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Mission Statement:

Create a safe, positive environment that fosters intellectual curiosity and a thirst for discovery where students and staff succeed through exceptional programs

BOARD OF DIRECTORS REGULAR MEETING AGENDA

APRIL 27, 2021 AT BANNING LEWIS RANCH ACADEMY at 6:00 p.m.

1. Call to Order

1.1. Krisell Creager-Lumpkins called to order at 6:06pm

2. Roll Call

2.1. Board Members: Deann Barnett, Todd Blum, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei

3. Welcome, Pledge of Allegiance

4. Approval of Agenda

4.1. Todd Blum moved to approve the agenda with the addition of discussion item 13.10 MS Assessments, 13.11 Board Concerns and Action Item 14.6 MS Assessments, 14.7 Board Concerns, Matthew Pacheco second'd

4.2. All approve, motion carries

5. Approval of the Minutes

5.1. Approval of the previous Regular Meeting Minutes, March 16, 2021

5.1.1. Matthew Pacheco moved to approve the regular meeting minutes from March 16, 2021, Todd Blum second'd

5.1.2. All approve, motion carries

6. Positive Observations

6.1. Alexandra Tomei acknowledged the staff for keeping her children safe and how it is seen by the kids and they feel safe in the school

6.2. Matthew Pacheco acknowledged the 54-0 win by MS football. Exciting to see all the students and families around the teams

6.3. Todd Blum acknowledged the staff support managing the sports teams and how involved our staff and admin are supporting our students.

6.4. Todd Blum also acknowledged Mrs. Molnar and how she is reaching out and doing everything to make her staff feel appreciated.

6.5. Krisell Creager-Lumpkins acknowledged the volleyball team for, after a 2 week quarantine, managing all the rescheduled games. The support when they play a home game is apparent and how encouraged they are by their support

6.6. Todd Blum – state testing is almost complete.

6.7. Krisell Creager-Lumpkins acknowledged the PSAT process that was organized and supportive of the students and Todd Blum acknowledged as well at the elementary level

7. Public Comment - *Speakers are limited to 3 minutes and must sign in at the beginning of the meeting.*

7.1. Nicole Teti spoke on teacher salary and retention. The next retention committee falls after the sign by date so she wants the board's support. Accel responded to questions about teacher pay by saying that it would be transparent and she feels it is not. Offer letters went out acknowledging that advanced degrees would be honored – but the offer letters that went out did not reflect that. Contact has been made with Dr. Weyman and Accel but no communication has been provided. Sign by date is May 3. Discrepancies are that a teacher with advanced degrees and 4 years at BLRA is only 1k greater than a brand new teacher with no advanced degrees. Teachers who love BLRA and wanted to stay for the community are looking elsewhere because they feel disheartened. Request to extend the due date and board support for transparency in the pay scales.

7.2. Kara Ramos spoke on how her voice is not being heard or valued by Accel. Pay discrepancies between years of experience, returning teachers, and advanced degrees are apparent and not being transparent. Followed the appropriate chains with Dr. Weyman and HR – HR responded that they will review and relay feedback asap if changes are needed. We were told in January that advanced degrees will be honored and the “if” is unacceptable. Teachers who love Banning are leaving because they feel undervalued and unappreciated and unheard by Accel schools.

8. Program Highlight

8.1. International Trip – Ms. Wren

8.1.1. Proposing an international trip in Spring Break 2022 – for HS students

8.1.2. 42 students are interested – 5 are families that are joining

8.1.3. Denver – Rome – Paris – Madrid.

8.1.4. Elective HS credits / 3 credits as a Humanities course through New Hampshire University.

8.1.5. Looking to continue for years to come for credit, not just a trip – project base that goes with it. It can also qualify for college credit.

8.1.6. HS – unrestricted credit; College – humanities

8.1.7. 120 families interested, more than is room for the trip – looking into opportunities to expand to meet all families needs; possibly a bigger bus for this one trip but also looking into second bus or a second trip.

8.1.8. Military families can still participate even if a PCS occurs

8.1.9. Can cancel by July 29 in advance of the trip, with a refund.

8.1.10. Will follow up on transferring an already paid for trip.

8.1.11. Chaperones will be from our building, 6:1 ratio

8.1.12. Consultant will be supporting the actual tour

8.1.13. Request to inquire about mandatory vaccination for international travel and impacts

8.2. 6th Grade Presentation

8.2.1. 6th graders and their teacher Mr. Larsen presented on their social studies project on the Maya

8.2.2. What was the most remarkable achievement of the Maya?

8.2.3. Language development as a focus of all projects

8.2.4. Think Cerca framework to assist in deeply thinking and writing

- 8.2.5. Peer grading as well as self-reflection & evaluating the teacher / project so the teacher can use that data next year
- 8.2.6. Partnered with ELA programming to read historical fiction about the Maya as well
- 8.2.7. Students presented on their own (5 students) including docuseries, Minecraft creation, website development, and writing
- 8.2.8. DBQ project (HS curriculum) was tailored to the MS level and used in this project

9. Sanctioned Organizations - *Speakers are limited to 3 minutes when presenting in person*

- 9.1. PTO – email update sent; continuing to search for a new vendor. Spring fundraiser is ongoing. Next year’s board may need board approval for president to stay on as president but undetermined at this point
- 9.2. BLA Booster Club – email update sent; need a new treasurer and no other updates
- 9.3. Boy Scout Troop 228 - just getting back into the swing of meetings; gear up for the projects that come with spring
- 9.4. Cub Scout Pack 228 – doing an activity tonight, plan submitted for in person meeting and pinewood derby will occur this weekend
- 9.5. Civil Air Patrol – email sent early in April as an update
- 9.6. Girl Scout Troop – email update sent, field day in May and activities for the end of the school year. Bronze aware project wrapping up

10. Standing Committee Reports *Speakers are limited to 10 minutes when presenting*

- 10.1. Finance Committee Report Chair: Matthew Pacheco
 - 10.1.1. Moral obligation – state can co-sign the bonds for you when we refinance. Expanding the moral obligation to make more dollars available. Will go into effect but with a 90 day waiting period – will be effective in September. Our bonds are up in September making the timing tight to qualify if we choose to
 - 10.1.2. FY21 amended budget presented on by Kristen LaMay
 - 10.1.3. Matthew Pacheco summarized the call that was on yesterday
- 10.2. Election Committee Report Deann Barnett, Todd Blum, Krisell Creager-Lumpkins
 - 10.2.1. 3 spots available, 2 appointed / 1 elected. Process discussed – will put out application in May and election will be run if more applicants than spots available, appointments will be made at that point. June meeting will be sworn in for July 1 start of term, July meeting positions will be allocated.
 - 10.2.2. By the 15th of May will determine if an election is needed.

11. BLRAF, Fundraising and Marketing Updates *Speakers are limited to 10 minutes when presenting*

- 11.1. Representative: Heather Zambrano
 - 11.1.1. Re-enrollment is currently at 1348
 - 11.1.2. 106 no’s, 48 undecided
 - 11.1.3. 290 verified new students
 - 11.1.4. If we started tomorrow would be at 1638, currently at 1510. Last year at this time we were at 1388.
 - 11.1.5. Continuing our enrollment allowed us to gain 122 students.
 - 11.1.6. Biggest growth areas include kindergarten, 42 in at 6th and 31 at 9th grade level

- 11.1.7. 5th grade class shirts, 8th grade signs for graduation have been made. Senior graduation signs are also made
- 11.1.8. Community magazine, getting 4 page spread. Discussing K-12 legacy hi-lights, spotlighting the first graduating class, etc.
- 11.1.9. Sponsoring run to the shrine – middle of May
- 11.1.10. Relocation guide is being published for next year
- 11.1.11. Best of ad is popping up – bronze
- 11.1.12. Next month there is a foundation meeting; if there are any big asks those will need to be itemized out and presented to the foundation board

12. BLR Admin Reports *Speakers are limited to 10 minutes when presenting*

- 12.1. Supporting documentation BLR Admin Report
 - 12.1.1. Email update sent
 - 12.1.2. SAAC no news to report
 - 12.1.3. Shannon Molnar reported on BLRA
 - 12.1.3.1. Jordan Voltz did a great job on CMAS testing
 - 12.1.3.2. Culture note – support staff appreciation week. Our aides are amazing and working overtime and they needed to be appreciated!
 - 12.1.3.3. Teacher appreciation week – sign up genius is already filled up! Less than an hour
 - 12.1.3.4. Student culture week – military child day purple up was awesome
 - 12.1.4. Rick Dahlman reported on BLPA-middle school
 - 12.1.4.1. 8th grade promotion on May 25
 - 12.1.4.2. WA DC trip anticipated for May of 2022 (5th grade trip that didn't happen and make it an 8th grade event)
 - 12.1.4.3. Pep assemblies being brought back
 - 12.1.4.4. Staff culture – teachers are cheering students on and developing systems to support students
 - 12.1.4.5. 7th grade math has concluded their map for the year – working on additional support
 - 12.1.4.6. Strategic planning for next year, MTSS strengthening
 - 12.1.4.7. Portfolio of learning will be being developed
 - 12.1.4.8. Student culture – A/B challenge still occurring, rewarding and motivating students
 - 12.1.4.9. Focus on finishing strong and mental health
 - 12.1.5. Albert Wiggins reported on BLPA-high school
 - 12.1.5.1. Gained 4 students in the last month
 - 12.1.5.2. SAT / PSAT testing completed, CMAS testing was cancelled for 11th grade. Running in conjunction with middle school CMAS went well and use that next year as well to knock it all out in 1 week
 - 12.1.5.3. NHS spirit week went well – staff also participated. Total count not yet calculated for donations
 - 12.1.5.4. Prom is upcoming and updates in addition to the read ahead
 - 12.1.5.5. D49 providing 1k to do a 375 ceremony
 - 12.1.5.6. Staff culture – yearbook has been submitted. Senior quotes are wonderful, thought provoking and funny
 - 12.1.5.7. Food trucks that are happening on Thursdays – staff and students are enjoying them and wish they were around more

- 12.1.5.8. Student culture – many students excited for next year and prom
- 12.1.5.9. CE / CTE / Career start – numbers are holding steady. 97 students looking to be enrolled in the fall
- 12.1.5.10. 94% students passing their CE courses. We grew 100% in numbers for CE students since last year
- 12.1.6. Chuck Shaw reported on facilities
 - 12.1.6.1. HVAC getting up and running at both schools
 - 12.1.6.2. Fire inspection went well at the ranch; support brace installed in the sprinkler system at the prep
 - 12.1.6.3. Sports practices and games ongoing. New contacts for rentals and facilities as things are opening back up
- 12.1.7. Leanne Weyman reported on the budget – anticipate an increase in PPR
- 12.1.8. Leanne Weyman reported on summer work including tiered systems of supports and this influences hiring decisions for next year
- 12.1.9. Leanne Weyman reported on ACCEL – looking at bringing on paras and other staff as BLA employees rather than D49 employees
- 12.1.10. Leanne Weyman reported on benefits – teachers can get a discount on Sunshine Learning Center through Accel schools. Increase in SIS benefits from Accel
- 12.1.11. Leanne Weyman reported that there is a greenhouse process for hiring / recruitment

13. Discussion Items

- 13.1. Master Scheduling
 - 13.1.1. Is currently complete as much as it can be right now
 - 13.1.2. Middle school – build the catalog and disable any course that are no longer required or available. Students make online selections and then it is input into a potential master schedule. Addition sections that are being taught with periods. 98% of students are scheduled and 96% are satisfied
 - 13.1.3. High school – same process for building catalog and students selected. Add teacher assignments or constraints into the system. One of the additional concerns is that freshman numbers were higher than expected so adjustments had to be made. 97% of the schedule minus enrichments and identified students are scheduled, 86% verified / satisfied. It may change due to other constraints.
 - 13.1.4. Still on block schedule next year – stallion day Friday where Friday may alternate.
 - 13.1.4.1. Middle school schedule will mirror high school such that students who test above grade level can take the higher level classes
 - 13.1.5. 7:45-3:15 timeframe will return
 - 13.1.6. How can we provide online options with the required synchronous component
 - 13.1.6.1. Still need to meet immunocompromised student's needs
 - 13.1.6.2. Leanne Weyman suggested AMP as an option or other separate online schooling that is less than the PPF per year
 - 13.1.6.3. Semester mark can switch maybe? Concerns with AMP history and being behind since the curriculums are not parallel
 - 13.1.6.4. 120 ish currently all online
 - 13.1.6.5. Survey put out to gather information from online families to determine how many families are intending to remain online to gather information and access information
 - 13.1.7. Questions are raised about the master schedules being incomplete yet offer letters being put out

- 13.1.7.1. Some new hire positions that will be needed after master schedules and course offerings are. We are unsure how many students will be in the building
- 13.1.8. Questions about the course catalog – are we offering courses that we cannot provide
 - 13.1.8.1. Build the master schedule based on what students are interested in (fit the schedule to meet the kids requests and needs)
- 13.1.9. How is it decided what classes are cut (what criteria for cutting a class)
 - 13.1.9.1. 25 kids need to be in an elective minimum for that class to be offered
 - 13.1.9.2. Concerns over classes that can hold more students
 - 13.1.9.3. If you are trying to build a program, might let a class run on a little less than 25
- 13.1.10. Online courses that are being offered to kids – are they going away?
 - 13.1.10.1. Different – these are for banning teachers with banning spaces in seat. Online would still be offered if only 1 student was interested
 - 13.1.10.2. Is Canvas / Ingenuity remaining? There are some on these as well as Accel online – however, having classes that have a facilitator and everyone is in a different course
- 13.1.11. Facilitator led courses who facilitates 30 different students in their individual courses
 - 13.1.11.1. Cost of the accel teacher as well as the facilitator?
 - 13.1.11.2. More about what is the specific class and availability of options – some of the options are only available through the accel course catalog
- 13.2. ACCEL contracts / handbook
 - 13.2.1. Board has not received the contract or handbook review
 - 13.2.2. Requested transparency especially in the context of concerns that have been brought to board and other leadership is unacceptable
 - 13.2.3. Extended sign by date as a blanket provision for all staff to allow for board information to be provided as well as all teacher / staff questions to be answered in full
 - 13.2.4. Requested to be communicated to Accel directly about the concerns and the changes that need to be made
 - 13.2.5. Suggestion for industry standard for pay also be applied to administrative staff days in the building
 - 13.2.6. Questions regarding staff who currently do not have offer letters. All staff should have been notified of an expected offer letter or why a letter may not be in hand yet – board disagrees about the communication thus far and is hopeful that documentation is available. Also questions regarding about non-renewals and communication – all staff should know if they do not have an offer. It is unclear on the board and hopeful of documentation.
 - 13.2.7. Two weeks after board has received information and / or one week after staff has all their questions answered will be the new sign by date. Blanket re-opening all staff contracts for review and resigning
- 13.3. Amended Budget
 - 13.3.1. Kristen LaMay presented on amended budget for FY21
 - 13.3.2. Final district PPF is reported to be 7843.
 - 13.3.3. We met the bond by 438k – what was required was 422k.
 - 13.3.4. Error found on the elementary numbers for core teachers – overall number should be 5 in all grades K-5 totaling 60 in the overall BLA.
 - 13.3.5. Total revenues from all general fund sources rose by 2% or 211k from the 1st amended budget
 - 13.3.6. Small decrease due to 23 FTEs from the 1st amended resulted in an offsetting decrease in forecasted pupil funding of 178k – net effect on local revenues was a decrease of 40k.

- 13.3.7. Fundraising contributions were decreased by 71% or 195k affected by the pandemic
 - 13.3.7.1. Has not been budgeted for in the past so unclear as to where that comes from and should not be in any budgets – requested to see the original budget where it was a line item to clarify
- 13.3.8. Final mill levy operating grant revenues earned from prior year carryover balances plus the current year allocations is forecasted to be 962.5k which is an increase from the 1st amended budget by 56% or 343.8k. estimated increases relates to reimbursement of salaries and the CE program
- 13.3.9. Final forecasted federal revenues which include CARES and ESSER grand funds increased by 23%
- 13.3.10. SPED services final assumption for these services increased by 23% or 239k from the 1st amended budget. District increased SPED cost per student by 97.27 or 12.35% per FTE.
- 13.3.11. MLO funds allocated for teacher salaries and CE program
- 13.3.12. Estimated remaining for CARES, ESSER I and II – 231,449
- 13.3.13. District administration fees are assumed to increase by 20% or 64.5k compared to the 1st amended budget.
- 13.3.14. Payroll fees were increased by 30% or 32k to adjust to actual billings
 - 13.3.14.1. Unclear why it increased by 30% and what reasoning for the precedent
- 13.3.15. Need clarification on other charges from D49 – unclear if it is TAG / frontline or other services that we do not utilize like HR and substitute services
- 13.3.16. 75k from Accel is allocated in the local revenues in the same line from the building
- 13.3.17. General fund revenue expected to be 14,290,799 and general fund expenditure expected to be 13,852,783. Still meeting bond minimums.
- 13.3.18. Clarification on the budget process was provided to the board
- 13.4. Mandatory Vaccinations
 - 13.4.1. Investors are inquiring whether schools are requiring staff to have mandatory vaccinations.
 - 13.4.2. Want to leave it at personal choice
- 13.5. Staff Survey
 - 13.5.1. Teacher retention and morale team created a survey that was sent to staff from administration – there are 4 levels of anonymity and it was completed completely without any information outside of the total number of people who completed. 92% completion rate
 - 13.5.2. Meeting again to process this information and the data was extremely informative but will be kept discrete. Consistent themes present. Can parcel out the data between all 3 grade levels
 - 13.5.3. Accel evaluation is coming up at the end of May. Administration and staff have been requesting to have participation in the evaluation.
 - 13.5.3.1. A potential survey has been created that can be sent to all staff from the past evaluations that we have used in the past
 - 13.5.3.2. Compile data and present from the board with the information from the staff
- 13.6. Staff Accommodations for COVID-19
 - 13.6.1. Investors want information on the accommodations we make or don't make for staff who have concerns about teaching in person
 - 13.6.2. We have made accommodations as needed per teacher's personal needs
- 13.7. Elementary Principal Search Update
 - 13.7.1. Process was sent in a read-ahead. 13 applicants.
 - 13.7.2. Process to gather volunteers for the parent community
- 13.8. Graduation / Prom Update

- 13.8.1. Graduation announcements were presented
- 13.8.2. Only 12 caps and gowns left to be picked up
- 13.8.3. Graduation is May 28 on the football field
- 13.8.4. Every graduate has 4 seats currently – 208 people watching and 3ft in between each pod per COVID guidelines
- 13.8.5. Cords for honors, high honors, highest honors (will also have a cording ceremony), concurrent enrollment (at least 9 credits), and NHS cord
- 13.8.6. Legacy students – gold cap that will match their cap and gown
- 13.8.7. Idea to have the influential adult for that student hand out the diploma.
- 13.8.8. 4 student speakers, superintendents message, principal's message, board message, faculty read poem. Lining up junior martials also
- 13.8.9. Valedictorian? Not doing those due to honors, high honors, and highest honors – weighted grading scale that could impact that so chose the honors system as well
- 13.8.10. Prom – only update to the read ahead that was given was to allow seniors to bring outside guests (in response to CDE guidelines).
- 13.8.11. Tickets are 40 individuals, 60 for a couple – any couple can buy a ticket as long as they state they are going together
- 13.9. Food Service Agreement
 - 13.9.1. Email middle of May to sign by Board President
 - 13.9.2. Concerns about portion sizes brought up – Deann will examine it when it comes through
- 13.10. MS Assessment Days
 - 13.10.1. August 12 / 13 set aside as MS assessment days similar to elementary and January 3
 - 13.10.1.1. Would change the calendar that we already approved
 - 13.10.1.2. High school would have class as usual – assessments 8-12 followed by grading and analyzing data
- 13.11. Board Concerns
 - 13.11.1. Board had a work session a few weeks ago – there was some uneasiness amongst the board that needed to be addressed. In that work session many things came to light
 - 13.11.2. Concerns brought to light about Dr. Weyman including dishonesty and lack of transparency that were being blamed on our board
 - 13.11.3. Conversation between board president and Dr. Weyman occurred. Concerns and issues were brought to light and the conversation was thought to be productive.
 - 13.11.4. After the conversation, Dr. Weyman had a conversation with administration that portrayed things in a different light as reported to the board
 - 13.11.5. Feedback is that there is intimidation, people feel persecuted. Due diligence was done to investigate this message and make sure that the message was accurate
 - 13.11.6. This school is a community and threats of retaliation erode the community feeling
 - 13.11.7. People (students and staff) are leaving the school because of the disconnect
 - 13.11.8. Struggling to get clear answers without backpedaling
 - 13.11.9. Concerns about how requests for transparent communication were relayed back in a way that actually reduces transparency and reduces the trust rather than build it
 - 13.11.10. Apologies were made and clarification provided from multiple parties about how the statements provided were taken
 - 13.11.11. Request for a resolution – we want to move forward and come out of this conversation stronger

14. Action Items

- 14.1. Master Scheduling
 - 14.1.1. No action needed at this time
- 14.2. ACCEL contracts / handbook
 - 14.2.1. Krisell Creager-Lumpkins motioned to extend the sign by date per discussion, Matthew Pacheco 2nd d
 - 14.2.2. Discussion
 - 14.2.3. Vote Yes: Deann Barnett, Todd Blum, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei
 - 14.2.4. Vote No: None
 - 14.2.5. Motion Carries
- 14.3. Amended Budget
 - 14.3.1. Matthew Pacheco motioned to approve the amended budget for FY21 with clarifications as requested, Krisell Creager-Lumpkins
 - 14.3.2. Discussion
 - 14.3.3. Vote Yes: Deann Barnett, Todd Blum, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei
 - 14.3.4. Vote No: None
 - 14.3.5. Motion Carries
- 14.4. Mandatory Vaccinations
 - 14.4.1. Matthew Pacheco motioned to not require mandatory vaccines for staff for COVID-19, Krisell Creager-Lumpkins 2nd d
 - 14.4.2. Discussion
 - 14.4.3. Vote Yes: Deann Barnett, Todd Blum, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei
 - 14.4.4. Vote No: None
 - 14.4.5. Motion Carries
- 14.5. Staff Survey
 - 14.5.1. No action needed at this time
- 14.6. MS Assessment Days
 - 14.6.1. Matthew Pacheco motioned to approve the amended calendar to include August 12/13 and January 3 as middle school assessment days, Krisell Creager-Lumpkins 2nd d
 - 14.6.2. Discussion
 - 14.6.3. Vote Yes: Deann Barnett, Todd Blum, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei
 - 14.6.4. Vote No: None
 - 14.6.5. Motion Carries
- 14.7. Board Concerns
 - 14.7.1. Krisell Creager-Lumpkins moves to remove Dr. Weyman as RVP effective at the end of the school year, Alexandra Tomei 2nd d
 - 14.7.2. Discussion:
 - 14.7.2.1. Desire to explore the root a little more to Accel as a result of the discussion tonight instead of this solution.
 - 14.7.2.2. There are many things that are concerning that need to be addressed.

