

**Minutes of the Joint Board of Directors
A Colorado Non-profit Corporation
February 15, 2022 6:00 p.m.
Zoom Meeting**

Preliminary A., B.,C., D., E., F

Ms. Sorice called the meeting to order at 6:02 p.m. The guests were welcomed. Roll call was taken and the following Board members were present: Mr. Ennis, Mr. Hawk, Ms. LaBerge, Mr Kim, Ms. Sorice and Ms. Vartanova. Ms. Quillen had an excused absence. The following ex-officio Board members were present: Ms. Grantham, Mr. Matlick, Dr. O'Neill, Ms. Scarato and Ms. Taussig. Mr. Hawk led the guests and the Board of Directors in saying the Pledge of Allegiance. Ms. Sorice presented the agenda. Mr. Hawk moved that the Board approve the agenda as presented. Ms. Vartanova seconded the motion. The motion passed unanimously.

During Public Comment:

Joan Larson shared the celebration that took place last weekend at the secondary honoring the boys' basketball team that won state in 2002. Many staff members, basketball players, students and families attended this event. Ms. Larson read a letter from Ken Kain who is currently a teacher at JA, but was then the athletic director. Mr. Kain acknowledged everyone that made this celebration possible and also for those that attended.

Mary Ferbrache, who is a teacher at JA secondary, addressed the results from the family survey. She expressed her concerns over the spotlight on the negative comments, suggesting the report include the number of families taking the survey and noted that open ended questions to families could give a false sense of power to families. Ms. Ferbrache spoke about the possible pay increase to staff next year. She shared the increase in the cost of living and her thoughts on merit pay.

Kyrie Adams, counselor at the secondary, shared her concern with the staff survey and why the administration questions were lumped together. Ms. Adams stated that it was difficult to answer the question with three different administrators.

Consent Agenda

A Review & Approve

Ms. Sorice presented the Consent Agenda. Ms. LaBerge moved that the Board approve the consent agenda as presented. Mr. Kim seconded the motion. The motion passed unanimously.

General Agenda

A Informational

1 Principal and faculty presentation JA Secondary

Ms. Sorice acknowledged that Mrs. Grantham has been named as a finalist for charter leader of the year award. This award is part of the Colorado League of Charter hall of fame. The winner will be announced at the Colorado League's conference in March.

Ms. Grantham introduced Marcella Dasta. Ms. Dasta shared that she has been with JA for 20 years. She has four children that graduated from JA. Ms. Dasta started at JA as a temporary Spanish teacher, and then went to work in the special education department. She has worked as a junior high student council advisor and community club advisor. She is currently teaching Spanish, career exploration and intro to psychology. She is also teaching a college psychology class and Spanish classes. She enjoys counseling individual students. Ms. Dasta explained the international Sources of Strength organization which is a proactive suicide prevention helping students find their sources of strength.

2 COVID update and JA's response

Mr. Matlick provided an update with the current COVID data. He noted a significant change from January 18 - February 11 with the decline in cases and hospitalizations. Mr. Matlick shared the recent change from pandemic to endemic and treating this like other diseases. He noted that the guidelines may be revised on February 28. Mr. Matlick reported that the Broomfield Public Health Department and Jefferson County Public Health have removed the masks mandates and noted the changes in quarantines. The federal mandates are still in force, so students must wear masks on school buses. Mr. Matlick reported that staff will still be supported with KN95 masks, face shields and plexiglass. There are no additional guidelines at this time for choir, band and drama. The test to stay policy was discussed. Ms. Grantham shared the close contact exposure with Broomfield Public Health.

Dr. O'Neill noted that it is wonderful to see faces again. She reported that about 60% of the students are not wearing masks and shared the mask's polite policy rule. Staff should have a mask available to put on to make someone feel more comfortable.

Ms. Grantham shared that the winter formal has been rescheduled to March 5. The student government put together a coin drive that raised over \$2,200 for the Monarch K-8 school. The seniors are leaving for Europe this weekend, and the DC and New York trips will leave in April. The students now have access with their student ID cards to the Broomfield Public Library. The IGA with Broomfield will expire this year and the secondary will go to the city council to renew

the agreement. Ms. Grantham noted that they have placed 13 students in internship programs and how they have excelled.

Ms. Taussig reported that they have tours every Tuesday and Thursday with new families. Today was their first day without masks and saw the energy in the students. They are working on community building by putting on a game this month, a dance at the end of the year and a trip for next year.

Ms. Scarato reported that their first day without masks is tomorrow. She shared that they had a Valentine party yesterday at the rec center for the students. They continue to support staff and students who choose to continue wearing masks. The remote students are still doing field trips. The enrollment for next year looks good. Ms. Scarato shared that they are planning on graduation, picnics and drama performances.

B Strategic

1 Comprehensive Communications

a Review staff survey results

Ms. Vartanova explained that this is an annual survey that is completed each spring by the staff. The purpose of this survey is to get a sense from the staff of trends and matters, and the questions are not targeted to individual staff. The survey was not sent out in 2021 due to the pandemic. Ms. Vartanova reported that there were 89 responses from the elementary school, 52 from the secondary and 15 from Summit. Ms. Vartanova provided a summary of each of the surveys. She noted that overall there has been a positive trend.

b Update from Executive Director on steps taken/planned after parent survey - progress from communications committee

Mr. Kim stated that the communication committee is looking for a secondary parent to join the committee. He shared the updates to social media and websites. The committee has been working on the communication manual and the philosophy behind using specific logos and branding in bringing the campuses together. The branding and logos will be proposed to the Board.

Mr. Matlick addressed the parent surveys and mentioned how the answers and responses are prevalent. Mr. Matlick would like to meet with the SAC committee regarding the survey.

c Approval of SAC family spring survey questions

Ms. Vartanova presented the survey with possible additional questions. Discussion ensued about adding questions regarding academic rigor and accessibility to administration. It was decided

that questions about academic rigor would not be addressed, but questions about administration would be added. Ms. Scarato and Ms. Taussing stated that they would be interested in including Summit families in the survey but would like to revise the survey to make it more appropriate for their families. It was determined that the survey will be sent out on March 29. Ms. Vartanova moved that the Board approved the family spring survey questions as presented with the recommendations from the Board. Mr. Kim seconded the motion. The motion passed unanimously.

2 Innovative Academic Environment

a Discuss academic rigor study session format and review purpose goals and benefits

Ms. LaBerge shared the purpose is to support our mission and vision, and to define the meaning behind an academically rigorous, content-rich educational program. Ms. LaBerge reported that there will be two study sessions: one on March 9 and the other on April 12. The goal is to collectively define academic rigor for the first meeting with an outside facilitator. The second meeting will be an opportunity to gain board feedback and support for administrators to implement practices.

3 Healing From COVID

None

4 Multiple Pathways to Success

None

5 Character and Values

a Informal update from administration team on core values progress - official report-back planned for April meeting

Ms. Grantham reported that she reviewed this with her administrative and leadership teams. They noted the classical curriculum in defining the core values and honoring the roots that we came from and embracing the future. There will be updates in the April meeting.

b Update on JA's support of Marshall fire impacts

Ms. Crawley noted resources for those that wanted to donate. She shared the responses as a testament to JA's character. Dr. O'Neill shared that she attended the lunch that the JA PTO provide to the staff at Monarch. The PTO also gave them \$1,000 in gift cards for their staff and/or families. The staff at Monarch was very appreciative of our efforts.

C General Board Governance/Updates/Other Issues

a Reminder of elections in May 2022- update on scheduled communications

The timeline was reviewed and pointed out the opening for new candidates.

b Rescheduling board visitation day for Secondary campus and Summit

It was determined the visitation day for the secondary will be held on March 4 and on March 18 at Summit.

2 Financials

a General financial questions

None

b Staff Raises Presentation

Mr. Matlick provided a presentation with the proposed salary increases for the 2022-2023 school year with a 6% raise. He shared a quick review of the increases in the past two years. Mr. Matlick reported the increases in PERA contributions for the employees, employers and the family leave act with employees. He noted the proposed increase of 6% in PPR. Should the PPR not be increased, the budget would be 'need only basis'. Mr. Matlick explained that staff and students would not go without anything that they needed. Mr. Matlick shared the process in building the budgets. The budgets are due in April to the district. Mr. Matlick also pointed out the impact on JA's budget and sustainability. The budget will be presented to the Board in March.

3 Committees

a Update from committee leads on committee activities not covered in consent agenda or that need further discussion

None

b Policy and Governance Committee - Policy 13.6 High School Graduation Requirements

Mr. Hawk reviewed the proposed changes in this policy. Ms. Grantham and Mr. Matlick provided information regarding graduation requirements. Mr. Hawk moved that the Board approve Policy 13.6 as proposed by Ms. Grantham for first reading. Ms. Vartanoava seconded the motion. The motion passed unanimously.

D Task-Oriented

1 Action Items

These were reviewed and revised.

2 Board communications to parents (Top 5)

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The following items will be included in the Top 5 communications; academic rigor meetings, upcoming spring survey, Board elections, the Board reviewed the staff survey results and 'peeling back the layers'. Mr. Ennis will generate this document and Ms. Sorice will review the document before it is sent.

E Policy

None

F Miscellaneous Board Items

1 Approve Minutes from January 18, 2022

Ms. Sorice presented the Minutes of January 18, 2022. Ms. LaBerge moved that the Board approve the Minutes of January 18, 2022. Mr. Kim seconded the motion. The motion was approved unanimously. Ms. Vartanova abstained.

G Executive Session

1 Executive Session for the purpose of discussing personnel matters pursuant to C.R.S. 24-6-402(4)(f) 0Salary Schedules and Minimum Wage Adjustments

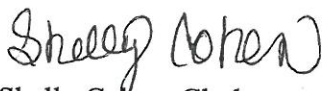
Mr. Hawk moved that the Board move into Executive Session at 9:38 p.m. for the purpose of personnel matters pursuant to C.R.S. 24-6-402 (4)(f) - Salary schedule and Minimum Wage Adjustments. Ms. LaBerge seconded the motion. The motion passed unanimously.

Ms. Vartanova moved to exit the Executive Session at 10:29 p.m. Mr. Hawk seconded the motion. The motion passed unanimously.

Adjournment

Ms. Vartanova moved to adjourn at 10:29 p.m. Mr. Hawk seconded the motion. The motion passed unanimously

Respectfully submitted,



Shelly Cohen, Clerk

Jefferson Academy Board of Directors