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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 MINUTES
February 21, 2023 AT BANNING LEWIS RANCH ACADEMY at 1800.**

1. Opening Items

- 1.1. Pledge of Allegiance
- 1.2. Reading of the Mission Statement
- 1.3. Roll Call
 - 1.3.1. Absent- Roland Excused, Kim to dial in late
 - 1.3.2. Present: Leigh Bolton, Kevin Clark, Guin Leeder, Chris Thompson, Kimberly Whitten-Chung
- 1.4. Call to Order
 - 1.4.1. 1803 by Leigh
- 1.5. Approval of the Minutes
 - 1.5.1. 1-23-2023 Minutes
 - 1.5.1.1. Leigh motion
 - 1.5.1.2. Chris second
 - 1.5.1.3. All approve
 - 1.5.1.4. Motion carries
- 1.6. Amendment to the Agenda
 - 1.6.1. Remove 3c, Field Update because Roland is absent
 - 1.6.2. Table Audit Review and Bank from the Finance Committee update
 - 1.6.3. Kevin will brief the Finance Update since Roland is absent
 - 1.6.4. Amendments:
 - 1.6.4.1. Kevin motion
 - 1.6.4.2. Chris second
 - 1.6.4.3. All approve
 - 1.6.4.4. Motion carries
- 1.7. Good news
 - 1.7.1. Guin- High school participants in the Colorado Festival of Winds at CSU Pueblo.
 - 1.7.2. Leigh D49 review went well, visited classrooms and met student greeters
 - 1.7.3. Chris- Kudos to Dr Weyman for excellent handling of the recent restructure decisions
 - 1.7.4. Kevin – superb trip to the USAFA planetarium
- 1.8. Board Spotlight: BLRA Gifted and Talented program presentation.
 - 1.8.1. Mrs Gearhart (BLRA sole GT practitioner) with 5 amazing students
 - 1.8.2. BLRA has 44 gifted-qualified students.
 - 1.8.3. Program topics include Social Emotional learning, project-based learning, theme-based math budget, Monthly STEM/STEAM projects (e.g., Pumpkins), Project-based book studies (build tesseract, is time travel possible?), Math budget projects (skittles math, If I won \$1M), Standards-based field trips (Bear Creek, hydroponics), Catapult STEM (levers, fulcrums, physics). Envision Expo Projects (Party Planner, Pet Parade, Giving Journey, Quest for Knowledge).
 - 1.8.4. Student Comments: fun for everybody, freeing experience, “time for us”, all students are working hard and focusing, taught me so many different things you need in life, how to have confidence and

be OK with yourself, look forward to each day and it's my favorite subject.

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

- 1.9.1. HS track coach: representing HS and MS athletics, concern with cancelling BLPA practice when D49 has a closure day. New BLPA policy in place and we have very competitive athletes that are affected. Basketball team has been affected by snow day. Thursday district event forced our team to reschedule even though weather cleared in the afternoon, which impacts the whole schedule. The policy means our athletes cannot practice/compete based on closure in our district while athletes may be competing in another area. Need policy revision and more autonomy for Athletic Director and coaches regarding whether to practice.

2. Finance Review

- 2.1. Committee discussed line item finance expenditures (checklist accountability of the budget items). Looking at whether we're getting a good deal (landscaping, snow removal), looked at next year's Per Pupil Revenue and how to find room for staff raises, discussed option for a three-year contract to select teachers. Admin and BOD are projected to finish budget on-time, may be getting to top of our funds in some areas (e.g., phone vendor was changed). Getting ready for audit in a few months. Last year was balanced. Will ask for more line-by-line comprehensive review in the next audit.
- 2.2. Patti Ashley (ACCEL) has done a great job managing this. At end of year we should have a healthy savings to carry over for expenditures next year (look down the road 1-5 years).
- 2.3. Committee asked Building Manager to create 5-year plan for projects; he offered a BOD tour in March.
- 2.4. Building Corp LLC: Leigh spoke with Barry Arrington (legal) and D49 reps. The LLC is a pass-through for state funds. Bylaws allow current members to represent LLC without a name transfer. Funds from State are auto-held to pay bond holders. We are in good standing with audit and D49. Our bylaws state the sitting BLA members will have control over the LLC. Currently there are 3 members from when incorporated. It's a formality, no meetings, no tax implications.

3. School Updates

3.1. School Reports

- 3.1.1. No questions from board members. Guin commented on proven success associated with the Short Cycle Assessments (SCAs) and ThinkCerca noted in the report.

3.2. Update on SPED Transition

- 3.2.1. Positions: staffing letters will be out by end of month. Goal is to recruit D49 members onto our team; not accepted yet, and still negotiating salaries. We have many great applicants so far—hope to secure those personnel soonest. For any unfilled positions, we can contract out that work.
- 3.2.2. Looking at space utilization, unique use of space for breakouts.
- 3.2.3. Question on whether we know we have SpEd students in waitlist (Reply = we do not know, won't know numbers until further into the enrollment process).
- 3.2.4. Question asking if there is anything glaring we will need to address? Answer: we should expect uptick in some services, as we see more need with our own student population today, and confident we have the services we'll need.
- 3.2.5. We're already 100% ADA compliant so don't anticipate any of those issues.

3.3. Kindergarten Enrollment proposal

- 3.3.1. Conflict with our Kindergarten age cutoff being different than D49. We get mis-enrolled students, frustrated parents, parents enroll elsewhere then transfer to Banning. Admin recommends aligning with the district. One instance with a family with enrolled BLRA students and their new Kindergartner had to enroll elsewhere. Question: Do we make exceptions? Answer: No. We have 5 affected students anticipated this year and 3 of them have siblings here. Our kindergarten isn't full so this limits us. Recommendation from staff is 5 years old by Sept 15.

3.3.2. VOTE to approve the modification:

- 3.3.2.1. Guin motion to change paragraph 3 in the 2022 Enrollment policy to a date of Sept 15th.
- 3.3.2.2. Kevin seconds.
- 3.3.2.3. All approve. (Kim dropped off the Zoom call)

3.3.2.4. Motion carries

3.4. Athletics Practices During Snow Days

- 3.4.1. Current BLA policy is to apply D49 closure guidance to all after school activities. Sometimes CHSSA sports events still occur and cancelling can affect our athletes (rankings, scholarships). D49 relies on Athletic Directors to make these choices, and ADs put the call to coaches. This is a question of liability for student safety, which is a question for the Board.
- 3.4.2. BLPA Principals drafted an Interim policy during this board meeting and presented it for review and approval by the Board. Interim Policy states:

Interim Policy: Interim Snow Day Practice and Game Policy

Scope: This interim policy applies to BLPA CHSSA activities such as sports and band practices and games.

Early Dismissals: In the event of an early dismissal from school that was caused by a weather-related incident, all games and practices for that day will be canceled. A notice will go out via our school messaging system when practices and games are canceled. If a team is out of the district, the team may continue to practice/compete at the discretion of the Athletic Director.

Remote Learning Days: In the event school is switched to a remote day due to lack of personnel or weather, the Athletic Director will check roads throughout the county on the current conditions of the roads. Additionally, consult may also be made with the RVP and the Principal of BLPA Middle/High School to determine safety of travel. If they determine that roads are safe for travel, practices and games may proceed. Practices and games will not be mandatory during these times. The Athletic Director will then notify coaches who will set up practices and/or games. If practices and games are canceled, a notice will go out via our school messaging system.

Weather Related School Cancellation: In the event of a weather-related school cancellation, the Athletic Director will check roads throughout the county on current condition of the roads. Additionally, consult may also be made with the RVP and the Principal of BLPA Middle/High School to determine the safety of travel. If it is then determined that roads are safe for travel, practices and games may proceed. The Athletic Director will then notify coaches who will set up practices and games. Practices and games will not be mandatory. If a team is out of the district, the team may continue to practice/compete at the discretion of the Athletic Director.

3.4.3. Guin motioned to approved the Interim Snow Day Practice and Game Day Policy

3.4.4. Chris seconds.

3.4.5. All approve

3.4.6. Motion carries

3.4.7. Next step: Board will format the policy and publish it to Board webpage. Principals will collect comments from coaches and staff and feed them back to improve the policy.

3.5. Uniform Updates

3.5.1. BLPA admin recommends keep the existing code and allow Banning BLPA spirit wear bottoms at the Prep. Rationale: It's too hard to force compliance with pants because you can't keep sending students home to change. If sweats are allowed, then kids could be given pants to borrow. That small change would alleviate a lot off issues around pants and the dress code.

3.5.2. Question: how do you interpret results from the recent uniform survey? Answer: Hard to know who replied, with many students replying and less than 200 responses. We can revisit it next year.

3.5.3. VOTE: Motion from Kevin: "allow official spirit wear bottoms"

3.5.4. Leigh seconded.

3.5.5. All approve.

3.5.6. Motion carries

3.6. Enrollment and Staff Compensation

3.6.1. Dr Weyman presented plan for staff salary increases and need for BOD to approve max enrollment for 2023-24. Admin will send offer letters before spring break.

3.6.2. Will add a Total 7% salary increase over last year. Admin recalibrated all salaries from high 30s to

soon to be 45K. Renormed salaries to make sure all are at appropriate level. Some may receive 15% or more raises as a result. Admin will be transparent about why some staff have a greater percentage increase than others. There will be a discretionary fund in the budget for the RVP to adjust a salary for various reasons. Principals will make such recommendations to RVP.

- 3.6.3. Adjustments to salaries to keep pace/ahead of next year's D49, D20, D11 adjustments will be addressed by a reserve bonus fund that will be based on whether or not we make enrollment goals. Admin does not anticipate bonuses will be tied to enrollment in future years. Need to move to a performance-based bonus structure but that will take time to implement.
- 3.6.4. Structure used to cap out at 5 years experience will be adjusted to allow for 1-2K per year of qualifying experience up to 10 years. Principals and RVP assess qualifying experiences.
- 3.6.5. Question: how do benefits compare? Answer: ours are fantastic but people don't realize that soon enough. Schools don't advertise that so it's hard to compare and convince prospective people. We offer 401K, different than PARA package.
- 3.6.6. Admin's Enrollment Proposal: Maximum enrollment (K-12) of 1800 (includes CE population)
 - 3.6.6.1. 1800 is the max we feel we can fit in the buildings to educate appropriately. Max so far is 1676. Facilities, teachers feel they can handle proposed numbers. These numbers allow 2 90-minute prep sessions.
 - 3.6.6.2. Need less than 810 in BLRA per the D49 contract.
 - 3.6.6.3. Expect 1600-1650 actually enrolled (exceeds current 1571). Later we can consider where to strategically enroll grades, and other ideas (bubble MS as we anticipate losing some in HS).
 - 3.6.6.4. When we enroll students in 100% CE they go to partner colleges, about 66 students today
- 3.6.7. VOTE: Motion from Chris "to establish the student population at no more than 1800"
- 3.6.8. Kevin second,
- 3.6.9. All approve.
- 3.6.10. Motion carries

3.7. Calendar Modification

- 3.7.1. BLPA admin request changes to next year's calendar:
 - 3.7.1.1. Move roundup from Aug 1st to Jul 28th. This allows teachers time to meet students and prep for first day of school.
 - 3.7.1.2. Move PD on March 1st to April 1st. It aligns with D49 (23-24 calendar).
- 3.7.2. VOTE: Leigh motions to approve the two changes
- 3.7.3. Kevin Seconds
- 3.7.4. All approve
- 3.7.5. Motion carries

4. Committees

- 4.1. PTO
 - 4.1.1. None
- 4.2. SAC
 - 4.2.1. None
- 4.3. Booster Club
 - 4.3.1. None
- 4.4. Finance Committee: see Finance Review above
- 4.5. Governance Committee
 - 4.5.1. Election and Appointment Policies transition to procedures. Consolidated two existing policies into one document. A copy was sent to board for review, will post to the site for public. Ask for approval to share with community for commentary. Comment: Committee needs to review wording for signatures and validating them. Mr. Harding, SAC parent did tremendous work on this.
 - 4.5.2. Bylaws discussion: Committee recommends BOD begin to discuss a plan to consider updating charter application, charter contract and bylaws and start a separate Committee.
 - 4.5.2.1. VOTE: Motion from Guin to "establish a committee to develop a plan for updating

charter documents and the bylaws. Committee will consist of at least 2 board members, and 2 from admin leadership team. Additionally, the Board will ask for a parent rep from the SAC.”

4.5.2.2. Chris second

4.5.2.3. All approve. Kim and Leigh are the Bylaw committee members from the BOD.

4.5.2.4. Motion carries

4.5.3. Board Election and Appointment Committee: Committee recommends Board establish a committee to plan and execute the upcoming elections and appointments.

4.5.3.1. VOTE: Motion from Guin to “establish an Election and Appointment Committee consisting of 2 board members who are not running for positions, and a parent. The Board will ask PTO and SAC for volunteers first.”

4.5.3.2. Leigh second.

4.5.3.3. All approve (Kim not present). Chris and Leigh will be the BOD committee members.

4.5.3.4. Motion carries

5. Board Communication to Stakeholders

5.1. BOD will start a quarterly comm to stakeholders to send positive feedback. Topics include: elections coming, sharing positives about the school. Start in March & April. Exact format, process TBD.

6. Closing Items

6.1. Next Board Meeting March 21, 2023 at 1800

6.2. Adjourn at 2022

DATE: February 21, 2023

//Signed//

Guinevere Leeder

Board Member