



“Charting the Way to Destinations of Excellence in the Real World”
RMCA BOARD OF DIRECTORS
REGULAR MEETING, 6:30 PM, Thursday 17 November 2011
Piros Campus

Our mission: Rocky Mountain Classical Academy exists to support parents in developing citizens of integrity and character who are equipped with a strong knowledge base and academic skills. The basis of this development is rooted in an academically rigorous, content-rich, classical educational program with Core Knowledge emphasis.

1.00: Call to Order and Roll Call

BC: Yes
SC: Yes
SP: Yes
ES: Not present due to family emergency
DS: Yes

Quorum present

2.00: Welcome and Pledge of Allegiance

3.00: Approval of Agenda

Motion to approve agenda with renumbered items due to clerical error (originally two items 6.03, renumbered so that second 6.03 becomes 6.04 and so forth.)

Voice vote: Unanimous

4.00: Comments – Agenda Specific, no more than thirty (30) minutes with each speaker allotted no more than three (3) minutes. For purposes of the record, please sign the sheet on the Board Table prior to speaking.

Mr. Matt Austermiller asked for the minutes to be updated on the website. On Wednesday, 23 Nov, Dr. Pomeroy is meeting with Mr. Sova for training on website posting. He will post the minutes as the Board approves them.

Mr. Harvey stated he would be available to demonstrate teacher websites at the Board’s discretion.

5.00: Consent Agenda

Approve minutes for the following meeting: 20 October 2011, Regular Session

Motion to strike minutes approval due to Mr. Sova’s absence. 1st: SP; 2d: BC

Voice vote: Unanimous

Rocky Mountain Classical Academy – A Tuition-Free D49 Charter School
Grades K-5 1710 Piros Drive / Colorado Springs, CO 80915
Grades 6-8 3850 Pony Tracks Drive / Colorado Springs, CO 80922
Mailing address: RMCA; PO BOX 77078; Colorado Springs, CO 80970
719-622-8000 / Fax: 719-622-8004

Elementary Campus Administrator's Report
Home School Administrator's Report
Middle School Administrator's Report
Motion to accept consent agenda as revised: 1st: SP; 2d: DS
Voice vote: Unanimous

6.00: Action Items

6.01: Recognition—Statement of Appreciation for Piros Veteran's Day Celebration

One-hundred fifty veterans attended. Dr. Cathey expressed the Board's appreciation for the hard work and dedication Rocky Mountain exhibited in the preparation and execution of the Veteran's Day Celebration. Job well done!

6.02: Dr. Cathey, Employee Days Off

Discussion: Confusion exists regarding how employee pay is affected if an employee exceeds their maximum allotted days off. Dr. Cathey proposes to change the employee handbook to explain fully the calculation (for example, someone exceeds by one day their total allotment of days off, how much will their pay be affected). On January 1st, RMCA will move to a new pay company. An individual employee's tally of days off accrued/used will appear on pay statements.

Recommendation: Add this clarification to the Employee Handbook.

6.03: Dr. Cathey, Substitute Pay / Work for Employed Teachers

Discussion: If a part-time teacher acts as a substitute outside of his / her part-time teaching duties, how does he/she get paid, that is, does that teacher get paid at the part-time rate or the substitute rate? Mr. Herring will conduct further research; however, the consensus was that a teacher performing substitute work outside of his / her normal duties should receive substitute pay. Accordingly, a teacher performing part-time duties on a given day who happens to fill-in on the same day on an ad hoc basis when he/she was not scheduled to work would at a minimum be paid a the substitute teacher rate for the additional hours worked.

Recommendation: Add this clarification to the Employee Handbook.

6.04: Ms. Fogler, Approval for teacher homework pages to be linked to RMCA website.

Discussion: Mr. Harvey demonstrated how teachers might create RMCA-website associated, password-secured wiki pages by PBworks.com. These pages are easily linked to the official RMCA website, and access may be obtained only through the RMCA website, effectively annexing these pages to the RMCA website and complying the 2010 RMCA Policy on Electronic Communication and Data Management.

Mr. Stevens expressed the desire to implement this school-wide and to research the potential of appointing the administrator of this program and investigating a potential stipend as the Board deems appropriate.

Motion to approve Ms. Fogler's request and for Mr. Cullen to study school-wide implementation and research appointing an administrator while investigating a potential stipend. 1st: SP; 2d: DS

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BC: Yes
SC: Yes
SP: Yes
DS: Yes

6.05: Dr. Pomeroy, courtesy Mrs. Allen, Faculty Development, Colorado Council International Reading Association conference in Denver

Discussion: Dr. Pomeroy briefed Mrs. Allen's written proposal. Dr. Cathey stated the importance of adhering to the published schedule. Mr. Stevens stated there exists sufficient lead time to change the schedule. Mr. Sova transmitted digital comments prior to the meeting, proposing that one teacher per campus could attend and hold a faculty development session for those who could not attend. He is concerned over the cost as well. Mr. Stevens expressed the greater gain for the school is the faculty's development. Ms. Fogler discussed contact hours. Presently, the elementary school has excess contact hours.

Dr. Cathey and Mr. Stevens proposed adding 2 and 3 February as staff development days for conference attendees. This will affect, however, parents needing to provide childcare. The Board asked for an informal voice vote of the attending teachers, and the consensus was changing the schedule to accommodate the training was for the better of the students. Mr. Miller voiced his agreement.. Administrators agreed to verify RMCA would not exceed the lower required contact hours threshold.

Motion to make 2 and 3 February Staff Development Days for the elementary faculty to attend the CCIRA Conference with those at the Middle School and Home School campuses having an opportunity to attend the CCIRA Conference as deemed appropriate by their administrators. Those not attending will perform appropriate work days. The Board will send a letter to RMCA families discussing the schedule change. 1st: DS; 2d: SP

BC: Yes
SC: Yes
SP: Yes
DS: Yes

6.06: Mr. Sova, School Logo / Copyright Concerns

Discussion: Dr. Cathey read Mr. Sova's concerns. Mr. Austermiller stated logos cannot be copyrighted, but they can be trademarked to avoid product confusion, quoting from the federal government's copyright website. He is not, however, a copyright lawyer. Dr. Cathey displayed Mrs. Black's proposed logo, and the Board, as well as several audience members, thought the logo outstanding.

Motion to adopt Mrs. Black's logo as the new logo with trademark action to proceed. 1st: DS; 2d: SP

Voice Vote: Unanimous

6.07: Mr. Sova, Budget update, as required

Discussion: Tabled until immediate next session. Due to Mr. Sova's emergency departure, he was unable to transmit the update prior to the meeting.

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6.08: Installation of New Board Members

Discussion: Introduction of Mrs. Jessica Norsky and welcoming her to the Board.

6.09: Dr. Cathey, Strategic Concept, Mrs. Witmer presents

Discussion: Mrs. Witmer passed out a potential top-level organizational chart. The essential change adds a K-8 Director between the Board of Directors and the campus administrators. The campus administrators become assistant principals reporting to the K-8 Director. The K-8 Director adds unity of command that will unify vision, mission, and objectives, while assuring appropriate resourcing. The K-8 Director position also removes the Board from day-to-day operations oversight, allowing it to focus on governance. RMCA's by-laws also mandate this style of structure.

Mr. Herring will perform a financial analysis.

Mr. Stevens stated studying, critiquing, and examining this proposal will be the first job of the strategic planning committee, including the financial ramifications of this structure. Note the strategic planning committee is an advisory and not a decision-making body.

Dr. Cathey stated the need to have leadership stability during April – June. This is a critical period for school enrollment and reputation.

Mrs. Witmer stated the importance of clarifying the charter of the Strategic Planning Committee.

Mr. Stevens will chair the Strategic Planning Committee, which is tasked with studying this proposal and providing an initial written report to the Board in December.

7.00: Adjournment

Motion to adjourn: 1st: SP ; 2d: DS

BC: Yes

SC: Yes

JN: Yes

SP: Yes

DS: Yes