



7094 Cottonwood Tree Drive, Colorado Springs, CO 80927

Phone: 719.570.0075 - Fax: 719.522.2900 Email: BoardBLRA@blracademy.org

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 MINUTES
APRIL 19, 2022 AT BANNING LEWIS RANCH ACADEMY at 6:00 p.m.

1. Call to Order

1.1. Heather Zambrano called to order at 6:02pm

2. Roll Call

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

3. Welcome, Pledge of Allegiance

4. Reading of the Mission Statement

5. Approval of Agenda

5.1. Matthew Pacheco motioned to approve the agenda, Krisell Creager-Lumpkins 2nd'd
5.2. All approve, motion carries

6. Approval of the Minutes

6.1. Approval of the previous Regular Meeting Minutes, March 15, 2022
6.1.1. Matthew Pacheco motioned to approve the minutes from March 15, 2022, Krisell Creager-Lumpkins 2nd'd
6.1.2. All approve, motion carries
6.2. Approval of the Special Meeting Minutes, April 8, 2022
6.2.1. Matthew Pacheco motioned to approve the minutes from April 8, 2022, Krisell Creager-Lumpkins 2nd'd
6.2.2. All approve, motion carries

7. Positive Observations

7.1. Alex Tomei reported on month of the military child – it has been exciting to see how many different celebrations we are giving our military children. We are a big military community, and so many are military affiliated whether it is a parent, grandparent, uncle, aunt, etc. The additional spirit days to celebrate are wonderful.
7.2. Alex Tomei observed that CMAS is coming to a close – way to go staff getting these students through this and with confidence and support.

- 7.3. Deann Barnett commented on how exciting it was to see this week a couple of athletes signing for their college years. Exciting to see that celebration of success as we roll into the end of the school year.
- 7.4. Matthew Pacheco agreed on that note.
- 7.5. Matthew Pacheco commented on the social media marketing perspective – seeing all the different things that are coming out and occurring in the community. Thank you for capturing that and making it available for people to see.
- 7.6. Deann Barnett shouted out Mrs. Rehorst – with a situation for my own student she has done a great job making my student feel heard. It is important when young people are advocating for themselves and she felt heard and it is appreciated.

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

8.1. Matt Harding signed in to speak on agenda items

- 8.1.1. I am a parent of 3rd 5th and 7th grader here. I am coming up to bring up the board filling process. 4 open positions – 2 are appointed and 2 are elected. We sent out a letter saying that now only 2 get elected. The appointment process states that we will appoint an appointment committee. We interviewed candidates that they don't know if they applied for an appointed or elected position. We did not make it public or recorded. Roughly 13 people participated. The questions did not clarify anything. They asked if people know about the institution. As a voter I wanted to know what they will do. Tonight you are voting on a by law change – including prior tenure to hold officer positions. I asked Mr. Pacheco next month – did you have this. I was not an officer I wanted to learn. It is very suspect to me that when there are 4 new positions, those who are already on the board will have an officer position. There is a position of power even when the votes are the same. Tonight when you vote on this, if you will no longer be on the board. Vote with your conscience, you have nothing to lose. At least say – I raised my hand because there is no reason to have this because it has never been an issue.

9. Program Highlight

9.1. Charter Review – 30 Year

- 9.1.1. Andy Franko presented.
- 9.1.2. Originally here in August, review finalized with a presentation to the BOD in February.
- 9.1.3. One of the recommendations that was made was to reduce the term of the BLR charter – current expiration in June 30, 2037 (31 year term).
- 9.1.4. Standard application we approve is 5 years
- 9.1.5. Drew attention to 3 statutory requirements – CRS 22-30.5-105(4), CRS 22-30.5-104(4)(a), and CRS 22-30.5-105(1)(a). must be negotiated with the district and the BLA BOD. We will be governed by a governing body agreed to by the authorizer and board, and an approved charter application is the basis for the contract between Board and the authorizer.
- 9.1.6. Charter, application for expansion, and the current charter have some conflicting and some out dated information.
- 9.1.7. Reviewed strengths
- 9.1.8. Reviewed areas for growth
 - 9.1.8.1. Implementation of the education model, mission, and vision
 - 9.1.8.2. Implementation of rigorous instructional practice and viable curriculum
 - 9.1.8.3. Instructional support and administrative staff retention increase
 - 9.1.8.4. Support for school administration

- 9.1.8.5. Board transparency policy development and review
- 9.1.8.6. SAC involvement in the school
- 9.1.9. Starting to see a trend in academic achievement and growth that is conflicting with the application and the contract. – based on CMAS
- 9.1.10. Academic goals were to exceed the state averages. Has the potential to be an excellent school and it should be – the outcomes from the data are showing we are missing that mark.
- 9.1.11. Enrollment trends that is conflicting – enrollment is unstable and continues to raise, academic performance is decreasing
 - 9.1.11.1. This is not uncommon to see in other schools either.
- 9.1.12. Would like to see more consideration on the enrollment rates and see caps on the enrollment.
- 9.1.13. Area we wanted to discuss was this BOD claims to be a policy governance board – 11 policies submitted and most were reviewed or drafted many years ago. There is a gap in many of the policies. Area the BOD has already taken into consideration and is working on.
- 9.1.14. Look at the policies that are in the application and contract that are not existence that need to be created. Significant improvement needed here.
- 9.1.15. Reasons for charter term amendment?
 - 9.1.15.1. Charter application and education program do not align with observed practices – also was written by Mosaica. A for profit organization cannot write a charter – is in misalignment.
 - 9.1.15.2. Student outcomes and growth are not meeting the goals in the charter
 - 9.1.15.3. Without a renewal application, opportunity to capture corrective action plans is not available
 - 9.1.15.3.1. Leaves us with minimal actions available to support and course correct
 - 9.1.15.4. Reduction in charter term is more consistent with other charter schools in D49
 - 9.1.15.5. Initial charter term was specifically designed to align with the bond agreement which has been refinanced.
- 9.1.16. Many academic achievement goals in the application are out of line
- 9.1.17. Question regarding the enrollment numbers
 - 9.1.17.1. 1476 is a funded number, not an actual number of enrolled students (kinder was not fully funded).
- 9.1.18. Review also calls out the enrollment process, not just about headcount.
- 9.1.19. BLRA has more elementary students than any one school in D49 – it is imperative we educate students well.
- 9.1.20. Recommending to amend the charter term – recommendation to look at the whole picture. Read the application. Mission and vision are still there but how we are executing it is unattainable given what is in the application.
- 9.1.21. District doesn't contract Accel, they contract the Board.
- 9.1.22. Policy overhaul is underway. Question about the grievance policy – does it need to be separated or stay where it is, is already a clause in another policy.
 - 9.1.22.1. Policy is only as good as the people who can use it. Can it be accessible and do people know what to do when they have a concern? Make is usable and transparent – draw people's attention to it.
- 9.1.23. In 05/06 – was the for profit writing the charter overlooked or was it provided without that statute. There wasn't clear authorizing practices when I came to Banning in 2010 – would suspect that when it was initially approved practices were not well defined.
- 9.1.24. Question regarding next steps.

- 9.1.24.1. I think it is an amazing idea to go from 30 to 5. The idea that this is punitive is spun and it is being weaponized. It is a phenomenal opportunity to hold the board accountable and future boards.
- 9.1.24.2. What is the next step for collaborating with the D49 board if the BOD wants to move forward/what is the timeline?
 - 9.1.24.2.1. It is not a punitive measure – what I desperately want to represent is that we need to have the opportunity to get it right. To look at what benefits our community. To benefit our families and make sure they are getting what they want in their choice.
 - 9.1.24.2.2. We need to clean it up and there is a lot of missed clarity on what is in the current contract and application.
 - 9.1.24.2.3. It is to ensure we are aligned with best practice.
 - 9.1.24.2.4. Timeline – before 2037.
 - 9.1.24.2.5. Mutual agreement has to be met – we can align conversations around what a process will look like. Not endorsed by the D49 board – but likely would want to review an application. That will take a time.
 - 9.1.24.2.6. Think renewal application components. Likely a year.
 - 9.1.24.2.7. Would require passing a resolution to renegotiate a term – would require consultation with our attorney.
 - 9.1.24.2.8. Collect applications in Nov/Dec for first and second reads.
- 9.1.25. Some concern about our refinance bonds – part of the appeal to our investors is that we had the 30 years.
 - 9.1.25.1. Many charters have financing bonds with 5 year agreements.

10. **Candidate Forum** – BOD Election Candidates speak to the community

- 10.1. Leigh Bolton spoke
- 10.2. Lepha Falcon spoke
- 10.3. Eileen Krauth spoke
- 10.4. Guin Leeder spoke
- 10.5. Deanna Voss spoke
- 10.6. Kimberly Whitten-Chung spoke

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

- 11.1. PTO – detailed email sent – boosterthon, field day, book fair, etc. Massive outreach to ensure a proper succession plan for the turnover of the board.
- 11.2. BLA Booster Club – present to update. Finished up last spiritwear store. Will open up early August. Track season – we don't host as many events so concessions has been less. Currently selling advertising banners for the fence. Kona ice to the prep on Fridays through May. Shoe drive – probably in beginning of May. Partnering with Rocky Mt Vibes (10 dollars – booster gets 50%) – honoring our seniors that night. Completed getting 3 price estimates. Discussing mulch sales – not sure about this year but maybe next year. New treasurer – Gigi Stangle. Monday May 9 is the next meeting. 105 student tickets for prom.
- 11.3. Boy Scout Troop 228 – email sent – detailed the leadership transition
- 11.4. Cub Scout Pack 228 – email sent.
- 11.5. Civil Air Patrol – thriving under the new squadron. More resources and leadership and mentorship. Our kids are benefitting from it.
- 11.6. Girl Scout Troop – still not a troop leader or a troop present

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

- 12.1. Finance Committee Report Chair: Matthew Pacheco
 - 12.1.1. Update of where we are – 1673 students. We did have a change in PPF from D49. Was at 8589 and increased to 8663. 82,500 approximate increase from the month before.
 - 12.1.2. 10.4 million in cash, 24 in other, 34.5 million total
 - 12.1.3. 204 days cash on hand – area of request from D49
 - 12.1.4. Ratio of asset to liability is 3:2.
 - 12.1.5. Areas that had been transition from general funds to MLO – it took from areas that were blanked out.
 - 12.1.6. 21/22 supplemental budget is connected in 22/23 as supplemental. We don't have to approve a 21/22 because we are rolling the increased funding into 22/23
- 12.2. School Accountability Committee (SAC) Chair: Guin Leeder
 - 12.2.1. Met on Monday April 11
 - 12.2.2. Developed a recommendation for the supplemental budget – SAC endorses the proposed draft budget.
 - 12.2.3. Had an update on surveys. Culture survey is still out there. Increasing response opportunities from students.
 - 12.2.4. Key consistent finding across parents and students – extracurricular activity diversity. Area to work on next year.
 - 12.2.5. Closing out culture survey – started planning for end of year May survey.
 - 12.2.6. Surveys every other month. Capture how we do across the year.
 - 12.2.7. Subcommittee on safety and security – proceeding with interviews for security personnel. Staff will make decision, SAC members will be present.
 - 12.2.8. 1 year contract being looked at for now
 - 12.2.9. Principal evaluations – we learned that principals stated they have not been evaluated in the last 2 years. Cyclical routine is not underway. SAC recommends that Accel conduct principal evaluations at a minimum using the Colorado Department of Education standard. Important thing is to get the principal feedback process resumed or underway.
 - 12.2.10. April should have been our last meeting – decided to add a last meeting on June 6. To review parent engagement, culture survey, and end of the year survey. Updates on the security personnel. Meeting dates selected for next year.
 - 12.2.11. Reiterate – SAC endorses the supplemental budget, recommends principal evals, discussed usefulness of having a board representative present on SAC, might be useful. Let's discuss for next school year.
 - 12.2.12. Thank you Mr. Franko for the training a few weeks ago.
- 12.3. Election Committee Deann Barnett, Alexandra Tomei, Heather Zambrano
 - 12.3.1. April 25 - send out candidate videos
 - 12.3.2. April 30 - Re send candidate videos, reminder of election the following week
 - 12.3.3. May 2-6- ballot box is open for collecting ballots. One location - prep office - registrar will lock it up at the end of each business day (open during school hours, 7:30am-3:15pm) and the election committee will collect at the end of the election period. Will have printed ballots next to the box to support voting in addition to the one sent out this morning. Will also need a stapler/tape next to the ballot box. Election closes at 3:15pm May 6.

- 12.3.4. May 9 (estimated, need to confirm with the registrar their availability) - registrar, election committee, and one parent volunteer verify ballots, remove any ineligible ballots. Ballots are NOT counted at this time.
- 12.3.5. May 17 - live count during the beginning of the regular meeting and report on the 2 elected winners at the regular meeting. Appointment process will kick off after the election.
- 12.4. Policy Committee Krisell Creager-Lumpkins, Matt Pacheco
 - 12.4.1. No new policies for review, because this is a lengthy agenda.
 - 12.4.2. Some are up for approval today.
 - 12.4.3. Added policy governance clause in meeting policy– may have another recommendation in discussion
 - 12.4.4. Community use policy – dealing with facilities director. Giving authority and title change. Adding rates for additional facilities we now have.
 - 12.4.5. Bylaw update – added in guidelines around officer positions. Guidelines are something the BOD has spoken about for several years. Outdated policies need to be revised and renewed. Implore those who have experience on the board to step up and coach and the cycle can continue and repeat.
 - 12.4.5.1. Recommended to replace the word “repeal” and change to “overridden”.
 - 12.4.5.2. Officer positions that can be overridden if someone doesn’t want to be in that role or we want to change– these are guidelines.
 - 12.4.5.3. Want to set up the next board for success – take care of the board so the board can take care of the school. Review the remaining policies that have not been looked or renewed since 2016. It is unacceptable and we want to improve.
 - 12.4.5.4. We were already in the process before the review, but there is more to look at in our commitment. Like the charter review.
 - 12.4.6. Committee is reviewing D49 and other charters in Colorado Springs (and D49) to reference as these are developed. Recommended from Mr. Franko to continue that strategy – would be happy to provide a list of recommended policies when you are ready to check in on that.

13. BLAF, Fundraising and Marketing Updates *Speakers are limited to 10 minutes when presenting*

- 13.1. Representative: Heather Zambrano
 - 13.1.1. Renrolled – 1404, 310 new students. 1714 for 22/23
 - 13.1.2. Currently funded at 1673 – it is a little bit of an increase. We bubbled classes, starting to move over. Starting to see incremental changes.
 - 13.1.3. We are going to do yard signs for grades 5, 8, and 12
 - 13.1.4. 12th graders walking to the Ranch to support those students

14. BLA Admin Reports *Speakers are limited to 10 minutes when presenting*

- 14.1. Supporting documentation BLA Admin Report
 - 14.1.1. Email report
 - 14.1.2. Cassie Prosch reported on BLRA
 - 14.1.2.1. Clever Touch screens are here and ready to be used – training soon
 - 14.1.2.2. Ordered “take flight” – well researched intervention for students with dyslexia. We have a teacher who is already trained on the curriculum.
 - 14.1.2.3. Kid Lips – how to teach kids in phonemic awareness
 - 14.1.2.4. Teacher appreciation week is ready with PTO – thank you PTO!

- 14.1.2.5. Theory of Action process with staff – instructional rounds foundation setting in advance of next year
- 14.1.2.6. Moving forward with proper channels for SAC and board with new curriculum for 3/4/5. Those teams piloting new programs – discuss pros and cons.
- 14.1.3. Rick Dahlman reported on BLPA – Middle
 - 14.1.3.1. Stallion stables ceiling times installed
 - 14.1.3.2. K12 – teacher retention. Honoring milestone achievements for 5, 10, 20, etc. with a gift for the teachers.
 - 14.1.3.3. CMAS – tremendous execution – Jen Even and Athena Rehorst shout out.
 - 14.1.3.4. Assembly on discrimination and racism – clarify consequences. Re-emphasized lead the herd programming. No place for Hate – new program as well.
 - 14.1.3.5. Changed from a promotion to a dinner/dance due to feedback from the community. Morning of May 25 – session where 8th grade is doing yearbook signing, and doing the promotion there in addition to the dinner/dance. Want to also be sensitive to burning out staff.
 - 14.1.3.6. Security – admin is interviewing with SAC. Administration decision, SAC is there for dialogue.
 - 14.1.3.7. Summer school – students who have qualified have been invited to give them the kick start for next year.
 - 14.1.3.8. Curriculum adoptions will be unpacked in more detail next month – CPA. Less computer time, don't want students on screens all the time. Labs once every 2 weeks. (science curriculum)
 - 14.1.3.9. Have approval for Read 180 – secondary level reading intervention program
- 14.1.4. Athena Rehorst reported on BLPA – High
 - 14.1.4.1. Everyone already said all the things!
 - 14.1.4.2. Prom on Saturday. Very excited!!!
 - 14.1.4.3. Summer learning institute – May 31-June10. Counselors have been reaching out to those who need it the most. Trying to capture a senior who may have senioritis. Will go out to general public in this week's newsletter. Impact aid funds covering it.
 - 14.1.4.4. Really excited about Read180. Grow our struggling and our at level readers as well
 - 14.1.4.5. Found a math teacher
 - 14.1.4.6. Thank you PTO for teacher appreciation week! Glad we have a very involved PTO here
 - 14.1.4.7. No place for hate meeting already – training on May 12/13. Flyers with QR codes all over the building.
- 14.2. Strategic Pillar Updates
 - 14.2.1. Student achievement presentation
 - 14.2.2. Thank you BOD for the ability to go to the Charter School Conference, went to a presentation on data – our process, defining it and refining it.
 - 14.2.3. We start a process, and then it gets abandoned and we go to a new place.
 - 14.2.4. Data dashboard is up and running – raw data in a google document. Working on technology enhancements to make that better.
 - 14.2.5. Graduation rates, PBIS points, academic performance, discipline reports, CE reports, etc.
 - 14.2.6. How do we measure our interim progress throughout the year.
 - 14.2.7. 50-60% student growth percentiles annually (one goal)
 - 14.2.7.1. Star Renaissance – main assessment for this data. Reported on math and reading growth

14.2.8. Create a system to report out on sub group populations from norm referenced assessments (2nd goal)

14.2.8.1. District reports always hi-light this as an area to focus on.

14.2.8.2. We have the data, now we get to begin responding to it

14.2.9. We will outperform district by 5-10% (third goal)

14.2.9.1. Differentials on the right were reported – trends are positive overall

14.2.10. We will perform 5-7% higher on annual state assessments (cannot report until fall when those scores come back) (third goal)

14.2.11. BLA will have internal metrics on writing (fourth goal)

14.2.11.1. BLA has the highest per capita usage of Think CERCA; moved a little into elementary down to 4th grade; presented data on Think CERCA.

14.2.12. Benchmark performance summarized. Performance is increasing or staying the same. Process that will not be abandoned and will continue to be refined.

14.2.13. Marrying all K-12 into one presentation in the future

14.2.14. Staff retention meeting – huge goal that we need to be very focused on.

14.2.14.1. Took staff culture survey – and shared with principals. Looked at actionable steps to further push goals. Wrote SMART goals. Elementary – differentiated professional development. Alignment in K12 for curriculum. PSBI building wide. Etc.

14.2.14.2. Next step is to bring this to staff – first week in May open forum where we go through the goals and have them support us in setting health objectives.

14.2.14.3. Work that we are doing will set next year and beyond up for success.

14.2.15. Student retention pillar

14.2.15.1. Came up with some good ideas – we have aligned the touchstone events that already exist. What are the pieces that are memorable - how can we use those events to encourage others to want to stay.

14.2.15.2. Student panel that is supporting initiatives. One student mentioned that we should have student buddies for the freshman.

14.2.15.3. Seniors feel disconnected with CE – senior events to come to school and celebrate and feel a part of their senior year.

14.2.15.4. Continue with the student panel next year.

14.3. Charter Review Updates

14.3.1. School leaders working on areas of needed improvement. Three specific areas: staff evaluation tools, instructional framework and CKLA Adoption, and Curriculum Mapping

14.3.2. Staff Evaluation

14.3.2.1. Teacher evaluation rubric over summer of last year – adding student look fors as well (goal for 8 times per year is the goal). May need to centralize and standardize the platform.

14.3.2.2. Administration rubric – CDE model of principal evaluation in a google sheet. Can google the resources used to create.

14.3.2.3. Non-licensed staff evaluation rubric

14.3.3. Instructional framework has been a priority since we got the charter review back. How are we supporting our staff in instruction?

14.3.3.1. Outlined some non-negotiables to use in our framework like 7 steps and Kagan, etc.

14.3.3.2. Outline the look fors and will help guide evaluations moving forward

14.3.4. CKLA adoption

14.3.4.1. Will be presented to the SAC and wait on their recommendation

- 14.3.4.2. Aligns to the mission and aligns with state standards
- 14.3.4.3. Funding coming from ESSR3 funds
- 14.3.4.4. Company is a branch of Amplify
- 14.3.4.5. Ease of use, align to their students, cross curricular, increases engagement, increases student reading and writing skills
- 14.3.5. Curriculum mapping
 - 14.3.5.1. Ensuring curriculum is rigorous and aligned to state standards
 - 14.3.5.2. PLC work creating a guaranteed and viable curriculum
 - 14.3.5.3. Structured so that we can cover the entire curriculum in an entire year
 - 14.3.5.4. Breaks down all the various big and granular pieces in objectives
 - 14.3.5.5. Helpful for new teachers to have these goal posts to build their instruction around.
 - 14.3.5.6. Provides a common framework for how to run through the year – kids moving along equitably through the school year.
- 14.3.6. Emphasis on thanks to the administrative team and everyone who has been involved.

15. Discussion Items

- 15.1. Athletic Handbook
 - 15.1.1. Everything in there is pretty standard
 - 15.1.2. Area missing – qualifications for lettering was removed from the athletic handbook. Now worded that the coaches will deliver those. Might want to put that in there so it is clear ahead of time for all incoming students.
 - 15.1.3. Important to have that in the handbook
 - 15.1.4. Needs to have it easily accessible
 - 15.1.5. Not concerned about what it says, just need it accessible
 - 15.1.6. With parental permission students can drive other students
- 15.2. BLRA Student Handbook
 - 15.2.1. Code of conduct edited, late homework removed due to no homework
 - 15.2.2. Nurse statement added today – updated 22/23 nursing services portion. We have always copied and pasted in the prior handbooks, advocate that we want to do the same this year.
 - 15.2.3. Most was just grammar or syntax
 - 15.2.4. Switching to standards based grading for the Ranch – was a prior plan and then COVID happened. Updated the rubric to be standards based and adjusted honor roll to align.
- 15.3. BLRA Student Handbook – Behavior Matrix
 - 15.3.1. When you look at school discipline – school wide need, individual needs, class wide needs, etc.
 - 15.3.2. School wide discipline and how it is handled impacts the learning environment greatly
 - 15.3.3. Sent out a request to have people join the committee to support developing the model
 - 15.3.4. How can we consistently respond to student infractions, consistency in communication, and we drove a model that is empowering teachers
 - 15.3.5. Level one and two
 - 15.3.5.1. Teacher up model
 - 15.3.5.2. Wants student to feel a part of their community and classroom
 - 15.3.5.3. “Great teachers focus not on compliance but on connections and relationships” – bringing capturing kids hearts back to Banning will support this
 - 15.3.5.4. Level one infractions can be handled by teacher/staff. Documentation may be necessary, counseling and other support may be necessary.

- 15.3.5.5. Blue links in the presentation provided are live links
- 15.3.5.6. Behaviors are clearly defined
- 15.3.5.7. Day to day behaviors that everyone sees in a classroom until they become overly repetitive – those become level 2
- 15.3.5.8. Level 2 requires documentation. Bullying is also level 2
- 15.3.5.9. Teacher discipline response options provided
- 15.3.6. Divided also into safety and non-safety concerns
 - 15.3.6.1. Greater need for attention
 - 15.3.6.2. Major infraction list provided
- 15.3.7. Student example presented – matrix may need to be used in multiple levels at various times
- 15.3.8. 760ish students at BLRA – with that many students at BLRA we have to consider each incident individually
- 15.3.9. We understand that students and behaviors are unique. While the matrix is supposed to support decision making, all incidents will be handled on an individual basis.
- 15.3.10. On bullying segment – repetitive behavior. Is there a number that defines repetitive?
 - 15.3.10.1. For bullying – is mooi. Mean, on purpose, and over and over. Imbalance of power.
 - 15.3.10.2. Professional judgement is needed; cannot quantify universally. Case by case basis
- 15.3.11. Teach ourselves as well how to do better and change our supports
- 15.3.12. For students who are on 504s and IEPs that also involve behavior supports and diagnoses – they are included in the “etc” for the additional factors
- 15.3.13. Every incident is truly case by case basis
- 15.3.14. Placement in PowerSchool will help with transparency and allow for the full review of the data when incidents occur – love that we have to keep up on that documentation
- 15.4. BLPA Student Handbook
 - 15.4.1. Under teachers – language change for the word “effective” in addition to the other pieces; we hire and train highly qualified teachers
 - 15.4.2. P6 – may want all use of the school logo to be approved by the board
 - 15.4.3. 10th graders allowed to go out to lunch – we will need to follow up on that because in the past for 10th in second semesters
 - 15.4.4. P9 – lockers, decorations for inside the locker. Currently not being used.
 - 15.4.5. P10 – grammar item found
 - 15.4.6. Dress code policy
 - 15.4.6.1. Spent much time over the last few years for dress code that would have longevity.
 - 15.4.6.2. Loved the clean up on structure and presentation
 - 15.4.6.3. Solid in color/stripes/color blocked things, etc. in the policy. Plain and solid in color needs to be stated in the dress code
 - 15.4.6.4. Prior conversations about the logos must be smaller than silver dollar except for BLPA logos; prior statement of no logos.
 - 15.4.6.4.1. Very difficult to find sweatshirts or polo shirts that don’t have logos.
 - 15.4.6.4.2. Sweatshirts need to be spiritwear – hoodies are different than sweatshirts.
 - 15.4.6.4.3. Not clear reading the handbook that it could not be a hoodie (zip ups and crewnecks, spirit wear can be a sweatshirt)
 - 15.4.6.5. Student presented earlier in the school year – very important that the collaboration occurs. Is it because of new leaders or is it because change is needed – it needs to be easy for families to use.

- 15.4.7. Lots of confusion over the sweatshirt piece – and constant concern over the dress code and feedback
- 15.4.8. Dress code is difficult to enforce. We need to have a dress code, or a uniform code. If we are going to be super strict, then we go strict. Need to make it easier for people to go out and buy clothes that are school appropriate
- 15.4.9. Concerted effort to not include stonewashed, cargo pants, etc.
- 15.4.10. Much further dress code discussion – where does the BOD and admin sees the dress code going. Need a committee.
- 15.4.11. Need to create longevity. Each change makes it harder to enforce, it seems.
- 15.4.12. Sounds like a much longer discussion – may need a committee
- 15.4.13. More complaints due to extra enforcement. Unintended consequences that I don't want a kid to feel unwelcome at school because they wore a hoodie.
- 15.4.14. Setting a time to talk about this in more detail.
- 15.4.15. Breath of fresh air that it has been enforced at the high school level. Appreciate you holding others accountable.
- 15.4.16. Share the why when changes are presented
- 15.4.17. Freshmen being eligible when they meet milestones for CE – PPCC has some age minimums (13) before they can participate. Double checked most freshmen are already 14. No issue there.
- 15.4.18. Add in D49 health policy as well
- 15.4.19. One item for both handbooks – might want to align on logos so it is same across campuses
- 15.5. Meeting Policy
 - 15.5.1. Revised and changed before; after the review added the policy governance piece. With what Mr. Franko stated, recommending that if this moves to action tonight to pull out the resolution of issues section and create a stand-alone grievance policy.
 - 15.5.2. Can leave it in and generate a secondary grievance policy. Will ensure they are in line together.
- 15.6. Community Use Policy
 - 15.6.1. Transition for facilities director – giving them that directive and adding in the facilities that were not there before and fees. Recommended to move forward with adoption.
- 15.7. Bylaw Revision
 - 15.7.1. Mentioned in the committee updates – ideal recommendations and guidelines for officer positions. With this being the majority of positions turning over, there are actions in which if those recommendations cannot be fulfilled that can plug a brand new person into the officer position.
 - 15.7.2. Actions can be taken to put someone new in when someone is not available – can be overridden in a majority vote as long as someone is qualified. If positions cannot be fulfilled by meeting the prerequisites, anyone can fill.
 - 15.7.3. Ideal recommendation, voting measures, not stonewalling anyone. Encouraging growth and longevity and succession planning.
 - 15.7.4. Many boards that require shadowing or the VP to fill the president role rather than open availability. President elect terms as another example.
 - 15.7.5. Ideals – treasurer and secretary you don't have to hold another position.
- 15.8. SAC Non-Compliance Remedy
 - 15.8.1. Discovered sometime in December that SAC was operating under by laws that were not approved by the BOD from 2019. BOD approves all sub committee by laws. Sent an email, great

discussion, sent back the remedy. Per the policy we have to approve the remedy and then we move on.

15.8.2. I will submit the by laws for approval (discuss then approve next meeting)

15.8.3. Reading and discuss any changes. Comes at a great time due to the SAC training we had on April 8.

15.8.4. There are additional changes eventually – we need to approve the ones they are operating on now approved and then any changes can happen down the line.

15.9. SAC Bylaws

15.9.1. SAC read the by laws and approved internally

15.9.2. First read is this month, second read is next month.

15.9.3. After the April 8 training, additional things are changing.

15.9.3.1. Vote/nonvoting, endorse or caution, etc.

15.9.4. Language around voting needs to be removed except around executive offices. Not every member is a voting member. --- caution and endorse

15.9.5. Important to define the language around who the school leadership is, personnel is, infrastructure, etc. D49 is different in their definitions than a local charter board.

15.9.6. Difference between contributory members for taking a consensus, and voting members. Teacher reps, parent reps, etc. should vote for the chairs – outside of that it is consensus taking.

15.9.7. Helpful for the policy committee standpoint to collaborate to the SAC. Is it a policy? Or as VP can this be worked out.

15.9.8. Bylaws are good – just need to work out some things based on the April 8 training.

15.9.9. Language to prevent hiccups

15.9.10. VP (sanctioned organization liaison) and SAC chair get together to work on this. BOD will review and give recommendations.

15.10. 22/23 Budget

15.10.1. Projected fund balance presented

15.10.2. Reviewed on the 8th during the work session

15.10.3. Question from earlier today – answered on a calculation busted into 2 for security services. Busted out so it can be split the services between the campuses. Allowed for funding for sporting events with a cushion

15.10.4. Payroll fees are not in the budget – 150k saved. Thank you Krisell!

15.10.5. Huge thank you to Accel for staying in that conversation and hearing the board.

15.10.6. Answered many questions on bonuses, etc.

15.11. New logo approval/vendor engagement

15.11.1. Booster did a great job asking the boards opinion on things for the placement. However, the boards lane is “new logo” – since we are introducing a new logo we are approving.

15.11.2. We are not approving the letters, the stallion so long as it is the color that is already approved, etc.

15.11.3. New logo for approval and the selection of the vendor engagement process – we ensure that we went out for RFP. Now booster gets to select.

15.11.4. FAST signs has sale tax for 300 dollars – school has a tax exempt certificate. Make sure to use that.

15.12. Accel evaluation

15.12.1. Thank you staff members who provided their feedback on those. We provide this to the district. The information was extremely valuable so we could compile with our thoughts.

- 15.12.2. It is due by the end of May – hoping to send off by the second week of May.
- 15.12.3. Set questions – some don't apply to teachers – but we are still thankful.
- 15.13. Possible initiation litigation of defaming party
 - 15.13.1. The BLA network to include Accel schools, CDE, the district authorizer and it's board members, our investors, teachers, staff, and families continue to receive communication with misleading and false information and defamatory content. It was recommended to enter into ES with the school's attorney which will be done this evening and no additional discussion needed at this time.

16. Action Items

- 16.1. Meeting Policy
 - 16.1.1. Matthew Pacheco motions to adopt the meetings policy presented, Krisell Creager-Lumpkins 2nd's
 - 16.1.2. Discussion
 - 16.1.2.1. Meeting policy is fine as is; will pull from it and create a separate grievance policy.
 - 16.1.3. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano
 - 16.1.4. Vote No: None
 - 16.1.5. Motion carries
- 16.2. Community Use Policy
 - 16.2.1. Matthew Pacheco motions to adopt the community use policy presented, Krisell Creager-Lumpkins 2nd's
 - 16.2.2. Discussion
 - 16.2.2.1. None
 - 16.2.3. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano
 - 16.2.4. Vote No: None
 - 16.2.5. Motion carries
- 16.3. Bylaw Revision
 - 16.3.1. Matthew Pacheco motions to adopt the bylaw revision policy presented, Krisell Creager-Lumpkins 2nd's
 - 16.3.2. Discussion
 - 16.3.2.1. None
 - 16.3.3. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano
 - 16.3.4. Vote No: None
 - 16.3.5. Motion carries
- 16.4. SAC Non-Compliance Remedy
 - 16.4.1. Matthew Pacheco motions to approve the SAC non-compliance remedy presented, Krisell Creager-Lumpkins 2nd's
 - 16.4.2. Discussion
 - 16.4.2.1. None
 - 16.4.3. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano
 - 16.4.4. Vote No: None

- 16.4.5. Motion carries
- 16.5. 22/23 Budget
 - 16.5.1. Matthew Pacheco motions to approve the 22/23 preliminary budget presented, Krisell Creager-Lumpkins 2nd's
 - 16.5.2. Discussion
 - 16.5.2.1. None
 - 16.5.3. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano
 - 16.5.4. Vote No: None
 - 16.5.5. Motion carries
- 16.6. New logo approval/vendor engagement
 - 16.6.1. Matthew Pacheco motions to approve the new logo and vendor engagement, Krisell Creager-Lumpkins 2nd's
 - 16.6.2. Discussion
 - 16.6.2.1. None
 - 16.6.3. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano
 - 16.6.4. Vote No: None
 - 16.6.5. Motion carries

17. Board Member Communication

- 17.1. Book study – Alex Tomei handed out books to the 3 principals for 22/23, the instructional lead for 22/23, and the 3 board members that have current seats for the 22/23 school year. This will be used to support our strategic plan moving into the 22/23 school year, a work session will be planned to begin this process after the election but wanted to hand out the books sooner rather than later. Books are purchased for the additional staff/new board members after those are filled. In response to the Charter Review, while we all have our lanes we need to be driving in, those lanes need to be aligned and focused on the same strategic themes – our pillars. We will come out of the meeting with a rallying cry and clear direction, with the support of new ideas from some of the new leaders in our school in the admin team and on the board, to support movement towards the strategic pillar goals in 22/23.
- 17.2. Alex pushed for this since January.
- 17.3. There is a lot – stuff coming at all of our leaders in all different directions at all different times. Trying to get on the same page – lots of noise that continues to hound us and beat us down. We will keep fighting for all the things that are right. We are trying really hard to understand our roles and responsibilities, and we want to support all of our leaders.
- 17.4. I hope that everyone that came to the meeting tonight can see the progress we are making. We are attempting to make Banning great again.

18. Executive Sessions

- 18.1. An executive session has been requested regarding possible initiation litigation of defaming party, C.R.S. § 24-6-402 (3) (a) (II) Conferences with an attorney
- 18.2. Matthew Pacheco motioned to go into executive session, Krisell Creager-Lumpkins 2nd'd
- 18.3. No discussion
- 18.4. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano
- 18.5. Vote No: None

18.6. Entered at: 9:48pm

18.7. Exited at: 10:26pm

18.7.1. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano

19. Action Item

19.1. Possible initiation of litigation of defaming party

19.1.1. Matthew Pacheco motions to go forward with additional counsel from the attorney in an additional executive session, Krisell Creager-Lumpkins seconds

19.1.2. No discussion

19.1.3. Vote Yes: Deann Barnett, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano

19.1.4. Vote No: None

19.1.5. Motion carries

20. Future Business

20.1. Grievance Policy

20.2. SAC Bylaws

20.3. Additional policies – at least need a review

20.3.1. Priority – sanctioned organization and eligibility policy

21. Adjournment

21.1. Heather Zambrano adjourned the meeting at 10:29pm

DATE: April 19, 2022

//Signed//

Alexandra Tomei, Secretary