student behavior, bullying, and lack of consequences are large contributing factors, especially within the middle school.

In a related question, we asked if students felt connected to the MA Community, both student to teacher and student to student. Although there was a decrease reported in students' connection to teachers (-7% MS, -17%HS), there was an increase in students' connection to one another (+17% both). Comments suggest this is due in part to our least-restrictive approach in handling Covid19: in-person learning, mask-choice, clubs, no lunch seating restrictions.

There is a need to differentiate the high school from the middle school, both in physical space and in offering additional electives and sports programs. Although 80% of parents reported being satisfied with the opportunities to develop their whole child across five categories (character, leadership, social & emotional supports, clubs & sports, and electives); satisfaction decreased considerably regarding these two areas.

We are very thankful to our community for taking the time to participate in the SAAC Survey. It is clear from the content and volume of comments that our parents are passionate supporters of their children's education. There is a strong desire to be informed and involved with the mission of

Monument Academy and our exceptional staff that brings this mission to life. Comments included suggestions for improvement and an outpouring of gratitude for the standards, the staff, and the opportunities that set Monument Academy apart.

During the time that SAAC was comparing survey results and processing comments, the Board and Administration have already communicated and/or implemented several programs that will address parent concerns. We interpret this as a sign that our leadership is in-tune to the students' needs and the parent community. Our recommendations to the Board, based on this mid-year survey, are that the Board continues to seek open and transparent communication with parents, including opportunities for two-way communication, that the Board share plans for hiring and retaining excellent teachers, and that the Board focuses on how to create individual identities for the middle and high school in both physical space and with additional elective class offerings and sports for both. We are requesting that the Board respond in writing to this letter so that our community is made aware of both the changes already made and the plans for our future growth.

Sincerely,

Emily Davis

SAAC East Campus Chairperson



NEW VOLUNTEER TRACKING PROGRAM



Follow the code to register!

WHY VOLUNTEER?

Volunteer Hours help our school, staff, bonds for school buildings, and grants!

We have a new volunteer portal with all events in one place and an easy way to log/track your hours.

Whether you can help in person or from home, we have a wide range of ways to get involved.



4 Steps to Get Started as a Volunteer

1 GET REGISTERED

Option A: Self Register

- 1 Visit the direct link for your organization on Track it Forward
- 2 Fill out the necessary fields and click Sign Up!

Direct link is usually shared via email or posted online

Option B: Added by Organizer

- 1 When you receive your invitation email, click on the link provided
- 2 Click on "Login" and set your password!

If the email hasn't arrived, check your spam folder

2 DOWNLOAD THE APP

- 1 Open the app store on your mobile device
- 2 Search for "Track it Forward" or "Volunteer Time Tracking"
- 3 Download the app with the green logo
- 4 Enter your username and password to login

**You must register as a new user on the website before accessing the mobile app*



3 SIGN UP FOR EVENTS

- 1 Login on the website or mobile app
- 2 Click on "Events"
- 3 Select an opportunity and click Sign Up

PLEASE NOTE:

Some sites may not use the calendar



4 LOG YOUR HOURS!

- 1 Login on the website or mobile app
- 2 Click on "Log Hours"
- 3 Fill out all the necessary fields
- 4 Click "Submit"

PLEASE NOTE:

Contact your organization with questions about logging hours



Graduation Requirements

Monument Academy High School will require at least 26 credits to graduate, as noted below. Our requirements allow all students to meet the expectations of the Colorado Commission on Higher Education, which detail the number of high school courses in each subject area it is recommended you complete to be a competitive candidate for admission to a Colorado Public University. These requirements also reflect the Excellence that Monument Academy students have demonstrated since 1996.

High School	Monument Academy	District 38	HEAR - CCHE
English	4	3	4
Math	4	3	4
Science	3	2	3
Social Studies	3	3	3
World Language	2	1	1
Physical Education/Health	1	2	
Fine Arts	1	0	
Leadership/Seminar Rhetoric	1	0	
Technology		.5	
Elective	7	10.5	2 (academic electives)
Total	26	25	

The philosophy at Monument Academy is that areas like Character, Technology, and Leadership are best integrated into all aspects and subject areas of the high school curriculum.

Monument Academy – High School

Students attending Monument Academy high school will take a college preparatory set of courses. There are required courses each year, as well as a variety of electives. A typical student would have a 4-year plan that is similar to the chart below.

	English (4 credits required)	Math (4 credits required)	History/Social Studies (3 credits required)	Science (3 credits required)	World Language (2 credits required)	Physical Education (1 credit required)	Fine Arts (1 fine art credit required)	Electives (Business,Tech, Comp, Design, Communication, Yearbook, etc.)
Freshman	Western Literature & Composition	Algebra I Geometry or Algebra II	Electives, including Western Civ.	Biology	Courses offered at various levels	Physical Education & Health	Choices include Art, Band, Choir, & Theatre	Various
Sophomore	British & World Literature	Geometry Algebra II Pre-Calc	World History & Geography	Chemistry	Courses offered at various levels	Electives offered	Electives offered	Various
Junior	American Literature* AP courses*	Algebra II Pre-Calc AP courses*	American History* & Geography	Physics* (2 levels to choose from)	Electives offered*	Electives offered	Electives offered*	Various
Senior	Literature* AP courses*	Pre-Calc AP courses* College Alg.*	Government & Economics* (with personal finance)	Electives*	Electives offered*	Electives offered	Electives offered*	Senior Seminar/ Rhetoric Various

Classes in **bold** are required courses. In math, students will take courses appropriate to their current skill level, and must complete 4 credits during high school. Courses with an * will have an AP or dual credit option. All Monument Academy students will be highly encouraged to complete at least one AP or Dual credit course.

RESOLUTION

REGARDING THE OPPOSITION TO THE USE OF CRITICAL RACE THEORY AND OTHER RACE-BASED TRAINING, CURRICULA, AND METHODOLOGY IN PUBLIC EDUCATION

WHEREAS, Monument Academy (“MA”), in El Paso County, Colorado, is a nonprofit corporation and a local public body, acting by its Board of Directors; and

WHEREAS, the members of the Board of Directors of the School (the “Board”) have been duly elected, chosen, and qualified; and

WHEREAS, the Board’s mission 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, MA emphasizes academic excellence, respect, responsibility, character and exemplary citizenship; and

WHEREAS, MA recognizes the importance of age appropriate education on history, civil rights, and racism; and

WHEREAS, MA educators will not endorse or advocate on behalf of a specific perspective in any areas of faith, civil rights, economics, international affairs, sociology, or politics; and

WHEREAS, Critical Race Theory (CRT), and the tenets of CRT will degrade and dismiss the societal values that we are not to be judged by the color of our skin, but the content of our character; and

WHEREAS, MA schools and teachers are expected to provide a true and accurate representation and education on America’s history that does not deny or alter our past; and

WHEREAS, MA believes that all men and women are created equal, that they are endowed by their Creator with certain unalienable rights, that among these are Life, Liberty, and the Pursuit of Happiness.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

MA will not utilize or promote Critical Race Theory or any other Marxist curricula for student education or staff training; and

MA will ensure the following concepts will not be taught or promulgated within our schools –

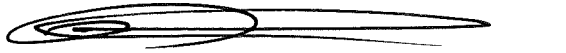
1. The notion of one’s race or sex is inherently superior to another race or sex.
2. The United States is fundamentally racist or sexist.
3. An individual by virtue of his or her race or sex, is inherently racist, sexist, or oppressive whether consciously or unconsciously.
4. An individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex.
5. Members of one race or sex cannot and should not attempt to treat others without respect to race or sex.
6. An individual’s moral character is necessarily determined by his or her race or sex.

7. An individual by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex.
8. Any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex.
9. Meritocracy or traits such as hard work ethic are racist or sexist or were created by a particular race to oppress another race.
10. Ascribe character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.

BE IT ALSO RESOLVED THAT:

Nothing in these resolutions shall be construed to restrict any expressive activities protected under the Constitution, including academic freedom or student political speech.

Approved and adopted – February 10th, 2022



Ryan Graham, Board President
Monument Academy

Attest:


Lindsay Clinton, Board Secretary
Monument Academy

PROCLAMATION
REGARDING THE PRIVACY AND PROTECTION OF STUDENTS
AS IT RELATES TO COLORADO S.B. 08-200
AND COLORADO H.B. 21-1108

WHEREAS, Monument Academy (“MA”), in El Paso County, Colorado, is a nonprofit corporation and a local public body, acting by its Board of Directors; and

WHEREAS, the members of the Board of Directors of the School (the “Board”) have been duly elected, chosen, and qualified; and

WHEREAS, the Board’s mission 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, MA emphasizes academic excellence, respect, responsibility, character, and exemplary citizenship; and

WHEREAS, the Board firmly believes that Parents, not schools, have the predominant and fundamental responsibility for ensuring the education, health, safety, and well-being of their children; and

WHEREAS, the Board supports natural law, moral truth, and protecting the innocence, vulnerability, wellbeing, privacy, and safety of every one of our students; and

WHEREAS, the Board believes that the current Colorado legislation referred to as S.B. 08-200 and H.B. 21-1108, jeopardizes the innocence, wellbeing, privacy, and safety of our students; and

WHEREAS, the Board believes that there is a clear distinction between “sex” which is the physical design at birth differentiating between male and female, and “gender” which under current legislation has been re-defined as a psychological determination subject to individual discretion; and

WHEREAS, Monument Academy welcomes students from all walks of life never discriminating against the enrollment and education of students in MA based on “gender expression” or “gender identity”; and

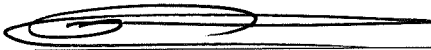
WHEREAS, the Board believes that the use of a sex-specific common bathroom and the use of a sex-specific common locker room by the individual who is of the biological sex is protected by the right to privacy from an individual who “expresses” or “identifies” as a non-biological gender under Amendment IV of the Constitution of the United States of America; and

NOW, THEREFORE, BE IT PROCLAIMED, that

1. The Monument Academy Board of Directors declares that Monument Academy shall support the liberty and dignity of each student and staff member and in so doing, shall not discriminate against individuals with regard to their personal liberty and dignity in the event that their gender is not consistent with their sex; and
2. The Board firmly believes that any laws passed by the United States Congress and the Colorado General Assembly that mandate specific instruction or that direct MA to follow specific instruction regarding non biological “gender expression” and/or “gender identity” in determining the use of biological sex specific common bathrooms, biological sex specific common locker rooms and participation in biological sex specific athletic sports; violate natural law, moral truth and expose our students to undue harm, confusion and dysphoria; and

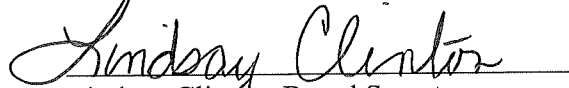
3. The Board has a duty to ensure that MA protects the safety and bodily privacy of each and every one of our students, and that our students know they are encouraged and have a right to set boundaries protecting their privacy, and report to their teacher(s), staff, administrators when those boundaries are violated; and
4. The Board believes that our elected representatives at the state and national level have a moral and ethical obligation to challenge and repeal such laws that violate the innocence, vulnerability, wellbeing, privacy, and safety of our children; and
5. The Board appeals to our parents and our constituents to make your voices heard as active and engaged citizens by contacting your elected representatives at the state and national level asking them to take a stand for the privacy and protection of our students.

Approved and adopted – February 10th, 2022



Ryan Graham, Board President
Monument Academy

Attest:



Lindsay Clinton, Board Secretary
Monument Academy