

**MEETING OF THE BOARD OF DIRECTORS (“ the “Board”)**  
**DCS MONTESSORI CHARTER SCHOOL (the “School”)**  
**Tuesday, January 26, 2021**

**Directors Present:** Jessica Wood (Chair), Geoff Williams (Vice-Chairman), Cecelia Stewart, Jason Dozois and Scott Keller.

**Directors Absent:** Andrea Patterson and Kirk Gray

**Head of School (“HOS”) Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:02 p.m. and Mr. Williams was designated to maintain minutes of the meeting. Ms. Wood read the Mission and Ends.

**Public Comment: (GP-12 Public Participation)**

No members of the public attended the meeting.

**HOS Report: Jeromy Johnson**

The HOS led a discussion concerning recent developments at the School, including the financial position of the School. The Board asked questions of the HOS. A discussion ensued.

Next, the HOS led a discussion concerning increasing the number of days that 7<sup>th</sup> and 8<sup>th</sup> graders attend School. The proposal presented by the HOS was to increase the 2 day hybrid model to a 4 day schedule. The HOS presented a detailed written plan and schedule that showed how the 4 day schedule would work at the Middle School, including mitigation measures. The HOS discussed, among other things, the rationale for the proposed change, relevant data, scientific understanding regarding transmission risk, and the risks and benefits associated with the change. The Board asked questions of the HOS. A fulsome discussion ensued, including questions and discussion about the detailed plan, the new variant of COVID-19, the HOS’s consultation with legal counsel and the Tri-County Health Department. Following such discussion, and upon motion, duly seconded, the Board unanimously authorized the HOS to operate the Middle School up to 4 days per week starting February 16, 2021 using his reasonable discretion.

**Monitoring: (EL-8, EL-11.1, EL-13)**

The HOS and Board reviewed the monitoring report for EL-8. A discussion ensued. Following such discussion, a motion to approve EL-8 as a reasonable interpretation was made and duly seconded. All members of the Board approved the motion.

The HOS and Board reviewed the monitoring report for EL-11.1. A discussion ensued. Following such discussion, a motion to approve EL-11.1 as a reasonable interpretation was made and duly seconded. All members of the Board approved the motion.

The HOS and Board reviewed the monitoring report for EL-13. A discussion ensued. Following such discussion, a motion to approve EL-13 as a reasonable interpretation was made and duly seconded. All members of the Board approved the motion.

**Policy Review: (GP-12, 13, and 14 and EL-8)**

The Board reviewed GP-12, 13, 14 and EL-8 for potential changes. No changes were suggested.

**Administrative:**

Next, the Board discussed the annual HOS evaluation process, timeline and deliverables.

Next, the Chair and HOS led a discussion concerning the Board's annual strategic planning meeting.

Last, the Board performed a self-assessment of its performance per GP-10.

**Adjournment:**

There being no further business to come before the Board, the meeting was adjourned at approximately 7:20 p.m.

Respectfully submitted,

Geoffrey T. Williams, Vice Chairman  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS  
DCS MONTESSORI CHARTER SCHOOL (the "School")  
Monday, February 22, 2021**

**Directors Present:** Jessica Wood (Chairman), Andrea Patterson, Cecilia Stewart, Scott Keller, Kirk Gray

**Directors Absent:** Geoff Williams (Vice-Chairman), Jason Dozois

**Head of School ("HOS") Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:02 p.m., and Ms. Patterson was designated to maintain the meeting minutes.

Ms. Patterson read the Mission and the Ends.

**Public Comment: (GP-12 Public Participation)**

None

**MEF Report: (GP-1-Global Gov. Process, GP-3 Governing Style)**

None present

**HOS Report: Jeromy Johnson**

Mr. Jeromy delivered the head of school report. COVID-19 cases and classes in quarantine, the middle school return to camps 4-days per week, and the status on staff vaccinations were some of the topics that were reviewed and discussed.

Staffing and enrollment updates were provided.

Mr. Jeromy's interpretations of EL-9 and EL-12 were reviewed and discussed.

A motion to approve EL-9 and EL-12 as a reasonable interpretation was made by Ms. Stewart, Mr. Gray seconded. All other members approved.

**Policy Review: (EL-9, EL-12)**

EL-9 and EL-12 were reviewed and discussed. No changes were made.

**Administrative:**

The November 11th minutes were reviewed, Mr. Gray made a motion to approve the minutes, and Ms. Patterson seconded, Mr. Keller, Ms. Stewart, and Ms. Wood approved. Mr. Williams and Mr. Dozois abstained.

The December 3rd minutes were reviewed, Mr. Keller made a motion to approve, and Mr. Gray seconded, Ms. Stewart, and Ms. Patterson approved. Mr. Williams and Mr. Dozois abstained.

Dates and the agenda for the Board retreat were discussed.

The Board reviewed GP-10 Set 2 and conducted a self-assessment in accordance with its governance policies.

**Adjournment:**

Ms. Stewart made a motion to adjourn the meeting, Ms. Patterson seconded the motion. All members approved;

There being no further business to come before the Board, the meeting was adjourned at approximately 6:56 p.m.

Respectfully submitted,

Andrea Patterson  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS  
DCS MONTESSORI CHARTER SCHOOL (the "School")  
Monday, April 26, 2021**

**Directors Present:** Geoff Williams (Vice-Chairman), Andrea Patterson, Cecilia Stewart, Scott Keller, Kirk Gray

**Directors Absent:** Jessica Wood (Chairman), Jason Dozois

**Head of School ("HOS") Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Mr. Williams at approximately 6:11 p.m., and Ms. Patterson was designated to maintain the meeting minutes.

Ms. Patterson read the Mission and the Ends.

**Public Comment: (GP-12 Public Participation)**

Ms. Hollis, Mr. Cascarno, and Ms. Price attended the meeting.

**HOS Report: Jeromy Johnson**

Mr. Jeromy delivered the head of school report. COVID-19 monitoring update since Spring break, Douglas County's departure from Tri-County Health, and remote learning in upcoming years were discussed.

Mr. Jeromy's interpretations of EL-6 were reviewed and discussed.

A motion to approve EL-6 as a reasonable interpretation was made by Mr. Williams, Ms. Stewart seconded. All other members approved.

**Policy Review: (EL-6)**

EL-6 was reviewed and discussed. No changes were made.

**Administrative:**

The March 22nd minutes were reviewed, Mr. Williams made a motion to approve the minutes, and Mr. Gray seconded, Mr. Keller, Mr. Williams, and Mr. Gray approved. Ms. Stewart and Ms. Patterson abstained.

Supplemental compensation will be discussed at the May meeting.

The Board reviewed GP-10 Set 2 and conducted a self-assessment in accordance with its

governance policies.

**Adjournment:**

Mr. Gray made a motion to adjourn the meeting, Ms. Patterson seconded the motion. All members approved.

There being no further business to come before the Board, the meeting was adjourned at approximately 7:31 p.m.

Respectfully submitted,

Andrea Patterson  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS**  
**DCS MONTESSORI CHARTER SCHOOL (the "School")**  
**Monday, May 17, 2021**

**Directors Present:** Jessica Wood (Chairman), Geoff Williams (Vice-Chairman), Andrea Patterson, Scott Keller, Kirk Gray

**Directors Absent:** Jason Dozois, Cecilia Stewart

**Head of School ("HOS") Present:** Jeromy Johnson

**Call to Order: Reading of Mission and Ends-1**

The meeting was called to order by Mr. Williams at approximately 6:03 p.m., and Ms. Patterson was designated to maintain the meeting minutes.

Ms. Patterson read the Mission and the Ends.

**Public Comment: (GP-12 Public Participation)**

Dan Casccarano and Trisha Price attended the meeting.

**MEF Report: (GP-1-Global Gov. Process, GP-3 Governing Style)**

None present

**HOS Report: Jeromy Johnson**

**2021 Board Election Results**

- Responses 56
- Abstained 6
- Dan Cascarno 44
- Jessica Wood 44
- Kirk Gray 39
- Trisha Price 39
- Andrea Patterson 38
- Hollis Moore 30

Mr. Jeromy delivered the head of school report and provided updates on the school's COVID-19 case and quarantine status. A recent spike in cases resulted in the decision to maintain mitigation efforts, like temperature checking.

Douglas County's departure from Tri-County Health and its impact on the guidance for the 2020 - 2021 school year was presented for discussion. The Center for Disease Control and The Colorado Department of Public Health & Environment will continue to be sources of guidance and information for the school.

The 2021 - 2022 DCS Montessori adopted budget summary was reviewed. Funding for mental health was raised for discussion. Mr. Jeromy reviewed additional funding from ESSER II / III for the 2021-2022, 2022-2023 school years.

Mr. Johnson presented the Adopted Budget Summary, Fund Balance Reserves, and Appropriating Resolution. Mr. Williams moved to approve the 21-22 Adopted Budget Summary, Fund Balance Reserves, and Appropriating Resolution, Ms. Wood seconded. All members approved.

Ms. Sheila Wolfe, Montessori Curriculum Director, presented the Adherence to Philosophy report.

Mr. Jeromy's interpretations of EL-10 and EL-3 were reviewed and discussed.

A motion to approve EL-10 and EL-3 as reasonable interpretations was made by Mr. Williams, Mr. Gray seconded. All other members approved.

#### **Policy Review: (EL-10, EL-3)**

EL-10 and EL-3 were reviewed and discussed. No changes were made.

#### **Administrative:**

The April 26th minutes were reviewed, Mr. Keller made a motion to approve the minutes, and Mr. Gray seconded, Mr. Keller, Mr. Williams, Ms. Patterson, and Mr. Gray approved. Ms. Wood abstained.

Supplemental compensation for the Mr. Jeromy's role as the interim Middle School Director was presented for discussion. Mr. Williams proposed a stipend be presented to Mr. Jeromy for his role as the Middle School Director for the 2021 school year.

Mr. Gray made a motion to approve a stipend of \$6,800 for Mr. Jeromy's role as the interim Middle School Director, Ms. Wood seconded. All members approved.

The Head of School Goals for the 2021 - 2022 school year were reviewed. Mr. Williams made a motion to approve the HOS Goals, Ms. Patterson seconded. All members approved.

Changes to the Head of School Evaluation Process were presented for discussion.

The Board reviewed GP-10 Set 1 and conducted a self-assessment in accordance with its governance policies.

**Adjournment:**

Ms. Patterson made a motion to adjourn the meeting, Mr. Gray seconded the motion. All members approved.

There being no further business to come before the Board, the meeting adjourned at approximately 8:50 p.m.

Respectfully submitted,

Andrea Patterson  
DCS Montessori Board of Directors



**MEETING OF THE BOARD OF DIRECTORS  
DCS MONTESSORI CHARTER SCHOOL (the "School")  
Tuesday, August 10, 2021**

**Directors Present:** Jessica Wood (Chairman), Geoff Williams (Vice-Chairman), Kirk Gray (Treasurer), Cecilia Stewart, Trisha Price and Dan Cascarano

**Directors Absent:** None

**Head of School ("HOS") Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:02 p.m. and Mr. Williams was designated to maintain minutes of the meeting.

Ms. Wood read the Mission and the Ends.

**Public Comment: (GP-12 Public Participation)**

The Board opened up the meeting for comments from the public. Approximately 25 members of the public provided comments, suggestions, opinions and questions to the Board regarding their views of what COVID-19 mitigation strategies, including the use of masks, the School should use for the upcoming year. Public comment lasted approximately one hour.

**COVID-19 Discussion of Mitigation Protocols, including Masks**

Mr. Johnson provided an update to the Board regarding the quickly changing status of the COVID-19 pandemic due to the highly contagious Delta Variant. Mr. Johnson noted that his priority is to adopt policies that will put the School in the best possible position to ensure all students at the School can attend School full-time, five days per week. Mr. Johnson mentioned that he would like to eliminate the cohorting mitigation strategies employed last year at the School. The Board asked questions of Mr. Johnson, including the vaccination status of teachers and staff. A discussion ensued.

The Board and Mr. Johnson noted that the Center for Disease Control and Prevention (CDC) recently updated its guidance to recommend universal indoor masking for all students, staff, teachers, and visitors to K-12 schools, regardless of vaccination status. It was also noted that the American Academy of Pediatrics endorsed the CDC recommendation and separately recommended that everyone in schools older than age 2 wear masks, regardless of vaccination status. Mr. Johnson noted that the recommendations are clear; that masking is recommended in schools. The Board asked questions of Mr. Johnson. A discussion ensued.

Next, Ms. Wood reviewed the COVID-19 mitigation strategies employed by the School last year, referencing a document that was provided to the Board in advance of the meeting. The Board discussed the mitigation strategies employed last year. The Board also discussed which of the mitigation strategies

should be employed this year given the current status of the COVID-19 pandemic. A discussion ensued. Among other things, the Board and Mr. Johnson discussed the challenges in getting the younger kids to comply with masking on a consistent basis.

Following the discussion, and upon motion, duly seconded, Ms. Wood, Ms. Stewart, Mr. Gray, Mr. Cascarano and Mr. Williams approved the following changes to the School's COVID-19 mitigation strategies:

- The elimination of cohorting strategies used last year.
- Masking
  - Required for all visitors and employees at the School
  - Required for Grades 4-8
  - Expected for Grades 1-3
  - Recommended for children in Pre-School and Kindergarten.

Ms. Price voted against the motion with respect to the masking portion and in favor of the portion regarding the elimination of cohorting.

The Board directed Mr. Jeromy to implement the approved changes to the School's COVID-19 mitigation strategies.

**Adjournment:**

A motion to adjourn the meeting was made, duly seconded. All members approved.

There being no further business to come before the Board, the meeting was adjourned at approximately 7:51 p.m.

Respectfully submitted,

Geoffrey Williams  
Vice Chairman  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS  
DCS MONTESSORI CHARTER SCHOOL (the "School")  
Thursday, August 23, 2021**

**Directors Present:** Jessica Wood (Chairman), Geoff Williams (Vice-Chairman), Kirk Gray (Treasurer), Cecilia Stewart, Trisha Price and Dan Cascarano

**Directors Absent:** None

**Head of School ("HOS") Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 5:30 p.m. and Mr. Williams was designated to maintain minutes of the meeting. Ms. Stewart was not present at the start of the meeting. Ms. Stewart joined the meeting late.

Ms. Wood read the Mission and the Ends.

Mr. Johnson provided introductory comments to the Board and members of the public in attendance regarding the recent public health order issued by the Tri-County Health Department requiring facial coverings for all individuals aged 2 years and older in schools and child care settings starting on September 1, 2021 (the "Public Health Order"). Mr. Johnson also discussed the effect of the recent decision of the Board of County Commissioners of Douglas County to opt out of the Public Health Order. Mr. Johnson explained that the School was legally required to comply with the Public Health Order. Next, Mr. Johnson discussed the legal standard of care that the School needed to follow as it relates to implementing COVID-19 mitigation strategies at the School.

Next, Ms. Wood then made a statement that the Board was committed to trying to make the best decisions it could to protect the students and staff at the School relating to COVID-19.

**Public Comment: (GP-12 Public Participation)**

The Board opened up the meeting for comments from the public. Approximately 9 members of the public provided comments, suggestions, opinions and questions to the Board regarding their views of on masking as a COVID-19 mitigation strategy. Public comment lasted approximately 25 minutes.

**HOS Report: Jeromy Johnson**

Mr. Johnson led a discussion responding to some of the questions asked by the public during the public comment portion of the meeting, including the School's legal ability to potentially opt out of the Public Health Order. The Board asked questions of Mr. Johnson. A discussion ensued.

**Monitoring: (EL-1, EL-2, EL-11)**

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-1. A motion, duly seconded, was made to approve EL-1 as a reasonable interpretation. All members approved.

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-2. A motion, duly seconded, was made to approve EL-2 as a reasonable interpretation. All members approved.

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-11. A motion, duly seconded, was made to approve EL-11 as a reasonable interpretation. All members approved.

Mr. Johnson presented the enrollment report. Mr. Johnson noted that enrollment was above the budgeted amount. The Board asked questions of Mr. Johnson. A discussion ensued.

Ms. Stewart joined the meeting.

Next, Mr. Cascarano led a discussion regarding the possibility of the School pursuing a waiver to allow the School to opt out of the Public Health Order. Mr. Jeromy provided his input on the potential waiver. The Board asked questions of Mr. Cascarano. A discussion ensued. Following such discussion, Mr. Cascarano made a motion to have the School pursue a waiver to opt out of the Public Health Order. Ms. Price seconded the motion. Mr. Cascarano and Ms. Price voted in favor of the motion. Ms. Wood and Ms. Stewart and Mr. Gray and Williams voted against the motion. The motion was not approved by the Board.

**Policy Review: (GP-1, 2, 3, 6, 8 and 11 and EL-1, 2 and 11, B/S R-1, 2 and 3)**

The Board reviewed GP-1, 2, 3, 6, 8 and 11 and EL-1, 2 and 11, and B/S R-1, 2 and 3. No changes were suggested by the Board.

**Administrative:**

The next item discussed was the approval of the minutes from the May 17, 2021 meeting. A discussion occurred. Following discussion, and upon motion, duly seconded, the minutes of that meeting were approved by Ms. Stewart, Ms. Wood, Mr. Gray and Mr. Williams. Ms. Price and Mr. Cascarano abstained as they were not present at that meeting.

Next, Mr. Johnson led a discussion about the need for the Board to appoint director to replace a vacancy on the Board. It was noted that the vacancy resulted from Andrea Patterson moving her family closer to Denver earlier in the summer. Mr. Johnson noted that pursuant to the School's bylaws, the Board is required to appoint a new member of the Board and that the person appointed would serve the remainder of Ms. Patterson's term. A discussion occurred concerning the process to fill the vacancy occurred. The Board agreed upon a process to fill the vacant seat on the Board, including a process to notify the members of the School who wished to be considered for the vacancy by the Board.

**MEETING OF THE BOARD OF DIRECTORS**  
**DCS MONTESSORI CHARTER SCHOOL (the “School”)**  
**Thursday, August 23, 2021**

**Directors Present:** Jessica Wood (Chairman), Geoff Williams (Vice-Chairman), Kirk Gray (Treasurer), Cecilia Stewart, Trisha Price and Dan Cascarano

**Directors Absent:** None

**Head of School (“HOS”) Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 5:30 p.m. and Mr. Williams was designated to maintain minutes of the meeting. Ms. Stewart was not present at the start of the meeting. Ms. Stewart joined the meeting late.

Ms. Wood read the Mission and the Ends.

Mr. Johnson provided introductory comments to the Board and members of the public in attendance regarding the recent public health order issued by the Tri-County Health Department requiring facial coverings for all individuals aged 2 years and older in schools and child care settings starting on September 1, 2021 (the “Public Health Order”). Mr. Johnson also discussed the effect of the recent decision of the Board of County Commissioners of Douglas County to opt out of the Public Health Order. Mr. Johnson explained that the School was legally required to comply with the Public Health Order. Next, Mr. Johnson discussed the legal standard of care that the School needed to follow as it relates to implementing COVID-19 mitigation strategies at the School.

Next, Ms. Wood then made a statement that the Board was committed to trying to make the best decisions it could to protect the students and staff at the School relating to COVID-19.

**Public Comment: (GP-12 Public Participation)**

The Board opened up the meeting for comments from the public. Approximately 9 members of the public provided comments, suggestions, opinions and questions to the Board regarding their views of on masking as a COVID-19 mitigation strategy. Public comment lasted approximately 25 minutes.

**HOS Report: Jeromy Johnson**

Mr. Johnson led a discussion responding to some of the questions asked by the public during the public comment portion of the meeting, including the School’s legal ability to potentially opt out of the Public Health Order. The Board asked questions of Mr. Johnson. A discussion ensued.

**Monitoring: (EL-1, EL-2, EL-11)**

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-1. A motion, duly seconded, was made to approve EL-1 as a reasonable interpretation. All members approved.

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-2. A motion, duly seconded, was made to approve EL-2 as a reasonable interpretation. All members approved.

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-11. A motion, duly seconded, was made to approve EL-11 as a reasonable interpretation. All members approved.

Mr. Johnson presented the enrollment report. Mr. Johnson noted that enrollment was above the budgeted amount. The Board asked questions of Mr. Johnson. A discussion ensued.

Ms. Stewart joined the meeting.

Next, Mr. Cascarano led a discussion regarding the possibility of the School pursuing a waiver to allow the School to opt out of the Public Health Order. Mr. Jeromy provided his input on the potential waiver. The Board asked questions of Mr. Cascarano. A discussion ensued. Following such discussion, Mr. Cascarano made a motion to have the School pursue a waiver to opt out of the Public Health Order. Ms. Price seconded the motion. Mr. Cascarano and Ms. Price voted in favor of the motion. Ms. Wood and Ms. Stewart and Mr. Gray and Williams voted against the motion. The motion was not approved by the Board.

**Policy Review: (GP-1, 2, 3, 6, 8 and 11 and EL-1, 2 and 11, B/S R-1, 2 and 3)**

The Board reviewed GP-1, 2, 3, 6, 8 and 11 and EL-1, 2 and 11, and B/S R-1, 2 and 3. No changes were suggested by the Board.

**Administrative:**

The next item discussed was the approval of the minutes from the May 17, 2021 meeting. A discussion occurred. Following discussion, and upon motion, duly seconded, the minutes of that meeting were approved by Ms. Stewart, Ms. Wood, Mr. Gray and Mr. Williams. Ms. Price and Mr. Cascarano abstained as they were not present at that meeting.

Next, Mr. Johnson led a discussion about the need for the Board to appoint director to replace a vacancy on the Board. It was noted that the vacancy resulted from Andrea Patterson moving her family closer to Denver earlier in the summer. Mr. Johnson noted that pursuant to the School's bylaws, the Board is required to appoint a new member of the Board and that the person appointed would serve the remainder of Ms. Patterson's term. A discussion occurred concerning the process to fill the vacancy occurred. The

Board agreed upon a process to fill the vacant seat on the Board, including a process to notify the members of the School who wished to be considered for the vacancy by the Board.

The Board next discussed the appointment of officers for 2021-22. Following such discussion, and upon motion, duly seconded, the Board unanimously appointed each of the following persons as officers of the School to serve until his or her successor is duly elected and qualified or until his or her earlier death, resignation, retirement or removal:

Jessica Wood - Chairman

Cecilia Stewart - Vice Chairman

Geoff Williams - Secretary

Kirk Gray - Treasurer

Next, the Board reviewed the proposed schedule of meetings for 2021-22, a copy of which was circulated to the Board in advance of the meeting. A discussion occurred. Following discussion, and upon motion, duly seconded, the schedule of meetings for 2021-22 was unanimously approved.

Next, the Board reviewed the annual task calendar for 2021-22, a copy of which was circulated to the Board in advance of the meeting. A discussion occurred. Following discussion, and upon motion, duly seconded, the annual task calendar for 2021-22 was unanimously approved.

Next, the location of the posting of the notices of Board meetings and agendas was discussed. Following discussion, and upon motion, duly seconded, the Board unanimously approved the posting location to be communicated on (i) the School's website and (ii) by email to the members of the School. It was noted that Mr. Johnson and the Board would endeavor to post the notice for each meeting and agenda at least 24 hours in advance and ideally in most instances 72 hours in advance of the meeting date and time.

Next, the Board discussed its duty to engage with the members of the School. A discussion ensued. Following discussion, the Board agreed to create a survey for the members of the School regarding COVID-19 matters.

Next, the Board discussed the appointment of directors to serve on the HOS Evaluation Committee for 2021-22. Following such discussion, and upon motion, duly seconded, the Board unanimously appointed each of the following persons to serve on the HOS Evaluation Committee and to serve until his or her successor is duly elected and qualified or until his or her earlier death, resignation, retirement or removal:

Cecelia Stewart and Dan Cascarano.

The Board discussed the next meeting date. A discussion ensued. Following discussion, the Board agreed to schedule a new meeting for September 13, 2021 at 6:00 p.m. to consider the applicants that apply to fill the vacant seat on the Board and to potentially appoint one of the applicants to fill the vacant seat at that meeting.

Mr. Cascarano led a discussion about the possibility of having meetings of the Board in person. It was noted that some members might prefer attending meetings using Zoom or video due to scheduling conflicts or due to concerns about COVID-19. Mr. Jeromy noted that attendance at the meetings of the Board had increased substantially due to the use of Zoom. A discussion ensued regarding the possibility of conducting meetings where persons could attend in-person and by Zoom/video in the future. Mr. Jeromy noted that certain technology issues needed to be resolved to be able to have in-person meetings that could also be attended by members who wished to attend by video/Zoom. Mr. Jeromy agreed to work on the technology issues and report back to the Board.

The Board reviewed GP-10 and conducted a self-assessment in accordance with its governance policies.

**Adjournment:**

A motion to adjourn the meeting was made that was duly seconded. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 8:26 p.m.

Respectfully submitted,

Geoffrey Williams

Secretary

DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "Board")  
DCS MONTESSORI CHARTER SCHOOL (the "School")  
Monday, September 13, 2021**

**Directors Present:** Jessica Wood (Chairman), Cecilia Stewart (Vice-Chairman), Kirk Gray (Treasurer), Trisha Price, Dan Cascarano and Geoff Williams (Secretary)

**Directors Absent:** None

**Head of School ("HOS") Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:00 p.m. and Mr. Williams was designated to maintain minutes of the meeting.

Ms. Wood read the Mission and the Ends.

**Public Comment: (GP-12 Public Participation)**

The Board opened up the meeting for comments from the public. One member of the public provided comment concerning the timing of the parent survey that was discussed at a prior meeting of the Board.

**New Director Appointment**

Ms. Wood explained the purpose of the meeting was for the Board to appoint a new director to fill a vacancy on the Board pursuant to the School's Bylaws. Mr. Johnson next led a discussion concerning the process that the Board should use to fill the vacancy. The Board asked questions of Mr. Johnson. A discussion ensued.

Next, Ms. Wood read the names of the nine candidates who responded to the Board's request for candidates to fill the vacancy on the Board. The nine candidates were: Craig Blumengold, Michele Fleming, Michael Gauthier, Joseph Hickman-Rangel, Seth Lyons, Hollis Moore, Tammy Overacker, Michael Sparks and Anna Zimmermann.

Ms. Wood led a discussion concerning the candidates. Next, Ms. Wood asked each director to identify one or two directors that they recommended the Board to consider to fill the vacancy and the reasons for such recommendation. Each director discussed one or two directors that he/she felt would be a good addition to the Board. A discussion ensued concerning which candidate would be best to fill the vacancy on the Board. A majority of the Board stated that due to the COVID-19 pandemic, that they thought the Board would benefit from having a new member of the Board that possessed either public health experience/training or someone with medical training/experience. In accordance with the School's Bylaws, following such discussion, a motion,

duly seconded, was made to appoint Anna Zimmermann to the Board to serve until her successor is duly elected and qualified or until her earlier death, resignation, retirement or removal. The motion was approved by Ms. Stewart, Ms. Wood, Mr. Gray and Mr. Williams. Ms. Price and Mr. Cascarano voted against the motion. During the meeting, it was noted that Ms. Zimmermann is a pediatrician/neonatologist.

### **Survey**

Next, the Board discussed the parent and teacher survey regarding COVID-19 that had been discussed at previous meetings of the Board. A discussion ensued. Following such discussion, Mr. Price and Ms. Stewart were directed by the Board to work together to finalize the survey and work with Mr. Johnson to distribute the survey to parents and teachers.

### **Adjournment:**

A motion to adjourn the meeting was made that was duly seconded. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 7:04 p.m.

Respectfully submitted,

Geoffrey Williams  
Secretary  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “Board”  
DCS MONTESSORI CHARTER SCHOOL (the “School”)  
Monday, September 20, 2021**

**Directors Present:** Jessica Wood (Chairman), Cecilia Stewart (Vice-Chairman), Kirk Gray (Treasurer), Geoff Williams (Secretary), Trisha Price, Dan Cascarano and Anna Zimmermann.

**Directors Absent:** None

**Head of School (“HOS”) Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:00 p.m. and Mr. Williams was designated to maintain minutes of the meeting.

Mr. Williams read the Mission and the Ends.

Ms. Wood noted that the parent and teacher surveys would be distributed tomorrow.

**Public Comment: (GP-12 Public Participation)**

The Board opened up the meeting for comments from the public. Two members of the public provided comments. One comment related to the possibility of recording on video meetings of the Board. The Board and Mr. Jeromy agreed to look into the matter and to consult legal counsel for the School on the matter.

**HOS Report: Jeromy Johnson**

Mr. Johnson led a discussion providing his update on activities and events that had occurred at the School since the last meeting. Among other things, Mr. Johnson discussed matters relating to COVID-19, including masking, quarantine rules and medical exemptions to the masking requirement in the School. The Board asked questions of Mr. Johnson. A discussion ensued.

Next, Mr. Johnson led a discussion regarding operations at the middle school. Among other things, Mr. Johnson discussed testing results, exit surveys for graduating 8<sup>th</sup> graders and staffing matters. The Board asked questions of Mr. Johnson. A discussion ensued.

Next, Mr. Johnson led a discussion concerning enrollment at the School. Mr. Johnson noted that enrollment was at or above budgeted amounts. The Board asked questions of Mr. Johnson. A discussion ensued.

**Monitoring: (EL-5 and 7)**

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-5. A discussion ensued. Following such discussion, a motion, duly seconded, was made to approve EL-5 as a reasonable interpretation. All members approved.

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-7. A discussion ensued. Following such discussion, a motion, duly seconded, was made to approve EL-7 as a reasonable interpretation. All members approved.

**Policy Review: (EL-5 and 7, B/S R-4 and 5)**

The Board deferred review of EL-5 and 7 until the next meeting of the Board.

The Board reviewed B/S R-4 and 5. No changes were suggested by the Board.

**Administrative:**

As discussed at prior meetings, Mr. Cascarano inquired of Mr. Johnson about whether he had made any progress in figuring out the technological challenges that would permit the Board to conduct in-person meetings while at the same time to permit those members of the School and/or Board who could not attend in person or were not comfortable for COVID-19 reasons to attend using Zoom or video conference. Mr. Johnson noted that he was making progress and would report back to the Board on the matter. The Board asked questions of Mr. Johnson. The Board discussed the advantages and disadvantages of in-person meetings versus meetings using Zoom.

The next item discussed was the approval of the minutes from the meetings of the Board held on August 10 and 23, 2021. A discussion occurred. Following discussion, and upon motion, duly seconded, the minutes of the meetings were approved by Ms. Stewart, Ms. Wood, Mr. Gray, Mr. Williams, Ms. Price and Mr. Cascarano. Ms. Zimmermann abstained as she was not a member of the Board during those meetings.

The Board reviewed GP-10 and conducted a self-assessment in accordance with its governance policies. No significant issues were noted.

**Adjournment:**

A motion to adjourn the meeting was made that was duly seconded. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 7:45 p.m.

Respectfully submitted,

Geoffrey Williams  
Secretary  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “Board”)  
DCS MONTESSORI CHARTER SCHOOL (the “School”)  
Monday, October 11, 2021**

**Directors Present:** Jessica Wood (Chairman), Cecilia Stewart (Vice-Chairman), Kirk Gray (Treasurer), Geoff Williams (Secretary), Trisha Price, Dan Cascarano and Anna Zimmermann.

**Directors Absent:** None

**Head of School (“HOS”) Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:00 p.m. and Mr. Williams was designated to maintain minutes of the meeting.

Mr. Williams read the Mission and the Ends.

Ms. Wood discussed the new public health order that was published recently by the newly created Douglas County Board of Health.

**Public Comment: (GP-12 Public Participation)**

The Board opened up the meeting for comments from the public. Approximately six members of the public provided comments regarding the School’s COVID-19 mitigation strategies.

**Community Survey Results**

Ms. Price and Ms. Stewart led a discussion concerning the results of the recent community survey regarding COVID-19. Ms. Stewart summarized the results of the survey. After the discussion led by Ms. Price and Ms. Stewart, the other members of the Board asked questions. A discussion ensued. Following the discussion, the Board authorized Ms. Price and Ms. Stewart to send the survey results to the members of the School.

**HOS Report: Jeromy Johnson**

Mr. Johnson led a discussion of the new public health order and provided an update on activities and events that had occurred at the School since the last meeting. Among other things, Mr. Johnson discussed the current number of masking exemptions at the School and noted that he expected that number to increase due to the new public health order that the newly created Douglas County Board of Health recently issued. The Board asked questions of Mr. Johnson, including questions concerning additional COVID-19 mitigation strategies that could be used at the School to counteract the fact that it was reasonable to expect that more children would not be wearing masks in the School as a result of the new public health order. A

discussion ensued. Following such discussion, a motion, duly seconded, was made for the HOS to (i) re-implement physical distancing as a COVID-19 mitigation strategy in any classroom that has three or more children who were not wearing masks; (ii) communicate with the parents of children in any such class that has three or more children in their child's class who are not wearing masks to allow for the parents to evaluate the risk of sending their children to School; and (iii) communicate with the Board about the number of classes in which three or more children are not wearing masks. The motion was unanimously approved by the Board.

**Monitoring: (EL-4 and 11)**

Mr. Johnson reviewed the quarterly budget pursuant to EL-11. The Board asked questions regarding the budget. A discussion ensued. No issues or concerns with the budget were noted by the Board or Mr. Johnson.

Mr. Johnson reviewed the written monitoring report provided to the Board in advance of the meeting. The Board asked questions regarding the monitoring report for EL-4. A discussion ensued. Following such discussion, a motion, duly seconded, was made to approve EL-4 as a reasonable interpretation. All members approved.

Mr. Williams left the meeting due to an emergency. Ms. Wood agreed to take minutes for the remainder of the meeting.

**Policy Review: (EL-4, 5 and 7, GP 4, 5, 7, 9 and 10)**

The Board reviewed EL 4, 5 and 7. No changes were recommended by the Board.

The Board reviewed GP 4, 5, 7, 9 and 10. No changes were recommended by the Board.

**Administrative:**

The next item discussed was the approval of the minutes from the meetings of the Board held on September 13, 2021 and September 20, 2021. A discussion occurred. Following discussion, and upon motion, duly seconded, the minutes of those meetings were approved by Ms. Stewart, Ms. Wood, Mr. Gray, Ms. Zimmerman, Ms. Price and Mr. Cascarano.

The Board discussed the process and timeline for the annual HOS evaluation.

The Board reviewed GP-10 and conducted a self-assessment in accordance with its governance policies. No significant issues were noted.

**Adjournment:**

A motion to adjourn the meeting was made that was duly seconded. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 9:45 p.m.

Respectfully submitted,

Geoffrey Williams  
Secretary  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “Board”)  
DCS MONTESSORI CHARTER SCHOOL (the “School”)  
Wednesday, October 13, 2021**

**Directors Present:** Jessica Wood (Chairman), Cecilia Stewart (Vice-Chairman), Kirk Gray (Treasurer), Geoff Williams (Secretary), Trisha Price, Dan Cascarano and Anna Zimmermann.

**Directors Absent:** None

**Head of School (“HOS”) Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:30 p.m. and Mr. Williams was designated to maintain minutes of the meeting.

Mr. Williams read the Mission and the Ends.

**Executive Session**

Pursuant to Colorado Revised Statutes, Section 24-6-402(4), the Board entered into executive session to discuss the results of the recent teacher survey concerning COVID-19 which involves personnel matters.

The Board exited executive session.

**Adjournment:**

A motion to adjourn the meeting was made that was duly seconded. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 7:46 p.m.

Respectfully submitted,

Geoffrey Williams  
Secretary  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “Board”)  
DCS MONTESSORI CHARTER SCHOOL (the “School”)  
Monday, November 29, 2021**

**Directors Present:** Jessica Wood (Chairman), Cecilia Stewart (Vice-Chairman), Kirk Gray (Treasurer), Geoff Williams (Secretary), Trisha Price, Dan Cascarano and Anna Zimmermann.

**Directors Absent:** None

**Head of School (“HOS”) Present:** Jeromy Johnson

**Call to Order: Reading of mission and Ends-1**

The meeting was called to order by Ms. Wood at approximately 6:02 p.m. and Mr. Gray was designated to maintain minutes of the meeting.

Ms. Wood read the Mission and the Ends.

Ms. Wood then discussed some open meeting etiquette and process regarding (specifically hand raising) requesting public comment. We also discussed avoiding the use of cellphones to communicate during board meetings. Finally, a comment was made on recordings of board meetings. Discussion ensued about legal ramifications of said recordings. Ms. Wood made a motion to not record the evening’s meeting until discussions have taken place with legal counsel, Ms. Stewart seconded the motion.

For: Mr. Williams, Mr. Gray, Ms. Wood, Ms. Zimmerman, Ms. Stewart  
Against: Mr. Cascarano, Ms. Price

**Public Comment: (GP-12 Public Participation) 6:25**

The Board opened up the meeting for comments from the public.

Erica Kenney: Concern about the function of the board. Suggests a subcommittee to discuss COVID mitigations.

Devin Barnes: Wants recordings.

Tammy Overacker: Commends science-driven decision making of the board and HOS. Suggests a PHO waiver until more vaccinations have been completed in the student population.

**Member Grievance Hearing**

Ms. Wood laid out the details of the grievance by Mr. Gaudreault against Mr. Williams.

Mr. Gaudreault read his grievance to the board first.

Mr. Williams declined to add to his written response to the grievance.

Mr. Gaudreault added further comments.

Anna gave comments - we should be kind and considerate, but we are divided. It's important to have representation on both ends of the spectrum

Ms. Stewart - misrepresentation of the survey question that was cited saying 40% opposed mask wearing, and cited that we should not take the article in the grievance as medically sound. Ms. and touched on personal agendas being more of board members doing their job

Mr. Gaudrealt commented about the article cited in his grievance

Mr Cascarano asked Mr. Gaudrealt what he perceived about Mr. Williams' comment about not wearing masks at meetings, and Geoff clarified his recollection. Mr. Cascarano suggests recordings of board meetings.

Ms. Wood discussed her thoughts - we need to stay focused on the conduct of the board and HOS with regard to policy.

Mr. Gaudrealt complains about the board's upkeep of the bylaws

Ms. Stewart responds with how policy review works

Mr. Gray gave comments about choosing charity when dealing with past comments and intent, and to understand that we must respect context.

Mr. Gaudrealt reads one of Mr. Gray's email exchanges with Mr. Williams, and brings up past comments and intent.

Ms. Price calls the board corrupt, which starts discussion about communication policies and why the board is involved in COVID decisions at all.

Ms. Wood then comments on whether we are really overstepping, or even stepping.

Mr. Johnson speaks on the boards' email communication policy or lack thereof.

Ms. Stewart excuses herself from the meeting.

Ms. Wood calls for a motion in response to the grievance. No motion was made. Ms Wood suggests that we should read GP-13 and make sure it covers issues. Also suggested training in communication. Mr. Johnson suggested a motion .

Ms. Wood moves to review GP-6 and GP-13, and to conduct some board communication training. Ms. Zimmermann seconds.

For: Mr. Gray, Ms. Zimmerman, Ms. Price, Mr. Cascarano, Ms. Zimmerman, Ms Wood

Ms. Zimmermann moves to review the board policy on meeting recordings by Jan 10. Mr. Cascarano seconds.

For: Mr. Gray, Ms. Zimmerman, Ms. Price, Mr. Cascarano, Ms. Zimmerman, Ms Wood

The motions and process were clarified by Ms. Wood and Mr. Johnson.

### **HOS Report: Jeromy Johnson**

Mr. Jeromy discussed finance, handing off to Ms. Bonin, who discussed successful audit results, including CRF and ESSER1 funds that allowed the ending fund balance to be healthy. There was a slight change of

reporting, with how itemizations of capital budgets and depreciation are reported. Uneventful audit. Fiscally the school is healthy, and there is money for salary, training, and supplies.

Ms. Wood moves to approve the 21-22 budget. Ms. Zimmerman seconds. Unanimous.

#### **Monitoring: (EL-10) / Audit**

Mr. Johnson reviewed the budget process and guidelines pursuant to EL-10. Questions were raised around eligibility for COVID relief funds, but it was noted that the district handles those requirements and corresponding financial transfers, and not at a school level. No issues or concerns with the budget process were noted by the Board or Mr. Johnson.

A motion was made to approve the EL-10 interpretation and the audit results, by Mr. Williams, seconded by Mr. Cascarano. Unanimous Vote.

#### **Policy Review: (Ends-1)**

The Board reviewed Ends-1. Mr. Johnson notes that the policies are available on the school website, and discusses the process. While Ms. Zimmermann discussed possible future changes, no changes were recommended by the Board.

#### **Administrative:**

The next item discussed was the approval of the minutes from the meetings of the Board held on October 11, 2021 and October 13, 2021. A discussion occurred. Following discussion, and upon motion, duly seconded, the minutes of those meetings were approved by Ms. Stewart, Ms. Wood, Mr. Gray, Ms. Zimmerman, Ms. Price and Mr. Cascarano.

**Ms. Price moved to approve Oct 11 minutes, Ms. Zimmerman seconded, unanimous vote**  
**Mr Gray moved to approve Oct 13 minutes, Ms Price seconded, unanimous vote**

Board gave an update on the HOS evaluation committee. There is no update as of now on the committee work. The process update suggested by Mr. Johnson would be to redistribute some of the HOS evaluation work. There was a motion by Ms. Wood to redistribute the work of HOS Evaluation where

1) the Business Manager conducting the Staff Survey in early January (as always) and prepare the results for the HOS Eval committee, 2) the SAC to conduct the parent survey and provide the results to the HOS Eval committee, leaving 3) HOS Goals and Eval Board surveys to the HOS Eval committee

Seconded by Mr. Williams, unanimous

The Board reviewed GP-10 and conducted a self-assessment in accordance with its governance policies. An issue of trust was raised by Ms. Zimmermann, both between board members, and between some

members of the community and the board. Ms. Wood raised that we need to have more candid discussions internally as a board. There was also a question about universal courtesy on the meeting.

**Adjournment:**

A motion to adjourn the meeting was made by Ms. Zimmermann that was duly seconded. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 8:23 p.m.

Respectfully submitted,

Kirk Gray  
Treasurer  
DCS Montessori Board of Directors

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