



**MONUMENT ACADEMY**  
**"A Charter School, a Public School of Choice"**  
**Board of Directors Regular Meeting**  
MINUTES  
November 9, 2023 at 6:30pm MST  
**Monument Academy East Campus Room 2023**

**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.

- **CALL TO ORDER/MISSION STATEMENT/PLEDGE OF ALLEGIANCE/ROLL CALL/QUORUM**
  - 6:31 Mr. Graham called the meeting to order, read the mission statement, led the Pledge of Allegiance, took roll call, and declared a quorum. Board Members in attendance: Karen Hoida, Joe Buczkowski, Matt Ross, Emily Belisle, Ryan Graham, Lindsay Clinton and Craig Carle attending virtually. Others in attendance: Kim McClelland, Glenn Gustafson, Brad Miller and Jennifer Strawbridge.
- **ADDITIONS TO/APPROVAL OF AGENDA**
  - The agenda was approved as distributed with unanimous consent.
- **CITIZEN'S COMMENTS PERTAINING TO AGENDA ITEMS**
  - *Limit 3 minutes per person*
  - *None*
- **SCHOOL SPOTLIGHT**
  - Mrs. Clinton and the MA Board recognized Deborah Hulting, Art Teacher with excellence in teaching.
- **CONSENT AGENDA**
  - All minutes were distributed electronically.
  - Minutes from the Oct 5th Regular Meeting, Oct 9th Special Meeting and the October 26th Work Session were approved as distributed.
- **REPORTS OF ADMINISTRATION & COMMITTEES**
  - Executive Director Report: Mrs. McClelland reported that team updates from each division have submitted their reports to Mrs. McClelland who distributed the reports electronically. CKH focus this month is teamwork. The elementary campus had a successful book fair with a profit of approximately \$9000 to purchase new books. The Fall Festival was a great success. Process Champion training has begun, an extension of CKH in leadership that will help mentor others. The DAC (now called the PCAC) meeting within District 38 will be held at Monument campus next week at

West Campus on the 14th. The first MS choir concert was very successful. High School had their homecoming this month that went well despite the weather. Middle school cross country made it to the division championship. High school girls volleyball had their first win in school history. CHASA approval is on Nov 16. Registrars are refining our enrollment process and working on Intents to Re-enroll due by Dec 14th. Galla work is underway. School culture survey comes out tomorrow for the staff. Mrs. McClelland will be scheduling some legislative tours with the Education Alliance of Colorado to tour each of our campuses.

- Chief Financial Officer Report: Mr. Gustafson reported the fiscal year 22-23 Audit is almost complete. The 21-22 audit was not completed until Feb of 22 so we are ahead of schedule. The Auditors will want to present to the Board once complete. The Monthly Financial Statement is in this packet. Some large payments hit in October that normally hit once a year. This will cause a distortion in October reporting. The ERTC has been submitted. Currently working on several contract modifications including the copier contract. The lease is up in July. D38 is starting a print shop that could also help lower costs in the future. Starting to receive data from our energy contract and we are running some higher than usual energy loads. We are looking at ways to optimize our demand charges with Mountain View. Snow removal and grounds contracts are being looked at before the snow comes. And there are several grants that are being applied for. The Governor's Budget Proposal comes out November 1st. Initial proposal increased funding to approximately \$700 per pupil should it hold through the legislative cycle.
- Committees
  - Highway 105 Committee Report (Mr. Graham): Mr. Graham reported that at the West Campus they are carving out the wall on the south side of the school where the road will be constructed and attach at the top of the S curve. The roundabout at Knollwood could be open in January.
  - Curriculum (Mrs. Belisle): Mrs. Belisle reported that the committee met on Nov2. Discussion centered on the new Math Curriculum. The West campus can continue to use Saxon Math for another academic school year. The committee tabled the plan for new Math curriculum allowing more time to review the 2 future math curriculum finalists; Reveal Math and Everyday Math. The next meeting will be Nov 27th.
  - SAAC – West (Mr. Ross): Mr. Ross reported that in this year's food drive, MA collected the most food in the whole district. West PTO reported that the Fall Fest was a huge success; restaurant night at Jarrito Loco as well attended; there was a give back event at Air CIty 360; PTO provided a soup and salad lunch during the parent teacher conferences; PTO is preparing for the Dec 8th craft fair; restaurant night this month is at Perry's Pizza on Nov 30th; Skate City is hosting another giveback event on Nov 21st; West PTO is offering a photo session this weekend see ParentSquare to sign up; the Tree of Thanks has been created to provide gift cards to staff during the staff Christmas party at Wedgewood at Black Forest on Dec 12th; and the next West PTO general meeting will

be at Pikes Peak Brewery at 6pm on Nov 15th.

- SAAC – East (Mrs. Clinton): Mrs. Clinton reported that the committee met on Nov 9th; discussion was on the Parent Survey and developing questions and setting meeting dates for the rest of the year. PCAC (Parent Community Advisory Committee) is on Nov 13th.
- Governance (Mrs. Hoida & Mr. Buczkowski): Mr. Buczkowski reported that the committee met on Oct 27th and discussed the plan for reviewing old policies and adding new policies; discussed the plan of reclassifying policies to the GASB standard; discussion first group of Financial D policies; the next meeting is Nov 17th.
- Finance (Mr. Buczkowski & Mr. Carle): Mr. Buczkowski reported that the committee met on Nov 6; reviewed audit; discussed the plan for West campus to loan East campus \$300,000; discussed importance of a balance revised budget; discussed cost cutting measures for East campus.
- Buildings & Facilities (Mr. Graham & Mrs. Hoida): No report.
- RDC (Mrs. Clinton & Mr. Carle): Mrs. Clinton reported that the committee met on Nov 1st; discussed upcoming fundraising initiatives; reviewed the strategy for communication.
- HR Subcommittee (Mr. Graham & Mrs. Clinton): No report.

- **ITEMS REQUIRING BOARD DISCUSSION/ACTION**

- (First Read) Gender Transition and Parental Rights Draft Policy in relation to the June 27th, 2023 [Resolution regarding the privacy and protection of students as it relates to Colorado S.B. 08-200 and Colorado H.B. 21-1108](#)  
This is a first read only, no action was taken. The committee is comprised of Board members Karen Hoida and Joe Buczkowski. This first read was approved by Brad Miller. Input was taken from the school principals and Executive Director. Board discussion ensued and it was agreed community input would be welcomed via email to Kim McClelland. The policy governance committee will receive the MA community feedback and will work to bring back a revised draft at a later date.
- Draft FY 24/25 School Calendar
  - Mrs. McClelland affirmed Kurt Walker for tackling this task, forming a team and finishing the next school year calendar.
  - Preschool is finishing their calendar.
  - One testing day was taken away as changes in Dibels has made it easier to administer and takes less time.
  - The calendar follows the D38 calendar. Because of food service, we need to follow D38 as closely as possible.
  - HS Graduation will be May 17th.
  - 8th Grade Graduation has been changed to 8th Grade Continuation
  - This will be put in board action in December.
  - The 25/26 Calendar will be completed after completion of D38's calendar, a 4 day schedule is still being considered at D38.
- Quarterly Dashboard Review
  - Because of a major change in the Dibels program, the last Dibels test will now be our baseline.

- Compounding variables were:
  - COVID students are now in 2nd and 3rd Grade. At this level, students begin to read the tests to themselves rather than have the tests read to them. If their reading skills are not where they were supposed to be from COVID school at home, their 2nd and 3rd grade testing is fully effected.
  - The entire country has yet to achieve pre-COVID norms.
  - The UIP addresses strategies for teachers to combat this.
  - West Campus has identified “data champions” to build that energy & culture to the staff.
  - Behavior Data shows that there is not a behavior problem at Monument Academy.
  - Attendance data shows some trending likely due to vacation.
- Final Revision: MA Emergency Operating Procedures
  - All changes from the board were incorporated.
  - Mrs. Belisle motioned to approve MA Emergency Operating Procedure. Mrs. Hoida seconded the motion. The motion was unanimously.
- Board Technology Upgrade
  - Mrs. Clinton stated that the audio quality has not been great from board meetings. Two new wireless options were researched and recommended by Mr. Engleman. Because of budget constraints, it was decided that the acoustics in the gym were bad and could be affecting the sound quality. The meeting will be held in the new room and sound quality will be evaluated.
- Veterans Day Letter
  - Mrs. McClelland will have this letter sent out.
- All Staff Holiday Party hosted by East and West PTO
  - The Board of Directors donated \$1000 from the board budget to Wedgewood at Black Forest for purposes of the holiday party.
  - Mr. Graham motioned to approve the donation of \$1000 to Wedgewood at Black Forest for purposes of the holiday party. Mrs. Hoida seconded the motion. The motion was unanimously. Mr. Gustafson will coordinate the contribution.
- **BOARD COMMENTS/ANNOUNCEMENTS**
  - Board Member volunteers for December Cafe Chat
    - Mrs. Clinton and Mrs. Belisle will attend the December chat.
  - Civics Bee
    - Mr. Graham reported that the Eastern Plains Chamber is partnering with the US Chamber of Commerce Foundation to host a first of its kind, Civics Competition. This is for 6th, 7th and 8th graders. With the Board’s permission, will send this opportunity out through ParentSquare.
  - Lynx Fund and Giving Tuesday
    - This is open for your generosity and donations. Information is forthcoming from Mr. Dicus.
    - Mr. Dicus will look into Colorado Gives which concludes early December.
  - West Campus Shade Structure
    - The bid was for \$52,00.00
    - An agreement was made with CMG.
    - Nov 16th the surveyor will be onsite.
    - Nov 17th construction begins
    - The following week will be full construction.
    - It is scheduled to be complete by the return from Thanksgiving break.
- **NEW BUSINESS**
- **MOTION TO ADJOURN TO EXECUTIVE SESSION**
  - Executive Session pursuant to C.R.S.. 24-6-402(4)(b, d, f, and e) to

discuss property transaction; to address D38 charter contract updates, and related financial and bond covenant issues; school security protocols and proposals; to discuss personnel performance and contract matters regarding school principals, HR and ED; to address related hiring processes; and to address conflict of interest question regarding a substitute hiring possibility.

- **ITEMS REQUIRING BOARD DISCUSSION/ACTION**

- Action taken on items discussed in executive session

- **ADJOURNMENT**

- **CITIZEN COMMENTS NOT PERTAINING TO AGENDA ITEMS**

- *Limit 3 minutes per person*

*\*Monument Academy Regular Session Board meetings are recorded and uploaded to our YouTube Channel here: [Monument Academy Charter School - YouTube](#)*