

MONUMENT ACADEMY
"A Charter School, a public school of choice"
BOARD OF DIRECTORS REGULAR MEETING
Monument Academy East Campus – Orchestra Room
Thursday, October 8, 2020
Board Training 4:00 pm - 6:00 pm
Board Meeting 6:00 pm - 7:00pm
Executive Session (immediately following)

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/ROLL CALL/QUORUM/PLEDGE OF ALLEGIANCE

6:15 pm Meeting called to order: Quorum declared

Board Members In Attendance:

Melanie Strop
Ryan Graham
Megghan St. Aubyn
Chris Dole
Misty McCuen

Others In Attendance:

Christiana Herrera
Julie Seymour
Sherry Buzzell, HR
Janyse Scalla
Marc Brockelhurst
Mrs. Stoltenberg
Mrs. Curtis

B. ADDITIONS TO/APPROVAL OF AGENDA

- School email address to be issued to each board member
- Policy committee to be added
- Resignation of Board Member Susan Byrd
- New Roles of Board Members to be reallocated
- Report from PTO's, Principals, SAAC and Teacher Reps

**Due to technical difficulties, we were not able to livestream this Zoom Meeting. The recorded meeting was uploaded immediately afterwards.

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

- Letter from Mr. Stevenson, read by Cristin Patterson

D. BUSINESS

1. Treasurer's Report: Marc Brockelhurst, CPA - "September 2020 Financials Report"

- Mrs. Strop: Question re: PPR, what's the current amount, will it stay the same?
- Mr. Brockelhurst: Currently \$7,664 PPR. Anticipate this to stay the same, not a guarantee. Not likely to go up. Could decrease a bit.
- Mr. Graham: Opened up discussion on getting board approval of directing Mr. Brockelhurst and exploratory committee to see if there are any funds for Teacher Christmas Bonus this year. Also discussion included putting out information to parents inquiring as to whether or not MA parents would be willing and able to contribute to the Teacher Christmas fund. These monies would exclude Mrs. Herrera.
- Mrs. Strop: Agreement that teachers deserve a bonus. Take caution to the budget at hand.

- Mrs. Herrera: Agreement that we do want to honor our teachers. We are keeping an eye as we are having budget cuts and we must be responsible. The Finance Committee and administration are looking for creative ways we can bless our teachers. Parent match?
- Mrs. St. Aubyn: Brings up the issue of dipping into reserves. Advocating for reaching out to parents and doing a fundraiser of sorts for the Teacher Christmas fund..
- Mrs. Curtis: Do a fundraiser similar to the "Fill Firefighter Boot" but a stocking. Brainstorming creative ways to raise money for this fund.
- Mrs. Strop: Need to create a subcommittee for this fund within the financial committee
- Mrs. Herrera: Clarification of what this subcommittee can/will do and how it can operate. This is the Boards opportunity to give this directive to the Finance Committee to explore our budget for any available funds to contribute to this fund.
- Mr. Graham: Nominates the PTO's East and West to work on this subcommittee.
- Mrs. Stoltenberg: Shared on D38 "Adopt a Teacher" program as an option for supporting our teachers.
- Mrs. St. Aubyn: clarifying what our expected budget will be, an increase or decrease.
- Mr. Graham: Budget revision will likely be a decrease. Further clarification given on what the Teacher Christmas fund. is - carte blanche, \$100.00 gift to be funded through the PTO so as not to incur payroll taxes.
- Mr. Dole: Expressed the importance of making sure that we carefully proceed with this effort as this is a stressed financial year for the school. Clarified this is a fundraiser to be funded by parents and possibly excess in the budget fund.
- Mr. Graham: expressed that he will kick start this fund with a personal check of \$1,000.
- Mrs. Herrera: donated funds to be allocated to MA PTO, non-profit, tax write off.
- Mr. Graham: Make a donation to either campus, identified in the memo "Christmas Teacher Fund". Checks made out to MA PTO.
- Mr. Dole: Differentiating between a "bonus" vs. gift through PTO so as to avoid the funds getting taxed. Clarified these funds are to go through the PTO as opposed to through MA Payroll
- Mrs. Strop: Made a Motion to direct Mr. Graham, Mrs. Herrera and Mr. Brocelhurst to review the budget for any excess funds available to be used for the Teacher Christmas Fund. Also a directive for PTO and Mr. Graham to operate as a subcommittee for the Teacher Christmas Fund.

2. COO Report: Mrs. Herrera - "MA Board Report Board Meeting October 8,2020"

- Mrs. McCuen: On the subject of possible lunch cohorts of 4; What does the process look like if a change is needed - meaning is their discussion with admin and the board or is this an admin decision? If we do have to move to a lunch cohort system, can parents put in a request as to who gets placed in their lunch cohort.
- Mrs. Herrera: Admin does not wish to have to make this decision and would do the best they could should the need arise. Most of our student groups are more than 4 which is very healthy. Admin and the Board have scheduled a work session to meet and discuss this on Thursday, October 15th 2020 at 9:00 am via zoom to discuss the risk we are dealing with regarding our current process for lunch time social distancing.
- Mrs. St. Aubyn: Clarifying, the problem is lunch time?
- Mrs. Herrera: Yes. Comes down to needing to assign seats. Admin is looking into how much comfort we have with current process vs. the staffing and various costs it will take to make this happen
- Mrs. St. Aubyn: clarification on the difference between mixing of grades/students during passing periods vs. lunch time
- Mrs. Herrera: lunch time is the trouble time due to the amount of time a large # of students are together unmasked to eat/drink.
- Mrs. Curtis: Is this the same requirement for outside?
- Mrs. Herrera: Yes it is and the admin is in the process of working on an app for parents to arrive to assist with the after school pick up time. Allows for staggered exiting during carpool time which also offers faster carpool time and monitoring for safety. Lunchtime is more challenging, admin is hesitant to implement any policy change here.

- Mrs. Strop: As we look at possible policy changes, is it possible to look at the Asynchronous and Synchronous options?
- Mrs. Herrera: Yes we can look at this possibility, caution here is we have to make sure we immediately launch the recording after live class. Will need to inquire as to whether or not any change here would actually affect the positive change we would be looking for. This process is very closely interwoven. Not offering education as we should, we need to meet our minutes and obligations, schedules are reported out to district and CDE, funds warranted because we are offering a full array of educational options.
- Mrs. Strop: Importance of looking into the possibility of alleviating some of the teacher burden - is it required that we have to offer both asynchronous and synchronous.
- Mrs. Herrera: Interwoven question. Will go back to work with Principals and teacher leads to look at the pros and cons and get back to the Board with findings. From the admin side, the bigger concern is dealing with parents/visitors violating privacy rights from home as we don't have a code of conduct for the at home parent/learner. We have a handbook for expectations on parents in the classroom and school building. New territory now and we have cause to create an on-line code of conduct for at home parents in the "online classroom". The need has come for finding out if we need to re-evaluate our educational offerings because of these reasons. Hard decisions coming now that we've had time and seen how things are happening.
- Mrs. Strop: What are the #s between Async and Sync
- Mrs. McCuen: Is it possible to create a Code of Conduct for online parents so we can hold accountable?
- Mrs. St. Aubyn: How do we enforce this?
- Mr. Graham: What are other schools doing about this issue?
- Mrs. Herrera: Discussion on online bullying and other legal ramifications for privacy violations. This leads to legal ramifications also now in dealing with adults.
- Mrs. McCuen: Underscored the seriousness of this issue - can we look into this?
- Mrs. Herrera: Yes, now that things have launched we can draw on case law and this is a good issue to follow up on, making sure we are being consistent on this issue.
- Mr. Dole: Is there a coding platform that blocks the ability to record or take screenshots?
- Mrs. Herrera: This issue of platforms we use caused us trouble in launching. We need to investigate further how this is handled in the realm of adults. We need to look at what other Charter Schools are doing as well.
- Mr. Graham: Is this an education issue on the parent side of what behaviour is acceptable?
- Mrs. Herrera: IF we know who is doing what yes we can educate but most often misbehaviour is happening anonymously. Thanks to our parents for their gracious response as we are navigating this new territory as well.
- Mrs. Strop: REquested Mrs. Herrera on the mask consensus among teachers and report back to the board?
- Mrs. Herrera: Yes, admin will follow up on this?
- Mrs. St. Aubyn: How many families are interested in the shuttle
- Mrs. Herrera: Approx 60 students
- Mrs. McCuen: how many students can be on each shuttle route?
- Mrs. Herrera: 20+/-
- Mr. Graham: Have we looked at the maneuverability of the bus in our car line?
- Mrs. St. Aubyn: REquested that Mrs. Herrera reported back with the feasibility of the bus/shuttle.
- Mrs. Strop: Assigned Mrs. McCuen to attend the next District Board meeting.
- Mrs. Strop: directed to schedule a work session with admin and board to go over the possibility of a COVID adjustments. Thursday, October 15th 2020 at 9:00am meet via zoom.

3. **PTO Report: Mrs. Stoltenberg & Mrs. Curtis - "MA PTO Report for East and West Report"**

4. Principals Report: Julie Seymour - "MA Board Meeting Inputs Principals' Report"

- Mrs. Seymour shared about the KOAA Nomination of 8th Grade Teacher Mr. Brown, who won a \$500.00 check and award.
- Mrs. Seymour: Voiced gratitude for the online families/students and their graciousness during the bumpy beginning. Various reasons families need their children to learn from home. The beginning of the school year was difficult for our online families. Not for lack of planning but there are always new challenges with new territory we faced. Things have significantly smoothed out now and at home learning peace is operating well and families are happy. Lots of positive feedback from families for live video classes, meets social/emotional needs.

5. Teacher Reps Report: Mrs. Patterson & Mrs. Maddox

- Mrs. Patterson: Teachers are getting settled in. MS is now able to automate with Zoom, and has simplified the process. Canvas integration has been good. Google Classroom has still been a challenge. PTO has provided teacher gifts which have lifted teacher spirits. Kids are not missing as much school due to the ability to attend via zoom.
- Mrs. St.Aubyn: Emphasized the need for communicating the importance of school and that we teach our children to value school.
- Mr. Dole: Technology comes more challenging for others, and applauds all. Expresses gratitude for the efforts of the teachers for their work online.
- Mrs. Maddox: Thank you to the Board for caring and thinking of the teachers. It's getting a little bit better and teachers are getting better at the technology. Expressed gratitude for how hard everyone is working. When parents value education it trickles down to the students and they learn to value their education. This makes the teacher's job easier. It is evident that all are valuing being in school all the more. Fridays are a huge help to teachers in preparing for the week.
- Mrs. Strop: Asked "are teacher frustrations easing? technology issues abating?"
- Mrs. Maddox: yes, things are slowly getting better. Zoom has been helpful. However, the teacher's margin is pretty short right now.
- Mrs. Patterson: Asked the board to remind parents to help their children to "join" their Special's classes in Google Classroom.

6. Other Items of Business:

- Mrs. Strop motioned that the School issue each board member a school board email and motion was unanimously passed.
- Resignation of Board Member Susan Byrd received on the morning of Thursday, Octo 8th 2020. Motion to accept this resignation was unanimously passed.
- Mr. Graham motioned for Mrs. McCuen to be nominated as new Secretary. Motion was unanimously passed.
- Mrs. St. Aubyn motioned to not replace Susan Byrd's board position. Motion was discussed briefly and passed unanimously.

7. SAAC East & West Report: Chris Dole

- SAAC Committee first meeting scheduled for Wednesday, October 14th. Community members are still needed. Meeting to be held via zoom.

E. ITEMS REQUIRING BOARD DISCUSSION/ACTION:

1. CCSP Grant Training Requirements - Discussion by the Board. Each board member to perform 3 of the CCSP Grant Training and reports back to the board a summary of notes.
2. Board Training - Performed on this date from 4pm to 6pm before this meeting. Finance training for the board w/Mr. Brocelhurst requested. To be scheduled for the first week of November. Mrs. Strop to follow up with Mr. Brocelhurst via Zoom.
3. Board Policy Revision - Mrs. St. Aubyn motioned to nominate Mr. Graham and Mrs. Strop to form a Policy Committee. Motion was unanimously passed. Discussion and directive to form a Committee. Mr. Graham & Mrs. Strop to chair. HR director to be a part of this committee, as well as school leadership
4. Board Work Sessions: discussed via Board Training
5. Board meeting locations/technology for virtual board meetings: discussed via Board Training

G. CONSENT AGENDA:

1. Approve minutes from September 10, 2020 meeting

H. EXECUTIVE SESSION

1. Contract Negotiations

I. ADJOURNMENT - Motion made by Mrs. St. Aubyn adjourned the meeting and moved into executive session at 8:49 pm. Motion passed unanimously.