



## Highlights from May 11th, 2023 Board of Directors' Special Meeting

To view the meeting replay for this meeting, please click here: <https://youtu.be/Y17guejfEaM>

Please mark your calendars for the June 27 Community Town Hall Meeting with Legal Counsel on Navigating Gender Issues at Monument Academy, 6:00pm in MA East Gym.



SAVE THE DATE

**JUNE 27, 2023 AT 6PM  
MA EAST GYM**

**Town Hall Meeting on  
Navigating Gender Issues at  
Monument Academy**



Join MA legal counsel and members of the MA Board of Directors to discuss Colorado State law as it pertains to S.B. 08-200 and H.B. 21-1108, the MA Board Proclamation on Privacy and Protection of Students, and a Q&A session to address your questions and concerns.

### **School Spotlight: Amanda Peters, MA Parent**

Amanda was a key component of Monument Academy's fundraiser, Boot, Scoot, & Bid! She brought her event management skills and vendor relationships to promote an exciting evening. Her hard work on the Golden Ticket table and live auction slides created an atmosphere that was enjoyed by all who attended. Monument Academy is grateful to have parents like this who are devoted to serving our school.

### **Highway 105 Update**

A preconstruction meeting was held on May 11<sup>th</sup> with Wildcat Construction, Wilson and Co., and several other trades that will be performing the work on the circulation road behind MA West Campus. Wildcat will be mobilizing equipment starting the week of May 22 and looking to break ground that same week.

### **Boot, Scoot & Bid Update**

The results are in! The MA community raised over \$130,000 at Boot, Scoot & Bid! This year's annual fundraiser assisted Monument Academy in creating a new salary schedule for all teachers and staff. Staff

To watch a replay of previous meetings, and livestream during meetings, please click here: [MA School Board](#)

salaries across the board will be increased because of these efforts. In addition to salary increases, Monument Academy is able to increase our contribution for our staff's health insurance benefit package.

Lastly, we are exploring the addition of a second SRO, which means each campus could have their own SRO on site in addition to enhanced safety and security options identified this next year in partnership with our team. These enhancements are being discussed with the team after the final budget has been approved.

### **COO Update**

The admin team has been working diligently on developing and refining the FY 23/24 budget proposal. The board will officially review and vote on the FY 23/24 budget at a special meeting which will be held on May 25<sup>th</sup>.

The Strategic Planning Committee has defined 4 goals for the strategic plan and held their final large group meeting on May 12<sup>th</sup>. From here the goals will be divided into smaller department-level teams.

Mrs. McClelland and our Director of People Operations, Krista Pelley, met with teams throughout the entire organization to discuss future plans and field questions.

### **2023-2024 Student Instructional Fees**

The board reviewed an update to the student fees for FY 23/24. Please see below for the board-approved student instructional fee structure.

### **2023-2024 Proposed Budget**

Mrs. McClelland gave the board an update on the proposed budget for FY 23/24. Highlights from that proposal are below. The board is holding a budget work session special meeting on May 25<sup>th</sup> at 10 am at the East Campus to further discuss and vote on the proposed budget.

### **SAAC West**

Please see the below attachment for the SAAC West letter to the board with recommendations based on the results of the end-of-year survey.

### **SAAC East**

Please see the below attachment for the SAAC East letter to the board with recommendations based on the results of the end-of-year survey.

### **Board of Directors Bylaws Amendments**

The following redline amendments were voted on and approved.

Section 3.2 Qualifications, Number, Classification, Election and Tenure. (a) Qualifications. Each director must be a natural person who is twenty-five years of age or older. Qualifications for board membership shall include but not be limited to: (i) a parent or guardian of a student at Monument Academy; (ii) a commitment to students and their education; (iii) enthusiasm for Monument Academy and conviction in its purpose; (iv) willingness to give time and energy to Monument Academy; (v) special skills to address specific management and needs of Monument Academy; (vi) ability to represent the community and interpret community needs and views; (vii) willingness to accept and support decisions democratically made; and (viii) ability to represent Monument Academy to the community. The board of directors may not include employees of Monument Academy nor shall it include ~~more than two~~ directors ~~with who are~~ immediate family ~~who are to~~ employees of Monument Academy, nor individuals who are married to one another. COO and CFO immediate family members may not be a member of the board.

To watch a replay of previous meetings, and livestream during meetings, please click here: [MA School Board](#)

Section 3.3 Resignation; Removal; Vacancies. Any director may resign at any time by giving written notice to the president or to the secretary of the corporation. A director's resignation shall take effect at the time specified in such notice, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. A director shall be deemed to have resigned in the event of such director's incapacity as determined by a court of competent jurisdiction. **A director shall be deemed to have resigned in the event that such director has two unexcused absences from regular meetings in a fiscal year.** Any director may be removed at any time, with or without cause, by the affirmative vote of two-thirds of the other directors then in office. Any vacancy of an elected director may be filled by the affirmative vote of a majority of the remaining directors though less than a quorum. A director appointed to fill a vacancy shall hold the office for the unexpired term of such director's predecessor in office. Any directorship to be filled by reason of an increase in the number of directors shall be filled by the affirmative vote of a majority of the directors then in office, and a director so chosen shall hold office until the next election of the class of directors for which such director was chosen and thereafter until such director's successor shall have been elected and qualified, or until such director's earlier death, resignation or removal. A vacancy that will occur at a specific later date may be filled before the vacancy occurs, but the new director may not take office until the vacancy occurs.

### **July Board Retreat**

The board will be holding a summer retreat in conjunction with the July regular monthly board meeting on July 13<sup>th</sup>. The regular board meeting will begin at 9 am at the East Campus. Upon adjournment from the regularly scheduled board meeting, the board will commence the summer retreat. Both portions of the meeting are open to the public.

### **Board Café Chats**

The board will resume café chats in August. Please look for announcements regarding those dates and how to RSVP. If you have any questions or concerns over the summer, please email at [board@monumentacademy.net](mailto:board@monumentacademy.net).

### **What's Coming Up?**

- MA Board of Directors Special Work Session on FY 23/24 Budget Proposal: May 25th at 10am at the East Campus.
- MA Board of Directors Regular June Meeting: June 8th at 6 pm in the East Campus Gym.
- Community Town Hall with Legal Counsel on Navigating Gender Issues at Monument Academy: June 27th at 6 pm at the East Campus.

### **Reminders**

#### **Missed a previous month's board highlights?**

You can review previous meeting board highlights, minutes, and upcoming meeting agendas here:

[School Board – Monument Academy.](#)

To watch a replay of previous meetings, and livestream during meetings, please click here: [MA School Board](#)

# Monument Academy

Celebrating Academic Excellence since 1996

## Registration Fee Schedule 2023-2024

Student Legal Name: \_\_\_\_\_ Grade: \_\_\_\_\_

## Instructional Materials Fee

| <b>Kindergarten-2</b>              | <b>Grades 3-5</b>                  | <b>Grades 6-8</b>                       | <b>Grades 9-12</b>                      |
|------------------------------------|------------------------------------|---|---|
| <b>\$175</b>                       | <b>\$175</b>                       | <b>\$285*</b>                           | <b>\$285*</b>                           |
| <i>Workbooks &amp; consumables</i> | <i>Workbooks &amp; consumables</i> | <i>Tech fee</i>                         | <i>Tech fee</i>                         |
| <i>Specials material supplies</i>  | <i>Specials material supplies</i>  | <i>Workbooks/Textbooks</i>              | <i>Workbooks/Textbooks</i>              |
| <i>Technology</i>                  | <i>Technology</i>                  | <i>Art department materials</i>         | <i>Art department materials</i>         |
| <i>Library</i>                     | <i>Library</i>                     | <i>Fine Arts department supplies</i>    | <i>Fine Arts department supplies</i>    |
| <i>Health office supplies</i>      | <i>Health office supplies</i>      | <i>Foreign language supplies</i>        | <i>Foreign language supplies</i>        |
|                                    | <i>Planners</i>                    | <i>Lab equipment</i>                    | <i>Lab equipment</i>                    |
|                                    |                                    | <i>Testing and assessment materials</i> | <i>Testing and assessment materials</i> |

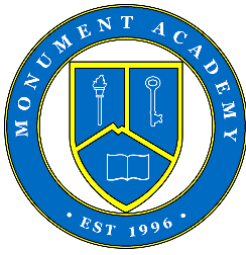
\*Included is the \$75.00 Tech Fee which covers, in part, technical support insurance coverage, internet security software, and routine device management/maintenance.

Check # \_\_\_\_\_ Cash: \_\_\_\_\_ Amt. Paid: \_\_\_\_\_ Balance: \_\_\_\_\_ Date: \_\_\_\_\_

**Please make checks payable to Monument Academy**

Monument Academy - West Campus 1150 Village Ridge Point - Monument, Colorado 80132 - Phone (719) 481-1950

Monument Academy - East Campus 4303 Pinehurst Circle - Colorado Springs, Colorado 80908 - Phone (719) 431-8001



# Monument Academy

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## Monument Academy

### Proposed Budget

**FY 23/24**

Kimberly McClelland, Chief Operating Officer

Glenn E. Gustafson, CPA, Interim Chief Financial Officer

# Key Data Points

- **FY 23/24 Projected Enrollment**
  - Elementary – 676.50
  - Middle School – 402.0
  - High School – 141.0
  
- **Per-Pupil Funding**
  - \$10,035/Pupil 10.7% increase
  - \$615/Pupil - Mill Levy Override
  
- **Total Appropriation (Incl reserves)**
  - General Fund - \$17,429,961
  - Preschool Fund - \$477,100
  - Facilities Corp - \$2,425,000
  - Foundation Fund - \$3,050,000
  - Pupil Activity Fund - \$450,000
    - Total Appropriation = \$23,832,061
  
- **Expenditure Assumptions:**
  - Insurance – \$770/mo (Increase from \$725/mo)
  - PERA Employer Contribution – 21.4%
  - Medicare Contribution – 1.45%
  - Colorado Minimum Wage - \$13.65/hr
  - 2014 Bond Debt Service (West) = \$921,538
  - 2019 Bond Debt Service (East) = \$1,833,500

# Significant Changes from Prior Year

## ○ **Employee Compensation**

- Implementing a salary scale for all instructional staff and new hires with a new minimum starting pay at \$37,000 from \$33,000 previously. In addition to salary step increases, there will be a 4% raise for all instructional staff. \*In addition to salary step increases, there will be a percentage raise for all returning instructional staff.
- Classified staff pay increase will be one dollar an hour.
- No salary step increase for administration. Administrators will receive a 5% salary increase.
- All staff will receive a 5% benefits contribution increase to offset rising insurance premiums.

## ○ **Enrollment**

- Elementary - +55 students
- Secondary - +57 students

## ○ **Backfilling the FY 22/23 General Fund "Gap"**

- Corrects for FY 22/23 Enrollment shortfall
- Corrects for FY 22/23 Fundraising shortfall

## ○ **Staffing Additions**

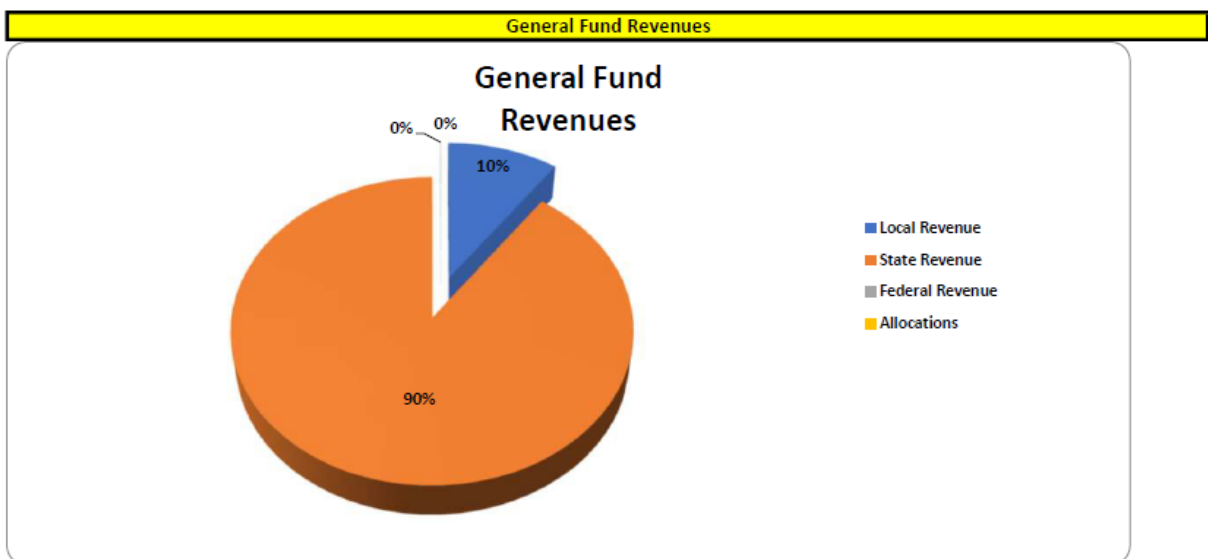
- Teachers
  - West: 2nd grade, 3rd grade, 5th grade, Special Education, Specials, Student Support, School Psychologist, Instructional Coach
  - East: History, English, Math/Science. 0.5 Spanish (Novotny East/West)
- Classified
  - Part-time Facilities Lunch Para, 2 - Part-time Recess Paras, Custodian
  - Facilities Manager
- Administrators
  - West: Dean of Culture and Assessment (Draft Title) 80%
  - East: Dean of Culture and Assessment (Draft Title) 20%

## ○ **Break Out of Middle School separate from High School**

- Allows more detailed financial analysis

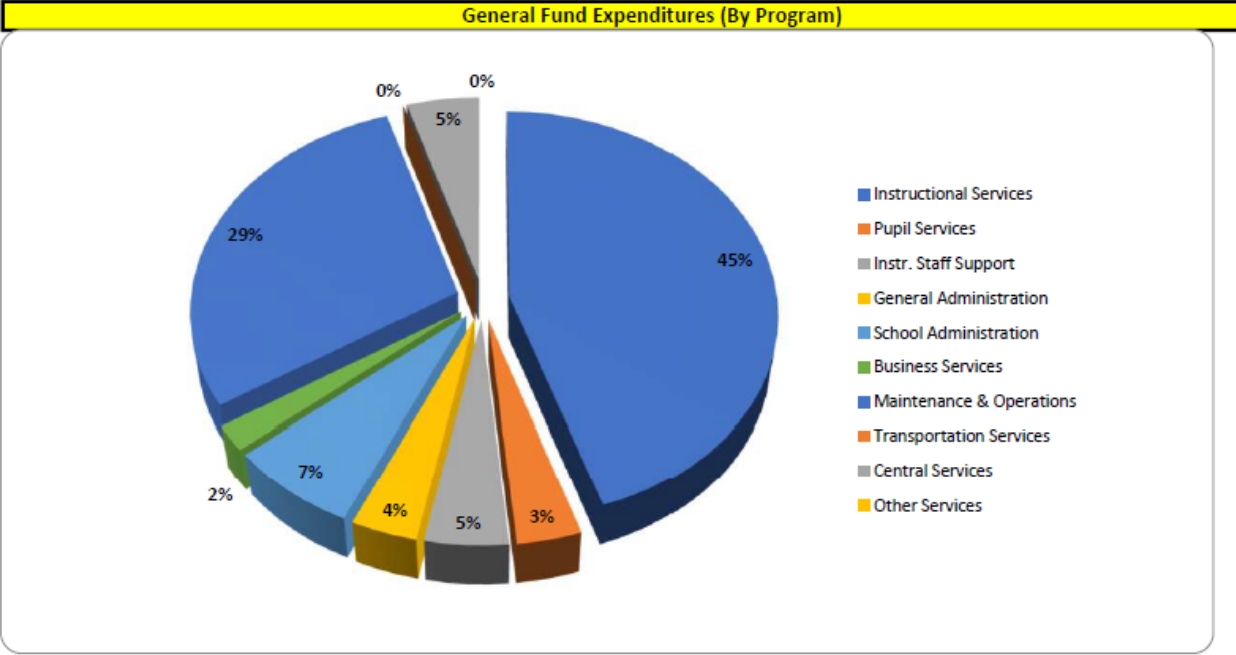
- Must still be combined for 2019 Bond Reporting
  - New School Location code = 938
  - Allows for more autonomous growth
- 
- **School by School Budget Balances:**
    - Elementary - \$179,430
    - Middle School - \$298,829
    - High School - \$-378,394
    - Combined Secondary – (\$79,565)

## General Fund Revenues

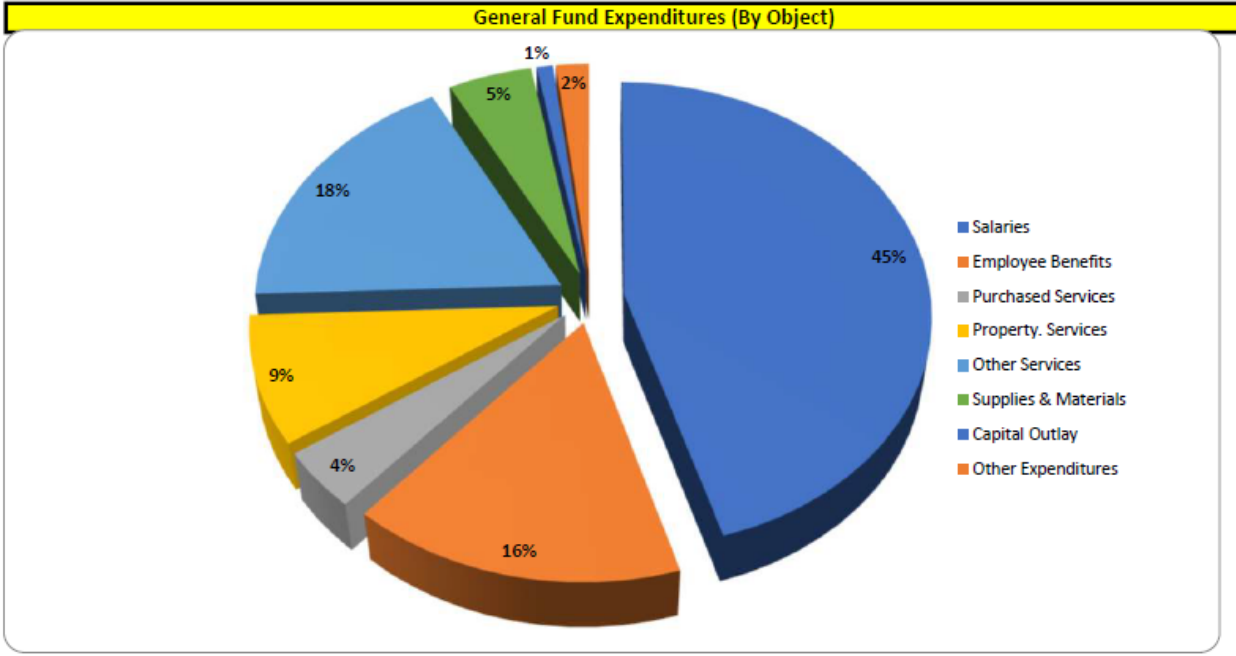




# General Fund Expenditures (Program)



# General Fund Expenditures (Object)



May 5, 2023

Dear Monument Academy Board of Directors and Members of Administration:

We, the members of the Monument Academy West Campus School Accountability Advisory Committee, have compiled the results of our annual end-of-the-year parent survey and have formed a review of these results in this letter for The Board and Administration's consideration. We thank you for listening to the mid-year survey review and addressing the parent's desire for streamlined communication. The community has been made aware from various Monument Academy outlets that The Board and our COO are working on marketing refinement for the entire school. SAAC would like to recognize that Monument Academy is currently working to evolve the communication process for all families moving forward. This addresses parent comments from our mid-year survey. Our end-of-the-year survey, which was distributed at the end of April, garnered approximately 159 responses.

Carline was once again one of the most frequently mentioned topics in our results. Reasons being for safety, efficiency, and potential solutions to existing or future supposed issues. To educate both new and returning families, we would like to recommend that prior to the start of the 23-24 school year Monument Academy prepare a video that details the proper way to go through the carline. It should include proper protocols for preschool on up to 5th grade and also recommendations for families with children in multiple grades. We then recommend that this video be shown to all families at the teacher meet & greet, posted on the West Campus Facebook page, and on the Elementary website. We would further recommend that a second video be made once the final carline procedure is in place after the completion of the single roundabout access/exit to Village Ridge Point and the simultaneous closing of the LDS Church's exit egress. Again, we further recommend that this video be promoted extremely well at that time too.

The survey results also showed that our Monument Academy families would like more community engagement. We recognize that our hard-working PTO puts on almost monthly events, and has had to cancel some of these events due to lack of volunteers and participation. Following up on The Board & COO's effort to streamline communication to our families, we hope that these events are promoted more effectively so that they are all well attended and volunteer positions readily taken up, thus fulfilling multiple desires for a stronger sense of community within our school.

The last question in our end-of-year survey was an open ended question. The question was, "What does your family like most about Monument Academy Elementary School?" We are so elated to relay that of the 123 responses to this question, all but one praised MA West over and over again for our excellent teachers, paras, faculty, staff, and administration. The culture and values our school emulates makes our children feel like they belong, are cared about, have significance, and can achieve the level of academic growth that they set their minds to because they are supported in these goals. Our parents are confident that their children's safety is a priority and that Monument Academy is doing their best to keep them as safe as possible during their time at school. Gratitude, as with our mid-year survey results, poured in over the return of

our Character First program; it is still being noticed that our teachers are doing a good job of upholding the standards of our core values using this program.

Thank you for allowing us to hear the voices of our families through the work we do on this committee, and relay it to you in a compiled format. We are confident you will take the most often expressed concerns into consideration when choosing steps to propel the school forward in excellence and growth.

Sincerely,

Monument Academy West Campus SAAC

Jilinda Dygert, Chair

Roxanne Branch, Vice Chair

Jamie Harding, Secretary

May 11, 2023

Dear Monument Academy Board of Directors,

East Campus families were recently invited to participate in the School Accountability Advisory Committee (SAAC) end of the year survey. The responses to the open-ended questions provided specific and valuable feedback and suggestions, and we are very grateful for the parents who took the time to respond.

The overwhelming tone was very positive and appreciative for all that Monument Academy offers. The greatest complement we can receive is to have families continue to entrust their students to Monument Academy, which is reflected in the rising enrollment numbers, and to have our families recommend our School to others. Of those responding, 95% reported being likely or very likely to do just that!

The greatest concern for parents related to mid-year teacher turnover, especially in core academic subjects, where the transition time seemed detrimental to overall growth. Our recommendation to the Board is to remain dedicated to evaluating the staff pay schedule and culture to make sure that MA can attract and retain excellent educators.

Our committee is deeply grateful for the opportunity to work closely with the East Campus Principals this year. They champion the Vision and Mission of Monument Academy and work tirelessly to support the staff and the programs that convert ideas to reality. We found that administration is already aware of and in-progress with plans that will strengthen Monument Academy's ability to help students flourish. Below are some of the major areas of focus and progress this year:

- Aligning Curriculum
- Streamlining Communication
- Expanding our Elective course offerings
- Strengthening the ESS department
- Supporting and growing our Athletic Offerings
- Developing school spirit and meaningful traditions

The East Campus has made incredible strides in just three short years. SAAC wishes to recognize the contributions of our Board, Administration, Staff, Students, and families in building this community of excellence. There are many opportunities for parent involvement and we encourage parents to reach out to administration if they would like to be part of shaping MA.

Sincerely,

Emily Davis, SAAC East Chairperson