



MINUTES

Board of Directors' Meeting

Wednesday, February 13, 2019

7:15 PM Full BOD Meeting

The meeting was held at:

**Highline Academy Southeast Campus
2170 S Dahlia St
Denver CO 80222**

MISSION: We exist to foster a diverse and equitable community of youth and adults striving together for academic, personal and civic excellence.

VISION: Inclusive excellence in public education.

The Board uses a series of qualifiers, where appropriate, to help clarify the nature of each presentation/report.

1. The decision has been made and updates are provided (Inform)
2. Input is needed to assist the board to make the best decision (Discussion/Input)
3. Brainstorming is needed to help identify all options (Brainstorm)
4. Input and/or decision is assigned to a Special Committee (Small Group)
5. The decision is ready for vote (Vote)

Board Attendance

Board Executive Committee:

Jonathan Tee, Board President
Nathan Byford, Board Vice President
Eric Neumann, Treasurer
Sandra Grahame, Co-Secretary
Sara Spanier, Co-Secretary

Board Members:

Brent Baribeau, Board Member
Drew Kent, Board Member
Faye Ganley, Board Member

School Leadership

Chris Ferris
Sarah Verni-Lau
Guerin Gray

Community Members:

William Bethke
Rebecca Utton
Tina Valterra
Alli Williams
Jennifer Douglas
Stephanie Leigh
Allison Coss
Tom Bulger
Rachel Hutson

Joe Whitfield, Board Member

Kaya Taylor, Board Member

By phone: James Coleman, Board Member

Teacher Reps:

Manda Toutman

Tammy Schoenhals

Heather Miles

Courtney Fry

Topic	Presenter	Goals	Qualifier/ Outcome
<p>7:15pm Call to Order- 5 minutes</p> <ul style="list-style-type: none"> ● Establish Quorum ● Confirm Agenda ● Restate Mission and Vision <p>Jonathan welcomed teachers, parents, and community leaders to board meeting and asked voting Board members to introduce themselves. Jonathan announced that we had a quorum of board members.</p> <p>Jonathan requested a change and addition to agenda: the revision was for the Board President will begin with opening remarks prior to public comment.</p> <p>Brent highlighted mission and vision of Highline Academy. <i>“The Highline Academy Board of Directors is a group of volunteers that care deeply about the Highline Academy mission & vision. We care deeply about both of our schools, our teachers & employees who work in them, the families who choose Highline and every single child that comes to us. We are tasked with the setting the long-term vision for Highline, the ongoing oversight of the financial health of the organization as well as the annual evaluation of Highline Academy’s Executive Director. As part of this work we all review as much information as possible to help us make the best possible decisions that are in the best interests of Highline Academy. Not all decisions we are tasked to make are easy ones – some are incredibly difficult and require a tremendous amount of thought, reflection and even long-term perspective. The best interests of Highline Academy, our mission and our vision are what guide all decisions. We consider it privilege to serve the Highline mission and it’s a responsibility we don’t take lightly.”</i></p> <p>Jonathan outlined the typical process of board meetings at HA. Notices for the board’s regularly scheduled monthly meeting are posted on each campus. several days in advance to give members of the public time to plan their attendance. When possible, notices of board meetings are also included in the community newsletter. However, when ad hoc board meetings must be called to respond to a challenge or opportunity, there may be less notice. The Open Meeting Act requires at least 24 hours notice. Jonathan acknowledged this short time between the</p>	Jonathan Tee	Governance	Inform/ Discussion

<p>posting and meeting may not be ideal for the community at times. Jonathan also acknowledged a breakdown in the internal process for posting board approved minutes to the website;; however the issue has been resolved. The board noted that we will ensure that we move forward with the correct procedure.</p>			

7: 20pm Public Comment

Jonathan explained the Open Meetings Act and stated the board is unable to engage in an open dialogue with the public. The goal is to focus on making comments on policies, systems, procedures, operations, but not about personal.

The meeting went into public comment and each community member was allowed to sign up for public comment and was given three minutes.

Tammy Schoenhals (teacher): Tammy voiced concerned about the amount of change at HA over the years, including Principals, AP's, and ED. Tina also stated concerns about the Board President stepping down as well. Tammy reiterated the norms that stood out to her at HA: being clear and honest is a core component of the organization, organization is conscience of each other, it's a learning organization, we value each other as learners; feels safe for teachers and families; staff can feel comfortable giving/receiving feedback.

Rebecca Utton: National and local consultant and former STRIVE Prep employee. Chris was looking for data consultant and Rebecca was impressed with her clarity. Chris was clear that HA needed to grow in DEI and to help staff understand how their identity impacted academics and education. Rebecca noted that Chris is also extremely self reflective and she has been coached in PD and as an ED. Chris serves all students and is constantly looking toward the future. Rebecca noted there are always certain challenges within every charter schools (i.e., replication norming, decision rights, how to grow in multiple communities). Rebecca noted how unique it is to have an ED who is clear about the path forward and has been impressed with her ability to grow.

Catie Santos de la Rosa (statement read by Manda Toutman as Catie was not present)): The outcomes and procedures of Saturday have caused confusion and chaos for teachers at HA. Catie is concerned with the staff turnover - two ED's and four principals and also noted implementation of pay scale has improved along with the framework. Catie also highlighted the increased value and emphasis on DEI and improved field through grant funding as well as the development of organization into a network. Catie hopes the board takes into consideration what change does to

<p>families.</p> <p>Tina Valterra (former board member): Reiterated mission of HA - diverse and equitable community. Tina has valued Chris' efforts of PD for teachers and DEI for faculty and parents. Tina noted this was the first time HA has focused on this work as it relates to achievement gaps. Tina would like to continue DEI and equity on both campuses.</p> <p>Alli Williams (teacher): served on Compensation Committee. Alli urged the board to be transparent with financial compensation for teachers. There are concerns about salary for teachers and Alli encouraged the board to be transparent about teacher compensation given it impacts their ability to teach at HA and it impacts kids as well.</p> <p>Jennifer Douglas: highlighted that she has worn many hats by HA. Jennifer expressed gratitude to Chris' commitment to HA and noted that she brought stability to organization. Jennifer noted that Chris was encouraged to focus on external facing meetings and she has done a great job of externally networking. In terms of fundraising Chris has raised \$375,000 in grant money, which is significant and includes ECE funding. Jennifer is also grateful for the DEI work of HA.</p> <p>Stephanie Leigh (parent at HASE): Stephanie noted that she has not worked with Chris a lot, but wanted to make note of the diversity training that was offered to the community. Stephanie would like to see those trainings continue and would like to see more parental support at HA and facilitation of it.</p> <p>Manda Toutman: Manda stated her concern of stability and security of the network. Manda stated it was a difficult for HANE this year due to data performance framework. Manda stated there have been several leaders at the school (seven leaders) and noted how those changes impact the community. . Manda voiced her commitment to HANE; however, still has concerns about transitions at HA and how that impacts the community and families. Manda asked the board to keep that into consideration.</p> <p>Allison Coss (teacher): 4 years at HA. Allison stated concerns about DPS and teacher pay. Allison stated she appreciates the value of HA and is fearful of losing team</p>			
---	--	--	--

<p>stability and strong teachers due to pay.</p> <p>Tom Bulger: board member for 12 years. Tom said he can't speak to the details of the current situation, but noted that HA has developed well thought out policies. Personal opinions should not override policies of HA. Tom reiterated the importance of identifying goals and measuring upon them.</p> <p>Jonathan thanked all community members.</p>			
<p>7:50pm Board Minutes - 30 minutes</p> <p>Jonathan stated that we would review, discuss and adopt minutes from Board meetings on Monday, February 4 and Saturday, February 9.</p> <p>Again Jonathan discussed the process by which minutes will be posted to the Highline Academy website.</p> <p>Jonathan said we will now review, discuss, and adopt minutes from 2/4 and 2/9 Board meetings and he noted we had two ad-hoc meetings back to back and felt we needed to review those minutes to reflect public session of meeting.</p> <p>Jonathan asked if anyone had changes to 2/4 minutes. Board did not have any revisions for 2/4 minutes. Eric set a motion to adopt 2/4 minutes. Drew seconded motion.</p> <p>Jonathan asked if anyone had changes to 2/9 minutes. Sandara asked if we could update the ED comments and requested a change of verbiage.</p> <p>New verbiage: Chris provided the board with a summary of her leadership style and approach to building sustainable systems with <i>the goal of</i> providing stability to Highline Academy for many years to come.</p> <p>Jonathan moved to 2/9 minutes to make a motion to adopt minutes from 2/9 meeting. Nate seconded it.</p>	Jonathan Tee	Governance	Vote

8:30 pm

MOTION

Jonathan made a motion to move into Executive Session, in accordance with CRS 24-6-402(40(f) to discuss a personnel matter, specifically to discuss the evaluation of the ED.

SECOND: Drew Kent

Motion carried unanimously.

Everyone with the exception of voting members of the Board left the meeting. Mr. Bethke was invited to remain for Executive Session as HA's legal counsel. Also invited to stay for part of Executive Session were Guerin Gray, Sarah Vern-Lau and Chris Ferris.

10:00pm Exit executive session. All in the building welcomed back into the room.

MOTION

Jonathan Tee Motions The board to authorize the President to enter into negotiations on behalf of Highline Academy Charter Schools with Chris Ferris for employment for the 2019-20 School Year.

SECOND: Eric Neuman

Roll Call Vote, called in alphabetical order:

Brent Baribeau, YES
Nathan Byford, NO
James Coleman, YES
Faye Ganley, NO
Sandra Grahame, YES
Drew Kent, YES
Eric Neumann, YES
Sara Spanier, NO
Kaya Taylor, NO
Jonathan Tee, YES
Joe Whitfield, YES

The motion PASSED 7 - 4.

<p>Motion passes and the President will enter negotiations of employment for Chris Ferris for the 2019-20 School Year. Chris noted the words “Executive Director” did not appear in the motion.</p> <p>Jonathan Tee confirmed this is correct and that the board will be reviewing the roles and responsibilities of the network to determine any appropriate changes to job titles and/or job functions.</p>			
<p>10:15 Election for Board President - Jonathan has stated that he is willing to continue to serve in the President role until June 2019. Brent requested that we may need more time to discuss the board positions.</p>	Jonathan Tee	Governance	Vote
<p>10: 20 HASE Auction Announcement Encourage board members to utilize their peer networks to bring items to for the HASE Auction and to personally contribute towards the \$1,000 Board of Directors goal for the event.</p>	Jonathan Tee		Inform
<p>Reminders/Announcements</p> <p>Next BOD meeting:</p> <ul style="list-style-type: none"> ● February 25 @ HASE (6:15 pm) <p>Upcoming campus events for Board participation:</p> <ul style="list-style-type: none"> ● March 9 - HASE Auction (6:00 pm) ● April 13 - Board led Book Fundraiser (3:00-5:00 pm) ● April 24 - Culture Fair HANE (5:30-7 :00 pm) 	Sandra		Inform
<p>10:30 pm Adjournment</p> <p>Faye entered a motion to adjourn meeting. Jonathan seconded the motion to adjourn the meeting.</p>	Jonathan Tee		