

**MONUMENT ACADEMY**  
“A Charter School, a public school of choice”  
**BOARD OF DIRECTORS REGULAR MEETING**

Jane B. Lundeen Library  
October 25, 2019 – 1150 Village Ridge Point  
Special Board Meeting at 11:30 a.m.

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**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.*

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A. CALL TO ORDER/ROLL CALL/QUORUM/PLEDGE OF ALLEGIANCE

Meeting called to order at 11:46 a.m. by Mark McWilliams.

Present:

Melanie Strop, via phone  
Mark McWilliams  
Megghan St. Aubyn  
Dwayne Cooke  
Chris Dole  
Mike Molsen

Others Present:

Julie Seymour, Dean  
Charlie Richardson, Dean  
Sherry Buzzell, HR Director  
Christiana Herrera, Candidate

*Quorum declared.*

B. ANNOUNCEMENT OF LOCATION FOR CITIZEN’S COMMENTS SIGN-UP SHEET

Mr. McWilliams made an announcement of the location of the citizen comment sign-up sheet.

C. ADDITIONS TO/APPROVAL OF AGENDA

Mr. Dole made a motion to approve the agenda. Mr. Cooke seconded and the motion carried unanimously.

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

*No citizen comments were made.*

E. ITEMS REQUIRING BOARD DISCUSSION/ACTION:

1. Discussion and Vote regarding hiring candidate for Chief Operating Officer position

Mr. Cooke asked that the agreement for a 30/60/90 day plan be added to the minutes. Mrs. Herrera stated that she can have the plan to the Board as early as Wednesday, October 30, 2019.

Mrs. St. Aubyn asked for clarification on what the 30/60/90 day plan will include.

Mrs. Herrera stated that she has agreed with the Board to provide a 30/60/90 day plan of her overall of leadership goals and steps she will take going forward for the short term, as well as a long term vision. She stated that for the interim, her focus will be primarily on planning and strategy for the high school; she will be incorporating parent questions, course offerings, and expectations for the high school. Her first goal will be to enabling marketing and advertising with a tangible mission statement and plan for

the high school transition. Mrs. Herrera stated that she feels the Deans have the Preschool - 8th grade in good standing so she can focus on the immediate need of planning for the high school.

Mrs. Strop proposed the question: who should be setting goals, the COO or the Board? Mrs. Strop suggested that the Board and COO should work together to set the goals for Monument Academy.

Mr. McWilliams clarified that the 30/60/90 day goals will be presented to the Board for a response and the Board will hold her accountable to this plan. As the oversight and representation of the parents of Monument Academy, the Board will need to review and approve the goals and objectives presented.

Mr. Cooke suggested that the Board should give the COO the professional courtesy to set the goals and communicate those to the Board, trusting that the COO will work with the Board and take their input.

Mr. McWilliams asks that Mrs. Herrera present her 30/60/90 day plan to the Board for approval and input before going forward with implementation. Mr. Cooke agreed that we should all agree on her goals on the date Mrs. Herrera's employment with Monument Academy begins.

Mr. Dole asked for clarification on timing of a proposed 30/60/90 day plan discussed in contract negotiation with candidate Christiana Herrera. Mr. Dole suggested that the plan be submitted by Friday, November 1, 2019 so the Board has the opportunity to review over the weekend.

Mrs. Strop motioned to hire Christiana Herrera as Chief Operating Officer of Monument Academy with the amendment that a 30/60/90 day plan is submitted to the Board by November 1, 2019 end of business day for Board review and input. Mr. Dole seconded and the motion carried unanimously.

#### F. ADJOURNMENT

Mr. Molsen motioned to adjourn the meeting. Mr. Cooke seconded and the motion carried unanimously.

The meeting was adjourned at 11:58 a.m.