

Rocky Mountain Classical Academy  
Board Meeting Minutes for Regular Board Meeting held at Piros Campus 6:30 PM  
3/11/2010.

Meeting Called By: Board of Directors  
Facilitator: Mr. Bryan Tate

Attendees: Kristin Geesey (KG), Brian Cullen (BC) Bryan Tate (BT) Scott Cathey (SC)  
Maryann Kephart (MK)

**1.0 Call to order, Roll Call** Bryan Tate - 6:40 PM

Roll Call	KG	Present
	MK	Present
	BC	Present
	SC	Present
	BT	Present

**2.0 Welcome and Pledge** - Bryan Tate

**3.0 Approval of Agenda**

Motion to move item 6.02 to 6.05 and approve all else (KG)  
Second Motion (MK)

Roll Call	KG	Yes
	MK	Yes
	BC	Yes
	SC	Yes
	BT	Yes

**4.0 Comments - Agenda Specific**

None

**5.0 Consent Agenda**

Motion to approve minutes from Feb 11th Regular Board Meeting (SC)  
Second Motion (BC)

Roll Call	KG	Yes
	MK	Yes
	BC	Yes
	SC	Yes
	BT	Yes

**6.0 Information Items**

6.01 Principal Report Piros Campus - Kelly Taylor

enrollment numbers are up to date through 5:00 PM today - hard copy of chart provided

CSAP complete - no misadministration

Will reward student body with a "Chill Day" tomorrow - Ice Cream Sandwiches for grades 3 - 5

School attendance is running 93.97% for the year

#### 6.05 Student Counsel

Reporting are Mason Tate - President, Alex Henning - Treasurer, Caroline Floring. Treasurer Reports that Donut Fridays and Val O Grams have provided \$400 to date of funds.

Caroline Floring - Planning Movie and Lunch for High School as well as a Rafting Trip at the end of the year on 5/29/2010. Mr Gordon is helping organize this trip. Picnic at the Park planned for Middle School Students

Mason Tate - Positive Behavior rewards - Students who exhibit positive behavior and are nominated by a fellow student are rewarded with a trip to Cold Stone on Fridays.

#### 6.03 Home School Report - Carla Witmer

Home school currently has approximately 120 kids enrolled for next year. Current enrollment is 106

Just finished 2 weeks of modified schedules to accommodate CSAP.

The current Interact program with includes grades 5 and up with extra activities is working on The Lion, The Witch and the Wardrobe play.

Attendance is 98.2%

#### 6.04 Business Manager Report - Rick Veatch

Revenue is stable at \$343,000 per month.

Received \$21,800 in impact aid - special funding to school with no restrictions received from federal government based on military families enrolled at RMCA

Making good progress on payables in 12/09 \$169,000, as of 3/10 down to \$121,000

#### 6.02 Principal Report - Pony Tracks Campus - Peter Gordon

Continuing to have problems with carpool - Mr. Krause will contact CSPD about getting a resource officer to help us with carpool.

Provided a handout with a list of tasks accomplished since Administrative Team was placed.

Progress being made in league membership for athletics for 2010-2011

Golf Tournament planning is progressing on schedule.

Teacher observations are progressing on schedule

CSAP went smoothly.

Presented plan to accommodate growth at Pony Tracks Campus

## 7.0 New and Ongoing Business

### 7.01 RMCA Website Update - Eric Sova

We are ready to pull away from Viadesto

Received content from Home School, Middle School and High School

Still working with Elementary School to build their content.

Domains will be transferred to RMCA and then site will go live.

Mr. Sova will train the staff after Spring Break on the site.

### 7.02 School Improvements - Kelly Taylor

Need to make the following changes to the Piros campus before start of school in fall 2010.

Building A - retrofit bathroom stalls to accommodate kindergartners. - 2 toilets in each bathroom = \$952 / toilets plus labor

Building B - move computer lab from Building C into book storage room. \$840

Will submit written quotes at next board meeting.

### 7.03 School Safety - Kelly Taylor

Doing lockdown drills beginning Monday at 8:30

Still some safety issues - getting bids to accommodate identified needs

Staff Inservice on 4/16 will include presentation from Dr. Krauses son - experienced in crisis management.

### 7.04 Lunch Vendor - Kelly Taylor

Would like to explore new vendors for food service at Piros campus before we sign a new contract.

Motion to explore new vendors for food service at Piros campus (SC)

Second Motion (MK)

Roll Call        KG    Yes

                  MK    Yes

                  BC    Yes

                  SC    Yes

                  BT    Yes

### 7.05 Assessment Tools - Kelly Taylor

Using NEWA currently

D49 is using Scantron. Switching would simplify updates in Alpine may be able to purchase through D49

During school year 2010-2011 testing will be fall and spring only

Also need to look at expanding use of Ames/Webb test for Rtl process

Will provide cost comparison for next board meeting

Motion to explore Scantron and Ames/Webb testing (MK)

Second (SC)

Roll Call    KG    Yes

                  MK    Yes

                  BC    Yes

SC Yes  
BT Yes

7.06 Teacher Kudos - Kelly Taylor

Donorschoose.org is a website that several RMCA teachers are writing grants on and have been awarded LCD projectors, Netbooks, Printers and Ink, Outdoor storage shed, magnetic white boards all in all - over \$3000 worth of items so far.

Kudos to the teachers that are taking the initiative to write their own grants!

7.07 Board Member Training - Kristin Geesey

Explained the CDE Board Training Modules available online. Suggested that completion of these modules are critical to our efficiency and effectiveness as a board

Motion to require all RMCA board members to complete the training modules (30 in all) by no later than June 30.

Second Motion - SC

Roll Call KG Yes  
MK Yes  
BC Yes  
SC Yes  
BT Yes

7.08 Home School Compliance and Expansion - Carla Witmer

There is no provision for homeschool program in current charter.

Would like to propose adding the program to the charter and expanding it to include High School

Requesting board assistance in finding a new facility to relocate to to allow for expansion and growth.

would like 6 classrooms plus PE facility.

Motion to explore and pursue expansion of the homeschool program and locate a new facility (KG)

Second Motion (MK)

Roll Call KG Yes  
MK Yes  
BC Yes  
SC Yes  
BT Yes

Motion to take a break (MK)

Second Motion (SC) 8:10 PM

Back in session at 9:20 PM

Mr. Tate called the board back to order

7.09 Summer School - Debbie Womack

This year summer school program at MS/HS will be for credit recovery only.

Will email or contact parents of students who will need it currently assessing the course need and schedule. propose that the teacher receive the daily sub rate

Will report to the board on April 8th on demand and teacher availability

Motion to explore demand and feasibility of Summer School (KG)

Roll Call        KG    Yes  
                      MK    Yes  
                      BC    Yes  
                      SC    Yes  
                      BT    Yes

#### 7.10 Expansion of Middle School - Debbie Womack

Due to the motion in item 7.08 to relocate and expand the homeschool program item 7.10 is approved - Efforts will be made to plan for expansion of the middle school (Homeschool will vacate 4 rooms allowing for additional middle school students)

To Include -        adding 1 section of 6th grade to make 4 total  
                              adding 1 section of 8th grade to make 3 total

#### 7.11 Course Selection - Debbie Womack

Suggesting RMCA offer 3 different diplomas - provided hand out that outlines requirements for each.

Will conduct a course interest survey to determine demand on electives

Will provide board with revised proposal based on this survey.

Motion to allow Mrs. Womack to investigate course interest and use this information to create a proposed course list for 2010-2011 (MK)

Second Motion (KG)

Roll Call        KG    Yes  
                      MK    Yes  
                      BC    Yes  
                      SC    Yes  
                      BT    Yes

#### 7.12 Expansion of Staff to Accommodate growth MS/HS Campus - Debbie Womack

This will has been covered with item 7.11 and will be reviewed at April meeting

#### 7.13 2010-2011 Budget Planning

RMCA Board is required to provide our budget to D49 in May 2010. We will need to meet to formulate our initial budget. Several dates were suggested - KG will communicate via email with stakeholders to set up a meeting.

### 8.0 Other Business

Executive Session - Personnel matters - discussion of matters specific to particular employees, not general personnel policies. Does not include discussion of board members or appointment to the Board as authorized by section 24 -6-402 (4) (f) of the Colorado Revised Statutes.

Motion to move to Executive Session (MK)  
Second (SC)

Roll Call	KG	Yes
	MK	Yes
	BC	Yes
	SC	Yes
	BT	Yes

Also present are Debbie Womack, Peter Gordon, Cheryl Clinger.

Regarding Executive Session - Original Intent was to discuss Stipend pay for specific teachers.

Mrs. Clinger requested a conference with the Board regarding her placement on administrative leave. This qualified as an Executive Session matter, however, Mrs. Clinger chose to have the meeting completed in regular session. Mrs. Clinger was advised that the content of her conference would be a matter of public record and she agreed that this would be acceptable to her. The board voted unanimously to exit Executive Session at 10:10 PM and The minutes for the regular session continue below. After Mrs. Clingers conference was complete, there were no members of the audience or administration remaining at the board meeting, so without entering Executive Session again we completed our discussion regarding stipends.

Mr. Tate stated to Mrs. Clinger that the board does not hire, fire or evaluate teachers. The board hires, fires and evaluates administrators only.

Mr Tate also stated to Mrs. Clinger that the board has made no allegations toward her.

On 3/5/10 a letter of intent to return was handed out to all MS/HS staff by Mrs. Womack. This document is meant as a survey to determine hiring needs for the next academic year. Mrs. Womack and Mr. Gordon spoke to Mrs. Clinger asking her the following question.

How do you think your year at RMCA is going? Mrs. Clinger was given the Letter of Intent to Return with reservations. These specific reservations were discussed with Mrs. Clinger by Mrs. Womack and Mr. Gordon.

Students have deficits in Math Skills

Based on 1/25/10 to present, there are more concerns about Mrs. Clingers class being brought to administration attention by email and phone calls.

Mrs. Womack stated that she has been listening outside of Mrs. Clingers classroom and has concerns about the lack of interaction and teaching in the classroom.

Mrs. Womack stated that she watches her class as it is in her direct line of vision from the principal office. Often observes Mrs. Clinger sitting at her desk, not teaching.

In the formal evaluation done with Mrs. Taylor it was noted that she had disengaged students and poor classroom control.

Mrs. Womack stated that during the follow up conversation after her formal evaluation she asked Mrs. Clinger "Why did you choose this class to have your formal evaluation done in?" Mrs. Clingers response was "To get some help" Mrs. Womack stated that she did not see good things going on in the classroom.

Further concern was brought out that when looking at posted grades, there is a large gap of time between an assignment date and the time when the grade is posted.

Mrs. Womack stated that she knows of parents who are pulling their students from RMCA or demanding their students be removed from Mrs. Clingers class because of the lack of teaching and methods thereof.

Mrs. Womack stated that she has no doubt that Mrs. Clinger knows math - but maybe needs improvement in her ability to teach math.  
All observations were shared to students/staff.  
Kids are not excited in her class

Mrs. Womack stated that there was an email to parents stating that she was being non-renewed. This went out from Mrs. Clingers school computer.  
This is not factual - she is on administrative leave and was counseled about her plans to return to RMCA.

When Mrs. Womack placed Mrs. Clinger on administrative leave for sending the nonfactual email to parents, the next day another email went out to parents from Mrs Clingers home computer (The board stated they were deeply concerned that Mrs. Clinger had students and families personal information on her private computer).

The second email was petitioning support from parents whose children were in her classes.

Mr. Gordon stated that Mrs. Womack's recollection of these events is correct.

He added further that Mrs. Clinger asked "Should I look for a job?" and Mrs. Womack stated "Everyone should have a plan B."

Mrs. Womack stated that there was a miss-understanding regarding her conversation with Mrs Clinger on 3/5. She should not have used with word "We" implicating the board in the decision.

Mr. Gordon stated that he did not feel that this meeting was a negative meeting.

Cheryl Clinger then read a letter dated 3/10/10. She wrote this letter before she understood that the Board would not make this decision but rather the administrators.

Mrs. Womack did tell Mrs. Clinger that she could come to the board meeting tonight - but owns the fact that this implied the board would be making a decision.

Mrs. Clinger stated that Mrs. Womack made false statements regarding where she was when she was placed on administrative leave. Specifically she told one parent that she didn't know where she went, and one staff member that there was an emergency.

Mrs. Womack stated that she gave vague answers to parents and staff questions in an effort to protect Mrs. Clingers Personnel History and matters. Peter Gordon stated that he does not believe that Mrs. Womack intentionally deceived and that this miscommunication was a mistake due to lack of experience.

Mrs. Clinger stated that she has retained Brad Barfield, a Labor Law attorney.

Mr. Tate stated that Mrs. Clingers administrative leave is paid.

It was also stated that there is serious concern on the part of the board and administration to her response regarding this disciplinary action.  
Specifically - concern regarding voicing her "non renewal" to children and their parents at the construction challenge competition.  
concern regarding her attack on Mrs. Womacks personal integrity.  
concern regarding her use of RMCA students personal information from her personal computer

Kelly Taylor provides a non-biased evaluation and administration used this as a tool in making decisions for teaching positions.

Debbie Womack and Peter Gordon will make the decisions regarding administrative leave length and whether or not Mrs. Clinger will receive an employment agreement for the next academic year.

Mrs. Clinger left the meeting at 11:05

Mr. Gordon stated that RMCA needs to get the paper trail and process in place regarding all conversations, emails and correspondence.

Due to the lateness of the hour - RMCA's board decided not do discuss stipends at this time.

## **9.0 Adjournment**

Motion to adjourn meeting at 11:10

Roll Call	KG	Yes
	MK	Yes
	BC	Yes
	SC	Yes
	BT	Yes