

Highlights from July 14th, 2022 Board of Directors' Meeting

COO Update

MS. Krista Pelley was hired as the new Director of People Operations.

Hiring at both campuses continues to progress with interviews happening each week. Please click here to review current employment openings: [MA Employment Opportunities](#).

Financing discussions for Phase II continue. Financial providers have suggested two different track options and the intention is to select one of those paths around November.

Highway 105 Recirculation Plan Update

Despite having the bid request posted twice for 3 months, the school recirculation plan project has yet to receive any bids. Mr. Graham and Mrs. Clinton met with county officials to discuss options. The LDS Church next to our property is continuing to work with us allowing access to their property for right hand only turns onto Highway 105. We are very thankful for their willingness to extend our use agreement while we do all we can to get our recirculation plan completed.

August 10th Breakfast for Staff

The Board will provide breakfast on August 10th during the staff orientation. We look forward to having time to socialize with the staff and get to know each other better.

Data from MS/HS Exit Surveys

Mr. Kennington presented on the exit survey he sent out to families not returning to MA East next year. The data compiled will be used to help us understand reasons that families go elsewhere and where we can improve. The school will continue to do exit surveys as a best practice.

MS Uniform Policy/HS Dress Code Policy Updates

The Board voted to approve policy recommendations provided by the Middle School and High School administrations. Please review those changes on the MA website or click here: [MS Uniform Policy](#) [HS Dress Code](#).

Board Committees 2022-2023 Update

The following committee assignments were approved:

Governance – Danny O'Brien and Joe Buczkowski

Finance – Joe Buczkowski and Ryan Graham

Curriculum – Emily Belisle

SAAC East – Misty McCuen

SAAC West – Emily Belisle

Volunteer – Lindsay Clinton

Buildings & Facilities – Danny O'Brien


Resource Development – Craig Carle and Lindsay Clinton

Highway 105 – Ryan Graham and Craig Carle

HR Subcommittee – Misty McCuen and Lindsay Clinton

July 25th MA Community Town Hall on School Safety & Security

The board voted to hold a special meeting on July 25th at 5:30pm in the East Campus Gym. Jimmy Graham from Able Shepherd (www.ableshepherd.com) will give a presentation and answer questions that evening on the topic of school safety and security. The board will conduct official business after the presentation and question period.



**MA COMMUNITY TOWN HALL
ON
SCHOOL SAFETY & SECURITY**

July 25th, 2022 @ 5:30pm
Monument Academy East Campus Gym

Special Presentation by: **ABLE SHEPHERD**
• www.ableshepherd.com

Questions?
board@monumentacademy.net



Monument Academy

Board of Directors Governance and Policy

Policy Area: Governance	Policy #: 1501MS
Title: Uniform Policy	Adopted: April 12, 2018 Revised: June 21, 2018 Revised: August 19, 2021 Revised: September 9, 2021 Revised: January 21, 2022 Revised: July 14, 2022

Middle School (Grades 6-8) UNIFORM POLICY

Monument Academy believes that a safe and disciplined learning environment is an important aspect of a rigorous school. Our uniform policy is intended to promote respect for the learning process, build school identity and community spirit, and to create a safe and orderly school climate.

This uniform policy applies at school as well as for school-sponsored activities, including events at other locations. Students must comply with the uniform policy appropriate to their gender.

Please review the styles, fabrics, and fit of items from our approved vendors. Items not purchased from vendors must match style, fabric, and fit as pictured and described on the following websites. Be sure to navigate to the Monument Academy approved items from each vendor.

Approved Vendors:

French Toast
www.frenchtoast.com
Code: QS5QVJI

Educational Outfitters
www.educationalfitters.com
Code: CO01086

Land's End
www.landsend.com
Code: 900030560

<p>SHIRTS</p> <p><i>All styles, fabrics, and colors must be consistent with the preferred vendor products. If you purchase from a local store, please compare style, fabric, fit, and color by using the links provided.</i></p>	<p>POLO SHIRTS:</p> <ul style="list-style-type: none"> • Any color solid polo <p>BUTTON-DOWN SHIRTS:</p> <p>Approved colors:</p> <ul style="list-style-type: none"> • white • light blue 	<p>Approved fabrics include</p> <ul style="list-style-type: none"> • interlock knit • pique knit • performance knit <p>-Shirts must be tucked in -Layered clothing is not permissible</p>
<p>PANTS, SHORTS, BELTS</p> <p><i>All styles, fabrics, and colors must be consistent with the preferred vendor products. If you purchase from a local store, please compare style, fabric, fit and color by using the links provided.</i></p>	<p>PANTS:</p> <p>Approved colors:</p> <ul style="list-style-type: none"> • khaki • navy • black <p>SHORTS:</p> <p>Approved colors:</p> <ul style="list-style-type: none"> • khaki • navy • black <p>BELTS:</p> <p>Approved colors:</p> <ul style="list-style-type: none"> • solid brown • solid black 	<p>Approved fabrics include</p> <ul style="list-style-type: none"> • Cotton blend twill • Stretch cotton blend twill • 98/2 Cotton Spandex Blend <p>-Pants/shorts must fit appropriately (not too tight or too loose) and be in good condition</p> <p>- Pants must be uniform pant; this excludes pants with sewn on pockets, rivets, tapered style legs, non-vendor style fit or material, cargo style, etc.</p> <p>-Shorts may not be shorter than 4” above the knee (mid-thigh)</p> <p>-Layered clothing is not permissible</p> <p>-A belt is required at all times</p>

<p>SKIRTS, SKORTS, JUMPERS</p> <p>(girls only)</p> <p><i>All styles, fabrics, and colors must be consistent with the preferred vendor products. If you purchase from a local store, please compare style, fabric, fit and color by using the links provided.</i></p>	<p>Approved colors:</p> <ul style="list-style-type: none"> ● khaki ● navy ● black ● Mayfair Plaid #92 (Educational Outfitters) 	<p>Approved fabrics include</p> <ul style="list-style-type: none"> ● Cotton blend twill ● Polyester ● 60/40 Cotton Polyester Blend ● Polyester/Rayon blend <p>-Skirts or skorts must not be shorter than 4” above the knee (mid-thigh)</p> <p>-Bike shorts recommended under skirts of any length</p> <p>-Other layered clothing is not permissible</p>
<p>SPIRIT WEAR</p> <p><i>Purchased through PTO</i></p>	<p>Fridays only</p>	<p>-Includes t-shirts and sweatshirts purchased through PTO</p> <p>-Includes MA sponsored activity t-shirts and hoodies</p> <p>-Spirit wear from prior years is permitted.</p>

<p>SWEATSHIRTS</p> <p><i>Purchased through Lands End with MA approved School Crest</i></p> <p><i>Purchased through PTO with MA approved School Crest</i></p>	<p>Lands End School Uniform Kids Crew Sweatshirt</p> <ul style="list-style-type: none"> ● black ● cobalt ● pewter heather <p>Jerzees 1/4-zip cadet collar sweatshirt</p> <ul style="list-style-type: none"> ● black ● navy ● oxford ● blue 	<p>-May be worn as part of the daily uniform provided a uniform shirt is worn underneath and the collar is showing</p> <p>-The shirt underneath must be tucked in</p> <p>-The sweatshirt must fit appropriately, not oversized</p> <p>-May be worn inside the classroom</p> <p>-Spiritwear and club sweatshirts are only approved for wear on spiritwear and free dress Friday</p>
<p>SWEATERS and MA JACKETS</p> <p><i>Purchased through PTO and/or approved vendor</i></p>	<p>SWEATERS and SWEATER VESTS</p> <ul style="list-style-type: none"> ● navy with Monument Academy Crest <p>MA JACKET</p> <ul style="list-style-type: none"> ● dark grey ● royal blue ● black 	<p>-MA jacket and MA crest sweaters are the only outerwear permitted in class (along with the MA approved Sweatshirt from Lands End) Monday-Thursday</p> <p>-Hoodies are only allowed on spirit wear and free dress Fridays</p>

<p>SHOES, SOCKS, TIGHTS</p>	<p>SHOES: Athletic Shoe: Any color</p> <p>Dress Shoe/Flat:</p> <ul style="list-style-type: none"> ● white ● navy ● brown ● black <p>BOOTS:</p> <ul style="list-style-type: none"> ● free dress Fridays only <p>SOCKS, TIGHTS: Approved colors:</p> <ul style="list-style-type: none"> ● solid white ● solid black ● solid tan/brown ● solid navy 	<p>-Shoes are always required and must be consistent with school safety</p> <ul style="list-style-type: none"> ● Closed toed ● No sandals, crocs, or flip flops ● No snow boots, slippers, or wheeled shoes <p>-Heel height for dress shoes on uniform days not to exceed 1inch</p> <p>-Logos on socks are permissible</p>
<p>TIES</p> <p>(boys only)</p> <p><i>All styles, fabrics, and colors must be consistent with the preferred vendor products. If you purchase from a local store, please compare style, fabric, and color by using the links provided.</i></p>	<p>Approved colors:</p> <ul style="list-style-type: none"> ● solid navy ● solid black ● Mayfair plaid #92 (Educational Outfitters) 	<p>-Necktie or bowtie</p> <p>-Must be worn with a button-down shirt only</p>

<p>JEWELRY</p>	<ul style="list-style-type: none"> ● Students may have up to 2 earrings in each ear ● Earring length may be no bigger than 1” length and 1” diameter ● Students may have up to 2 necklaces and 2 bracelets ● No other visible pierced jewelry is allowed 	<p>-Gauge-like earrings are not permitted.</p>
<p>HAIR</p>	<ul style="list-style-type: none"> ● Natural hair color only. ● Hair accessories must be blue, white, black, or a neutral color that matches the hair or uniform. ● Hair styles and accessories must not call unnecessary attention to the student ● No hats or bandanas in the classroom or building during school hours 	<p>- Multi-colored hair is prohibited except for naturally colored highlights consistent across the hair. Students must avoid such things as coloring just the tips of hair or having large sections of hair a different color.</p> <p>- Hair styles and accessories must not be radical and thus avoid distracting the learning environment. Prohibited hairstyles include, but are not limited to, mohawks, unusually or partially shaved hair, and face or eye-concealing cuts.</p> <p>- No designs/patterns, symbols, or shapes of any kind may be shaved on the head.</p> <p>-novelty headbands are disallowed</p>
<p>HEAD COVERINGS/ SUNGLASSES</p>	<ul style="list-style-type: none"> ● Hats, bandanas, do rag caps, and sunglasses must be removed upon entering the building and are thus prohibited in classrooms. ● Head coverings for religious purposes must be pre-approved by the principal or designee. 	<p>- Headwear can be worn for special programs with principal approval.</p>

ATHLETIC TEAM CLOTHING	<ul style="list-style-type: none"> ● Athletic jersey/jacket may be worn on game/event days (a sleeved shirt must be worn underneath a sleeveless jersey) ● School uniform bottoms must be worn ● Team Hoodies may only be worn on Fridays 	
BODY ART	<ul style="list-style-type: none"> ● No intentional created marks or writing on skin is permitted 	
MAKE-UP/NAIL POLISH (girls only)	<ul style="list-style-type: none"> ● Natural and modest make-up is permitted. No unusual or distracting colors (e.g., extensive black eye make-up or black lipstick). ● Up to two nail colors may be worn (ex: accent nails are permitted). Extreme nail decorations are prohibited, such as jewelry or writing. 	

Dress Code for Non-Uniform Days, Events and Activities

During the school year, there are days when the uniform requirement is waived. Those times include, but are not limited to, free dress days, school sponsored sports events, fine arts events, school social activities, etc. Clothing in violation of the following requirements will require a phone call home and new clothing brought to campus. Our non-uniform days adhere to the same uniform mission statement: **Monument Academy believes that a safe and disciplined learning environment is an important aspect of a rigorous school. Our uniform policy is intended to promote respect for the learning process, build school identity and community spirit, and to create a safe and orderly school climate.**

- Students are not allowed to wear clothing that contains wording or images that could be interpreted as racial, vulgar or offensive in any way.
- Tops must not be see-through, bare midriff, backless, strapless or spaghetti straps. Tank tops or sleeveless tops must be at least 2” wide at the shoulder. Cold-shoulder style shirts are permitted.

- Bottoms must fit appropriately in accordance with the style of the garment. No undergarments may be visible.
- Shorts and skirts may not be shorter than 4" above the knee (mid-thigh).
- All garments should be neat and clean with no rips, tears, or holes, even by design.
- Leggings may be worn with a top that is below-hip or longer.
- Athletic shorts and joggers are allowed. They must be in good condition and fit appropriately. (No pajama bottoms)
- Shoes may be freely chosen on free dress days if they meet the requirements consistent with school safety: no sandals, snow boots, flip flops, Crocs, open-toe, clogs, light-up shoes, wheelies, open-heel shoes, or slippers. Heel height may not exceed 2".
- Hats or caps are not to be worn in the building unless it is part of the special program for the day.

Dances and Parties, Continuation

Special occasions call for special dress. We want our students to enjoy a special time while at the same time dressing appropriately for the occasion. On these occasions, clothing worn by students shall be in good condition, and neat in appearance.

- Dresses may be sleeveless, 'cold-shoulder' style, or have spaghetti straps.
- No strapless or backless styles are permitted. A sweater may not be used to cover up a strapless dress.
- Dresses must be no shorter than 4" above the knee (mid-thigh).
- Dress shoes are permissible if the heel is less than 2".



Monument Academy

Board of Directors Governance and Policy

Policy Area: Governance	Policy #: 1501 HS
Title: Dress Code	Adopted: March 12, 2020 Revised: July 14, 2022 Revised:

High School Dress Code

The Monument Academy dress code has been established to advance the mission and vision of the school, which includes an emphasis on academic excellence, respect, responsibility, character, and exemplary citizenship.

To that end, Monument Academy envisions and desires an environment where students have the privilege of pursuing their education in a safe, orderly environment free from distractions, including those brought by dress, and where students may focus more on the content of their character and less by external measures.

Monument Academy High School maintains one dress code for both boys and girls. Gender distinctions, where appropriate, have been annotated.

The dress code is intended to establish standards which maintain decorum and modesty and treat all students equitably. If a student or parent has a question about the acceptability of a clothing item, please bring that to the principal for input and clarification before wearing it to school. Monument Academy is cognizant of the Colorado CROWN Act, and the school's expectations do not restrict ethnic or religious expression.

This dress code applies at school as well as for school-sponsored activities, including events at other locations.

Please note: there will be presentation days and leadership opportunities for which students will be required to wear business casual or business attire.

<p>GUIDELINES and STANDARDS</p>	<p>Character. Messages/words/images on clothing must align with Monument Academy’s character emphasis.</p> <p>Respect. Students are not allowed to wear clothing that contains wording or images that could be interpreted as racial, vulgar, discriminatory, gang-related, or offensive. No sexual innuendos or references to alcohol, drugs, firearms, or tobacco (including electronic cigarettes) are permitted.</p> <p>Citizenship. Political statements or images must model good citizenship and be appropriate for an academic environment.</p> <p>Safety. Apparel that causes a safety hazard or could endanger a student is prohibited.</p> <p>Positive Learning Environment. Students should avoid apparel with an excessively tight fit such as skin-tight clothing that emphasizes descriptive lines of the body. Undergarments may not be exposed, nor may they be worn as outer garments.</p> <p>Responsibility. The Monument Academy dress code is intended to encourage students to dress responsibly and with mature consideration for our community’s emphasis on academics and learning. This code is not intended to be all-inclusive. Rather the code provides general guidelines with certain specific examples to clarify intent and further inform our families.</p> <p>The final decision for dress code compliance will rest with the principal or designee.</p>
<p>SHIRTS</p>	<p>Shirts must be modest and avoid exposing inappropriate amounts of skin. For example, tops must not be strapless, see-through, bare the midriff, or contain spaghetti straps.</p> <p>Tank tops or sleeveless tops must be at least 2” wide at the shoulder with full sides. Cold-shoulder styles are permitted. Undershirts may not be worn as outerwear.</p>
<p>PANTS</p>	<p>Pants must be modest, fit at the waistline (no low-rise or sagging at the crotch). Pant bottoms must not touch the ground or impede walking.</p> <p>Modest leggings and tights are allowed with a top that extends below the hip or longer.</p> <p>All garments should be in good repair, neat and clean with no rips, tears, or holes, even by design.</p> <p>Joggers are allowed. They must be in good condition and fit appropriately. Pajama bottoms are not allowed.</p>
<p>SHORTS</p>	<p>The bottom of shorts must be at a maximum of 4” above the top of the knee (approximately mid-thigh).</p> <p>Athletic shorts are allowed.</p>
<p>SKIRTS STOCKINGS (girls only)</p>	<p>The bottom of the skirt must be at a maximum of 4” above the top of the knee (approximately mid-thigh).</p> <p>No fishnet-style stockings or hosiery that exposes the skin may be worn. No above-the-knee stockings or socks are allowed.</p>

JACKETS	<p>Permissible outerwear includes sweaters, fleece pullovers, jean jackets, athletic jackets, and sweatshirts. Outerwear may not be excessively baggy/oversized.</p> <p>Other winter-style coats are not appropriate for an indoor, academic environment and students should place those in a locker upon entering the building.</p>
TIES (boys only)	Ties, if worn, must be cinched to the collar, and not worn loosely or untied.
SHOES	<p>Shoes are always required and must be consistent with school safety:</p> <ul style="list-style-type: none"> • Closed toed (no sandals, Crocs, or flip flops) • No snow boots, slippers, wheelies • Heel height may not exceed 2"
JEWELRY	<p>Students may have no more than 2 earrings in each ear and one small stud in the nose. Nose rings and gauge-like earrings are not in compliance with the dress code.</p> <p>No other visible piercings are allowed.</p> <p>Any object that is designed for a purpose other than jewelry may not be worn as jewelry (ex: chains or collars)</p>
TATTOOS	No visible tattoos or intentionally created marks, body art, or writing on skin is permitted.
MAKE-UP/NAIL POLISH (girls only)	<p>Natural and modest make-up is permitted. No unusual or distracting colors (e.g. extensive black eye make-up or black lipstick).</p> <p>Up to two nail colors may be worn (ex: accent nails). Extreme nail decorations are prohibited, such as jewelry or writing.</p>
HAIR	<p>Natural hair color only. Multi-colored hair is prohibited except for naturally colored highlights consistent across the hair. Students must avoid such things as coloring just the tips of hair or having large sections of hair a different color.</p> <p>Hair styles and accessories must not be radical and thus avoid distracting the learning environment. Prohibited hairstyles include, but are not limited to, mohawks, dreadlocks, unusual or partially shaved hair, and face or eye-concealing cuts.</p> <p>No designs/patterns, symbols, or shapes of any kind may be shaved on the head.</p> <p>Facial hair must be neat and trimmed. Radical styles are prohibited (ex: braids and/or pony-tailed beards are not allowed)</p>
HEAD COVERINGS/SUNGLASSES	<p>Hats, bandanas, do rag caps, and sunglasses must be removed upon entering the building and are thus prohibited in classrooms.</p> <p>Head coverings for religious purposes must be pre-approved by the principal or designee.</p>
CROSS-DRESSING	Students must comply with the dress code appropriate to their gender.
COSTUMES	<p>Costumes are permissible only at designated times during the school year, such as spirit weeks, and only as publicized by the principal or designee. For safety reasons and student identification, masks are prohibited, unless for approved health reasons.</p> <p>Body enhancing accoutrements are considered costuming and are prohibited.</p>

Students not in compliance with the dress code will be offered an opportunity to correct their dress code violation during first period. If the student is unable or unwilling to adhere to the dress code, he or she will be sent to the front office to contact a parent.