

**MEETING OF THE BOARD OF DIRECTORS (the “board”)
DCS MONTESSORI CHARTER SCHOOL (the “school”)
Monday, January 5, 2022**

Directors Present: Jessica Wood (Chair), Kirk Gray (Treasurer), Trisha Price, Dan Cascarano and Anna Zimmermann

Directors Absent: Geoff Williams (recused himself)

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

Call to Order

The meeting was called to order by Ms. Wood at 6:03pm. Ms. Zimmermann was designated to maintain the minutes of the meeting.

Ms. Wood read the Mission and the Ends.

During the working group, the board reviewed the purpose of the Board, conducted a self evaluation and collaborated on goals and process moving forward. A subcommittee was appointed to review and draft policies as needed.

Looking forward, the board should be a strategic, goal driven support system for the HOS that provides clear expectations, goals and success criteria. The board will strive to be intentional and supportive.

The Board discussed ways to optimize moving forward. Mr. Gray and Ms. Zimmermann volunteered to look at current school policies and draft new policies as needed with regard to the goals discussed, including: maintain in-person learning, support mental health of staff and students, and staff retention.

The Board conducted an in-depth review of GP-6 and GP-13, an action item from the grievance filed against Mr. Williams in November. After a lengthy discussion, it was deemed that a new policy regarding grievances directed toward the board was needed (GP-13(a)), as there is currently no policy in place, nor easy guidance for families on the DCS Montessori website.

GP-6 was reviewed and suggestions for language around respect of dissenting opinions was shared. Mr. Jeromy suggested added language around confidentiality. Mr. Jeromy will edit and draft policy based on the Board’s discussion.

A motion to adjourn the meeting was made and seconded. All members approved the motion. The meeting was adjourned at 8:48pm.

Respectfully submitted,

Anna Zimmermann
DCS Montessori Board of Directors

MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Monday, January 10, 2022

Directors Present: Jessica Wood (Chair), Geoffrey Williams, Kirk Gray (Treasurer), Trisha Price, Anna Zimmermann, Dan Cascarano

Directors Absent: None

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

Call to Order

The meeting was called to order by Ms. Wood at 5:03pm. Ms. Zimmermann was designated to maintain the minutes of the meeting.

Mr. Williams read the Mission and the Ends.

Ms. Zimmermann motioned and Ms. Price seconded a motion to move into executive session per CRS 24-6-402(4)(b) - Conferences with an attorney to receive legal advice as related to the Sunshine Act and Open Meetings to discuss legal questions surrounding recording meetings and issues related to HOS and COVID-19 mitigation. Legal representation was present for the executive session.

The board moved out of executive at 6:20 based on motion by Ms. Zimmermann and seconded by Ms. Wood. No board member opposed.

Public Comment - 6:20pm

Public comments were solicited by the board. Brian McCarthy, Carol Berger and Andrea Gatchis had comments prepared for the board.

Grievance - Hollis Moore - 6:30pm

Hollis Moore was welcomed to the meeting by Ms. Wood, and Hollis proceeded with reading her public grievance against Geoff Williams, regarding an email written in August 2021. At the conclusion of reading her grievance, Mr. Williams read a prepared response.

Ongoing discussion of next steps continued until 7:45pm.

Mr. Cascarano made a motion to discuss removal of Mr. Williams from the board at the next meeting and Ms. Price seconded the motion. Mr. Gray voted no. Ms. Zimmermann voted no. Ms. Wood voted no. Motion did not pass.

Ms. Zimmermann motioned to host an executive session to discuss with legal council whether GP-6 was actually violated by the evidence provided in grievance. Mr. Cascarano seconds. Ms. Price votes yes. Mr. Gray votes no. Ms. Wood votes no. Motion passes and a meeting will be held with legal council.

Follow-up

1. Ms. Wood provided an overview of steps taken by the Board to address the corruption allegation by Ms. Price at the November board meeting. Ms. Price and Ms. Wood met after the conclusion of the prior board meeting to discuss the basis of the allegations and to determine if further investigations were necessary. Ms. Wood then provided a recap to directors and the HOS. Ms. Price made a statement in which she clarified her position that she feels there was dysfunction on the board, we had an excellent working group last week, and the board is headed in the correct direction.
2. The January 5 working session resulted in next steps including: edits to GP-6 and a new policy GP-13(a) Conflict Resolution. The Board conducted a self evaluation and collaborated on goals and process moving forward. Goals included: Maintain in-person learning, support mental health of staff and students, and staff retention. A subcommittee was appointed to review and draft policies as needed.

HOS Report

This has been a complicated return to school with Omicron transmission. As a result, there have been 40 total reported COVID infections in the last week. The school has been working to react to all changes from CDC and CDPHE regarding timing of return to school and isolation.

Monitoring Reports

1. EL-8. Staff Evaluation. Policy ensures there is a methodology to support, review, and evaluate our teachers.
2. EL-13. Continuity and Consistency. The school is constantly having a dialogue about creating commonality to all of our students.

At 8:31pm, Ms. Price needed to excuse herself from the meeting for a family matter.

Motion to accept EL-8 and EL-13 as reasonable interpretation made by Mr. Williams and seconded by Mr. Gray. Approved without objections by the board, noting that Ms. Price was not present for this vote.

EL-11.1. Budget reviewed. We have several major expenses for site improvements coming up this year, which were emailed out in the Newsletter last week. New gym floor, new outside doors, landscaping projects and external repairs, and an elevator are on the list of expected upcoming large expenditures.

Policy Review

1. GP-13-no suggested changes
2. GP-12 - no suggested changes
3. GP-14 - no suggested changes
4. EL-8 - no suggested changes

Administrative items

Open Board Seat

There is an open seat on the board after a recent resignation. There were 9 candidates: Craig Blumengold, Clark Callahan, Leigh Camel, Mike Gauthier, Laura Kent, Tammy Overacker, Yoseph Ratner, Matt Robison, and Adriana Sosa.

Ms. Wood and Ms. Zimmermann brought forward Matt Robison.

Mr. Cascarano brought forward Craig Blumengold and Laura Kent.

Mr. Williams brought forward Tammy Overacker and Matt Robison.

Mr. Gray brought forward Matt Robison.

Ms. Price brought forward Craig Blumengold, Laura Kent, and Yoseph Ratner.

Three names rise to the top from the suggestions, Matt Robison, Craig Blumengold, and Laura Kent.

A motion was made to appoint Matt Robison to the open board seat that ends in May 2022 by Mr. Gray, and seconded by Ms. Zimmermann. Opposed by Ms. Price and Mr Cascarano. Approved by Mr. Gray, Ms. Zimmermann, Mr. Williams and Ms. Wood. Matt Robison has been appointed to the board.

As a reminder, elections are going to be in May 2022 and there will be 3 open positions on the board.

HOS Evaluation Committee

Mr. Williams motioned to add Mr. Gray to the committee, Ms. Price seconded the motion. Motion approved with no objections.

Mr. Cascarano outlined the timeline for the evaluation. Surveys will be going out to families, staff and the board. The HOS will do self-evaluation which will be distributed to the board. HOS evaluation be reviewed in executive session on Feb 15th, and final evaluation completed by the HOS Evaluation Committee with the HOS on Feb 22nd.

Recording of board meetings

The board has been discussing recording and posting of board meetings. This was discussed in executive session prior to this meeting with legal council. Ms. Wood and Mr. Cascarano summarized the options for recording meetings as discussed in executive session:

1. Recording can replace minutes. Once this occurs, the board may not go back to written minutes. Not recommended by legal counsel.
2. Recordings can be used to help with written minutes.
3. Recordings can be available for public to hear meeting at their availability, and not be used as minutes.

Pros and Cons of recording were discussed.

Ms. Zimmermann made the following motion:

The board will begin recording the board meetings on Zoom effective with the next meeting, to be available to the school community on the DCS Montessori website for a minimum of 30 days. This practice will be reviewed at the first board meeting of the 2022-2023 school year.

The motion was seconded by Ms. Price. Mr. Williams opposed the motion, wanting more legal input into the language of the motion. Ms. Wood, Mr. Gray and Mr. Cascarano approved the motion. We will send the motion to our legal council for input on language.

Board Meeting dates for remainder of 2022

Ms. Wood made a motion to amend our annual board meeting calendar for the remainder of the 2022 school year, through May to accommodate changes at the district level. Mr. Gray seconded the motion. All board members approved with no dissents. Meeting dates will be posted to the community.

Motion to adjourn made by Ms. Wood, seconded by Ms. Price. Meeting was officially adjourned at 9:53pm.

Respectfully submitted,

Anna Zimmermann
DCS Montessori Board of Directors

MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Tuesday, January 25, 2022

Directors Present: Jessica Wood (Chair), Kirk Gray (Treasurer), Trisha Price, Anna Zimmermann, Dan Cascarano

Directors Absent: Geoffrey Williams

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

Call to Order

The meeting was called to order by Ms. Wood at 2:02pm, and she read the Mission Statement.

Public Comment - 2:04pm

Public comments were solicited by the board.
Mr. Marc Gaudreault made a public comment.

There were no other public comments.

The meeting recording began after public comment in error. Mr. Jeromy provided a recap of Mr. Gaudreault's statement.

Ms. Wood made a motion to move into executive session per CRS 24-6-402(4)(b) - Conferences with an attorney to receive legal advice as related to the Sunshine Act and Open Meetings; & (f) Personnel Matters concerning the Head of School's Operational Management related to COVID-19, which Ms. Zimmermann seconded. Motion was passed without objections by all board members present and the board moved into executive session and ended the public meeting recording.

The board came out of executive session at 2:50pm and the public meeting recording was resumed. The following statement and motions were read by Ms. Wood.

Grievance Response:

In executive session, the board again discussed removal of Geoff Williams from the board. Without unanimous agreement to dismiss Mr. Williams from the board, we feel it is most appropriate to turn the decision of whether Mr. Williams should be re-elected to the school board at the end of his remaining term (3 months) to the school community.

For the remainder of this board term, we motion that:

1. Mr. Williams must copy a designated board director, Director Cascarano, in any emails with the HOS.
2. Mr. Williams' emails will be downloaded periodically and reviewed by the board prior to our regularly scheduled monthly board meetings.
3. Mr. Williams shall not hold a board officer position for the remainder of this term.

The motion was seconded by Ms. Zimmermann. Motion approved unanimously by all board members.

Motion to adjourn made by Ms. Wood, seconded by Mr. Gray. Unanimous approval. Meeting was officially adjourned at 2:59pm.

Respectfully submitted,

Anna Zimmermann
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Tuesday, February 1, 2022**

Directors Present: Jessica Wood (Chair), Kirk Gray (Treasurer), Trisha Price, Anna Zimmermann, Dan Cascarano, Geoffrey Williams, Matt Robison

Directors Absent: None

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

Call to Order

The meeting was called to order by Ms. Wood at 6:02pm, and she read the Mission Statement. Meeting recording was started.

Working Group - 6:04pm

The Board discussed the proposed additions to policies —

EL-4: The HOS shall not fail to in a timely manner, arrange for policies and medical supplies as deemed prudent by federal, state or local health authorities to maintain in-person learning.

EL-5: The HOS shall not fail to have a signed volunteer confidentiality agreement on file for all volunteers of the school. The HOS shall not fail to have a process for managing volunteers and/or visitors who breach the confidentiality agreement or visitation policies of the school.

EL7: The HOS shall not fail to provide staff with appropriate personal protective equipment aligned to federal, state or local health guidance and/or recommendations.

Working session ended at 6:38pm, and the Board moved back into public meeting.

6:39pm - Public Comment

Tammy Overacker and Jackie Lauer made public comments.

6:43 - HOS Update

Mr. Jeromy provided an overview of the information shared at the January 31 Tri-County Health Meeting regarding mask mandates in public and schools. Mr. Jeromy provided the DCSM population vaccination rates from the state vaccination registry: elementary student population on average is 53-55% vaccinated and the middle student population is 80% vaccinated.

Board members discussed pros and cons of removing the mask mandate. Ms. Zimmermann recapped some of the main data that is driving the Tri-County decisions to allow the mask mandate to be lifted. All members of the Board were able to provide feedback to Mr. Jeromy regarding his mask adaptability plan.

Next steps for Mr. Jeromy include:

1. Moving to a "Masks Strongly Recommended" phase with respect to choice in the form of consent forms for unmasking/masking being a parent decision not child's, in alignment with local health agencies and supported by a layered mitigation.
2. Providing a detailed written COVID-19 mitigation plan to be delivered in no less than two weeks.
3. Providing accommodations for students and staff of high risk.
4. Communicating teacher accommodations during extended close contact periods, such as lessons. Teachers have the right to ask students to mask when in extended close contact situations.

Ms. Zimmermann made a motion to move forward with removing the mask mandate in alliance with Tri-County recommendations effective February 5th with a written detailed plan provided to the board by Mr. Jeromy within 2 weeks detailing full mitigation strategies, accommodations for high risk students and monitoring program.

In favor: Ms. Zimmermann, Ms. Price, Mr. Gray, Mr. Cascarano, Ms. Wood

Opposed: Mr. Robison, Mr. Williams

Motion passed

Mr. Gray left the meeting.

8:08pm: EL-9

The HOS provided a compensation overview demonstrating DCSM is competitive against big and small districts, as well as Montessori schools. Douglas County is looking at a rebalancing of pay schedule.

Ms. Zimmermann motioned it was a reasonable interpretation of EL-9. Mr. Cascarano seconded the motion. All board members approved, none opposed.

8:20pm: EL-12

Ms. Wood made a motion that EL-12 is a reasonable interpretation, Mr. Robison seconded. All board members approved, none opposed.

8:30pm: Policy Review

No suggested reviews or changes to EL-9 or EL-12.

Comments solicited on GP-13(a) - a policy specific to grievance against a board member the board. The Board requested the HOS seek feedback from legal counsel on this draft.

Comments solicited on GP-6. Specifically regarding point 4, language added to be respectful of dissenting opinions. Specifically regarding point 7, Mr. Jeromy stated that what this past grievance brings up is privacy rights and who needs to know what information. The Family Education Right to Privacy Act (FERPA) essentially states that only people who need to know information about a student will have access to that student information. Language added to

protect FERPA Rights. Need to train directors on FERPA was noted. The Board requested the HOS seek feedback from legal counsel on this draft.

Motion made by Ms. Wood to accept the edits made to line 4 of GP-6. Ms. Price seconded the motion. No one opposed. All board members approve.

9:03pm: Administrative

Board officer role appointment (Vice Chair and Secretary)

Ms. Wood suggested Ms. Zimmermann for Vice Chair. Mr. Williams made a motion to appoint Ms Zimmermann as Vice Chair. Ms. Wood seconded the motion. No board member opposed. All board members approved.

Ms. Zimmermann was appointed as Vice Chair.

The Board discussed the role of secretary in light of recent legal counsel and the recording of meetings. A member of the DCSM staff will be appointed by the HOS to write minutes based on the meeting recording. Ms. Price volunteers to review meeting minutes and present them to the board for review as Secretary. Motion made to appoint Ms. Price as Secretary. All board members approved, no one opposed.

9:18pm: Review of Board Goal: Communication with the community.

The board has a duty to connect with the community, and Ms Wood suggested a list of tactics to improve communication:

- Directors individually participate in a Coffee with Mr. Jeromy
- Arrange director meet and greet during parent teacher conferences
- Provide a feature for anonymous feedback and questions on the Board webpage
- Directors individually participate in MEF Spirit Nights

9:28: HOS Evaluation

Surveys were sent to the board - nearly all have completed. HOS Evaluation is on target for completion.

9:32pm: Minute Approval

January 5th and 10th meeting minutes were discussed and approval was postponed pending director feedback.

9:41pm: Self Assessment

It was noted that we are typically running over time on our agenda.

Motion to adjourn made by Ms. Price at 9:48pm. Mr. Robison seconded. All present board members approved motion.

Anna Zimmermann
DCS Montessori Board of Directors

MEETING OF THE BOARD OF DIRECTORS (the "Board")
DCS MONTESSORI CHARTER SCHOOL (the "School")
Tuesday, March 1, 2022

Directors Present: Jessica Wood (Chairman), Anna Zimmermann (Vice-Chairman), Trisha Price (Secretary), Geoff Williams, and Matt Robison.

Directors Absent: Dan Cascarano and Kirk Gray (Treasurer)

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

Call to Order: Reading of mission and Ends-1 –Ms. Wood read the Mission and the Ends.

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

No comment was provided.

HOS Report: Jeromy Johnson

Mr. Jeromy commented that the primary discussion topic this month was an Enrollment Report and Exit Survey Summary with DCSM's Registrar, Ms. Brycie Strother.

Ms. Brycie Strother commented that Exit Surveys showed 51 responses with a majority of the families leaving for personal reasons, many moving out of state or closer to family, 27% leaving for educational reasons, 20% COVID related, with comments focused on politics in the classrooms evidenced by enforcement of COVID protocols.

Ms. Wood asked about the format of the survey and Ms. Brycie responded.

Ms. Price asked about the percentage of families that fill out the Exit Survey, Ms. Brycie responded that at 51 responses it was higher than usual, which was clarified by Mr. Robison. Discussion ensued regarding the increase in enrollment turnover for the last two years being greater than the average of prior years.

Ms. Brycie Strother commented that the Enrollment Report showed increases in turnover due to COVID policies, masking policies, some wanting us to be safer or the other way around. But Enrollment for next year shows us being full earlier in the process than any year she can remember (19 years), full by mid-December and waiting lists at every grade.

Mr Williams asked "why do you think this is? And Ms. Brycie commented that she thought it was the amount of construction occurring (new housing) nearby. Discussion ensued including marketing commentary. Mr. Robison asked about surveying new family data on "finding us" which we don't currently do.

Ms. Brycie concluded her reporting at 6:15

Mr. Jeromy commented tours have been full, and that we have received some referrals for older students at Middle School from district High School teachers.

Mr. Jeromy commented that transition in the school during COVID has been high, keeping Ms. Brycie busy, and the School Accountability Committee (SAC) discussed monitoring of retention data, which is currently trending negatively, as part of the annual Parent Satisfaction Survey process

Ms. Wood asked if DCS Montessori numbers are typical of state level and national data on student transition levels right now. Mr. Jeromy responded and discussion ensued regarding the economic and academic stresses transitions have.

Ms. Price asked at what levels, over time, that most transitions occur. Mr. Jeromy commented on levels with most change, P4 and 5th grade. Discussion ensued around these impacts and the addition of Administrative support to help students and staff navigate these changes.

Ms. Wood discussed moving into Executive Session per State Statute CRS 24-6-402 Personnel Matters related to the Head of School's Evaluation.

Mr. Williams motioned to enter Executive Session per State Statute CRS 24-6-402 Personnel Matters related to the Head of School's Evaluation. Ms. Price seconded the motion. All directors were in favor of the motion.

DCS Montessori Board of Directors entered Executive Session at 6:35 pm.

Mr. Williams motioned to exit Executive Session at 7:35 pm. Mr. Robison seconded the motion. All directors were in favor of the motion. The March 1st Meeting of the Board of Directors resumed at 7:35 pm.

Mr. Williams motioned to renew Mr. Jeromy's contract for the 2022-23 school year. Ms. Zimmerman seconded the motion. All directors were in favor of the motion. Mr. Jeromy accepted the offer to return for the 2022-23 school year as the DCS Montessori Head of School.

Policy Review: (Ends-1)

The Board reviewed GP-10. Discussion of GP-10 ensued. In the discussion, the Board determined that while it is following the intention of the policy, it was not adhering to the word of the policy.

Discussion ensued regarding edits to the policy GP-10. Edits were mainly language orientated reflecting the Boards current practice.

The Board agreed to review policy edits at next or future meetings.

Policy Discussions:

The Board engaged in discussions of infectious disease policy and related edits to Executive Limitations policies EL-4, EL-5, and EL-7.

Due to potential overlaps in policy, the Board engaged in discussion of a draft of new EL-15. Specific conversation dialogue was lengthy in considering the authorities to be referenced or not, specifically local health agencies, and language regarding policy types, and locations, such as word docs versus spreadsheets and the school handbooks. Drafts will be updated for review at next or future meeting

Discussion of overlaps in prior infectious disease policy edits ensued, including EL 4, 5, and 7. The Board discussed that proposed changes to EL-5 and EL-7 were redundant and were eliminated. The Board engaged in discussion concerning the language of proposed changes to EL-4. The Board agreed to review policy edits at next or future meetings.

Administrative:

The next item discussed was a Board Self-Assessment of GP-6. A discussion ensued around challenges and positives in reflection of this policy.

Board Retreat/Strategic Planning was discussed, trying to find dates in April. Board Chair will coordinate with the Head of School to find dates and location.

Election process was presented and discussion ensued regarding a "Call for Candidates" draft, petition requirement, dates and timelines of the process, and a "Meet the Candidates" night. There were specific discussions regarding the petition requirement that was waived, in prior years, due to COVID-19 concerns. Ms. Zimmerman motioned to approve the "Call for Candidates" and Election Process. Mr. Williams seconded the motion, and it was unanimously approved.

The next item discussed was the approval of the minutes from the meetings of the Board held on January 5th, 2022. A discussion occurred. Ms. Zimmerman motioned to approved, Ms. Wood seconded, the minutes of those meetings were approved by Ms. Wood, Ms. Zimmerman, and Ms. Price. Mr. Robison and Mr. Williams abstained.

The next item discussed was the approval of the minutes from the meetings of the Board held on January 10th, 2022. A discussion occurred. Ms. Wood motioned to approved, Ms. Trisha seconded, the minutes of those meetings were approved by Ms. Wood, Ms. Zimmerman, Mr. Williams and Ms. Price. Mr. Robison abstained.

The next item discussed was the approval of the minutes from the meetings of the Board held on February 1st, 2022. A discussion occurred. Ms. Wood motioned to approved, Ms. Zimmerman seconded, the minutes of those meetings were approved unanimously.

The next item discussed was the approval of the minutes from the meetings of the Board held on January 25th, 2022. A discussion occurred. Ms. Wood motioned to approved. Ms. Zimmerman seconded. the minutes of those meetings were approved by Ms. Wood, Ms. Zimmerman, and Ms. Price. Mr. Robison and Mr. Williams abstained.

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 by Ms. Price that was duly seconded by Ms. Zimmerman. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 9:30 p.m.

Respectfully submitted.

Trisha Price, Secretary
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “Board”)
DCS MONTESSORI CHARTER SCHOOL (the “School”)
Tuesday, March 29, 2022**

Directors Present: Jessica Wood (Chairman), Anna Zimmermann (Vice-Chairman), Trisha Price (Secretary), Geoff Williams, Dan Cascarano, and Matt Robison.

Directors Absent: Kirk Gray (Treasurer)

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

Call to Order: Reading of mission and Ends-1 -Ms. Wood read the Mission and the Ends.

Public Comment: (GP-12 Public Participation) 6:05

No comment was provided.

HOS Report: Jeromy Johnson

Mr. Jeromy commented “Write On!” MEF Fundraiser Spirit Day was today and went well

Mr. Jeromy then moved into discussion of the “Proposed Budget for 2022-23 School Year”. Mr. Jeromy denoted the purpose of the Proposed budget is to enter into work agreements with staff for the coming school year. The current understanding is that any changes to the 2022-23 budget is expected to be positive, as to more income, as opposed to being negative. The budget is based on a projection of 5.5% increase to Per Pupil Revenue (PPR), most of which is being put towards salaries and benefits.

Mr. Williams asked about having more income, but a balanced budget, looking for an explanation to where the funding went. Mr. Jeromy responded, and discussion ensued. Including potential increases in categorical funding from the state, and that this is a conservative projection.

Ms. Zimmerman motioned to approve the Proposed Budget for 2022-23 school year. Ms. Wood seconded the motion, and it was unanimously approved.

Grievance

The Board entered into discussions of a Board grievance filed by Mr. Williams against Ms. Price regarding potential violations of the Code of Conduct, at 6:15.

Ms. Wood discussed a change in process to potentially improve conducting the grievance process.

Ms. Wood provided an overview of the grievance at Mr. Williams’ request. Primarily, the grievance is based on a proposed violation of GP-6, the Board’s Code of Conduct. Specifically, the grievance expressed concerns over Director Price not wearing a mask in the school after the Board had voted to

implement a mask mandating policy, as well as concerns over Director Price declaring the Board as “corrupt” during a public meeting.

Ms. Wood asked the Board if there was any discussion necessary prior to the Board voting on whether or not this is a violation of GP-6, the Board’s Code of Conduct.

Mr. Cascarano asked questions around the timing of the Grievance, which some of which happened early in the school year. Mr. Williams responded that it represented a pattern of behavior. Discussion ensued.

Mr. Cascarano asked why Mr. Williams didn’t pick up the phone to discuss this with Director Price. Geoff responded. Discussion ensued.

Mr. Cascarano discussed prior conversations regarding the “corruption” allegation with the Board and Chairperson expressing he felt that matter was addressed by Director Price. Discussion ensued.

Ms. Price made a declarative statement that she did wear a mask during the meeting, but not within the school walking to the classroom where the meeting was held. Ms. Wood disagreed with this opinion. Discussion ensued.

Mr. Cascarano expressed a hope to move forward, and have unity. Mr. Williams’ responded. Ms. Zimmerman expressed a desire to move forward as well, explaining that behaviors have not been perfect. Discussion ensued.

Ms. Zimmerman motioned to vote that the actions did violate GP-6 Code of Conduct, Ms. Wood seconded the motion, Directors Zimmerman, Robison, Wood and Williams voted in favor, and Directors Price and Cascarano voted opposed. The motion passed 4-2.

Ms. Wood asked if any Directors believed action was necessary. Discussion ensued. Directors Zimmerman and Robison indicated they were not in favor of action. Ms. Wood discussed concerns with the types of behaviors referenced in this grievance, and her hopes for the Board to be thoughtful moving forward. No action regarding the grievance was requested.

Ms. Zimmerman motioned to enter into **Executive Session per State Statute CRS 24-6-402** to discuss a Legal Matter where Student Confidentiality is pertinent, Ms. Price seconded the motion, and the motion passed unanimously.

The Board of Directors entered **Executive Session at 7 pm.**

Mr. Williams motioned to exit Executive Session, Ms. Zimmerman seconded the motion. All directors were in favor of the motion.

The March 29th Meeting of the Board of Directors resumed at 8:47 pm.

Mr. Williams motioned to authorize Ms. Wood, the Board Chairperson, and Ms. Zimmerman, the Vice Chairperson, to conduct a process to choose an investigator to look into multiple student incidents that occurred in the school over this school year, to run the process of investigation, and then report back to the Board and HOS regarding the outcome of that process. Ms. Price seconded the motion, and the motion passed unanimously.

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 by Ms. Wood that was seconded by Mr. Williams. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 9:00 p.m.

Respectfully submitted,

Trisha Price, Secretary
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “Board”)
DCS MONTESSORI CHARTER SCHOOL (the “School”)
Monday, April 18, 2022**

Directors Present: Jessica Wood (Chairman), Anna Zimmermann (Vice-Chairman), Trisha Price (Secretary), Geoff Williams, Dan Cascarano, and Matt Robison.

Directors Absent: Kirk Gray (Treasurer)

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

Call to Order: Reading of mission and Ends-1 6:02 -Ms. Wood read the Mission and the Ends.

Mr. Williams motioned to enter into **Executive Session per State Statute CRS 24-6-402** to discuss Policy Guidance with School’s Legal Counsel, Ms. Zimmerman seconded the motion, and the motion passed unanimously.

The Board of Directors entered **Executive Session at 6:05 pm**.

Mr. Williams motioned to exit Executive Session, Mr. Robison seconded the motion. All directors were in favor of the motion.

Public Comment: (GP-12 Public Participation) 7:00 pm

No comment was provided.

Meet the Candidates:

Tammy Overacker, Adriana Sosa, Laura Kent, Matt Robison, and Anna Zimmerman, all spoke regarding their personal backgrounds

HOS Report: Jeromy Johnson 7:20 pm

Mr. Jeromy commented on facility projects on-going, discussed hiring processes underway, getting work agreements out to staff including signing bonuses. Mr. Jeromy discussed proposed salary changes in the district, and possible Mill Levy Override.

Mr. Jeromy then moved into discussion of the monitoring EL-6 Discipline and Bullying Prevention for the 2021-22 school year. He then reviewed that discipline incidents are increasing in the school, and the additions of Upper School Director and Mental Health Service increases are, at least in part, in order to serve that need, and potentially curb these increases. Directors asked questions and discussion ensued. Topics discussed include teaching regulation, curriculum, resources to support Social Emotional Learning (SEL), and staffing to support behavioral and mental health issues.

Ms. Zimmerman motioned to approve the EL-6 Monitoring Report as a reasonable interpretation. Ms. Price seconded the motion, and it was unanimously approved.

Middle School Report

Mr. Jeromy discussed the consistency of the core four teachers in the Middle School teaching team, and then presented both the positives of returning to normal and the complexity of needs of our Middle School students following COVID. The Middle School spring trips are planned with 7th graders attending Wildfire mitigation in the Colorado mountains, and 8th graders doing service work in Puerto Rico. Finally note was on the School Social Worker being present in the Middle School every Friday.

Mr. Jeromy closed with stating Spring is a time of change with lots of moving parts, so if anyone has concerns just reach out and ask questions.

Policy Review:

EL-6 Discipline and Bullying Prevention policy was reviewed with no changes.

GP-6 Board of Directors Code of Conduct was reviewed, and additional language that was previously reviewed, and was discussed with legal counsel. Mr. Williams made a motion to approve the amended GP-6 including changes recommended by legal counsel and FERPA requirements, Mr. Robison seconded the motion, and motion passed unanimously.

GP-13(a) Board of Directors Conflict Resolution with Board/Directors was reviewed as a new policy. Mr. Jeromy discussed the policy being less prescriptive based on discussions with legal counsel. Discussion ensued. Director Williams volunteered to continue policy development with GP-13(a) for review at the coming May meeting based upon Directors dialogue.

EL-15 Infectious Disease Policy was reviewed as a new policy. Discussion ensued regarding input from Legal Guidance. Mr. Williams made motion to approve EL-15 Infectious Disease Policy as revised per Legal Guidance, Ms. Zimmerman seconded the motion, and motion passed unanimously.

Administrative: 8:35 pm

Ms. Wood presented the Head of School Goals based on discussion at the Board's Working Session on April 4th, 2022. Mr. Robison volunteered to work on making the goals measurable.

Ms. Wood brought up a Stipend for the Head of School for his work supporting the Middle School in lieu of a Middle School Director, which was paid in the prior year. Discussion ensued on specifics and history. Ms. Wood motioned to approve a Stipend of \$6800 for the Head of School for his service to the Middle School, Mr. Robison seconded the motion, and the motion passed unanimously.

Ms. Price and Mr. Jeromy discussed an Election Update.

Discussion of changing the Board Election date from May 3rd to May 10th.

The next item discussed was the approval of the minutes from the meeting of the Board held on March 1st, 2022. A discussion occurred, specifically addressing stronger detail due to video recording the meetings which won't necessarily continue if meeting recordings cease to continue. Ms. Wood motioned to approve the minutes as a record of the meeting recording, Mr. Cascarano seconded the motion, and the motion was unanimously approved.

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 by Ms. Zimmerman that was seconded by Ms. Price. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 9:00 p.m.

Respectfully submitted,

Trisha Price, Secretary
DCS Montessori Board of Directors

MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Monday, May 9, 2022

Directors Present: Jessica Wood (Chair), Kirk Gray (Treasurer), Trisha Price (Secretary), Anna Zimmermann (Vice-Chair), Dan Cascarano, Matt Robison

Directors Absent: Geoff Williams

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

The meeting was called to order by Ms. Wood at 4:30 p.m., and she read the Mission and Ends. Meeting recording was started.

Public comment: None

The Board participated in Carver Governance Policy Grievance Process Training at 4:40 p.m. The training session ended at 5:25 p.m.

At 5:30 p.m. the Board voted unanimously to enter Executive Session per CRS 24-6-402 - Parent Grievance Student Matters, and Personnel Matters concerning Teaching Staff and Head of School. The Board voted unanimously to exit Executive Session at 8:48 p.m.

At 8:50 p.m. the Board resumed the public meeting and the meeting recording was started. The Board defined the following resolution the to Grievance:

1. DCSM will conduct an audit of the Title IX process within the school utilizing legal counsel. The audit will reflect the new 2022-23 administrative team structure, as well as focus on training, website, handbook, and responsible parties.
2. The Head of School will provide a communications plan for parental complaints before the start of the 2022-23 school year.
 1. Process will include:
 1. Timely Notification of Problem Statement
 2. Opportunity to Meet/Discuss the Problem
 3. Resolution Plan - provide a written plan confirming understanding between the parents and school
 4. Follow up communication following resolution implementation
3. Complete communications training for the DCSM administrative team and any other applicable staff before the start of the 2022-23 school year.
4. Ensure the DCS Montessori website and handbook clearly define pathways to Grieve the School.

Motion to adjourn made by Ms. Zimmerman at 9 p.m. Mr. Gray seconded. All present board members approved the motion.

Jessica Wood
DCS Montessori Board of Directors

MEETING OF THE BOARD OF DIRECTORS (the "Board")
DCS MONTESSORI CHARTER SCHOOL (the "School")
Monday, May 10, 2022

Directors Present: Jessica Wood (Chairperson), Anna Zimmermann (joined at 6:03) (Vice-Chairperson), Trisha Price (Secretary), and Matt Robison.

Directors Absent: Kirk Gray (Treasurer), Geoff Williams, and Dan Cascarano

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

Call to Order: Reading of mission and Ends-1 6:01 -Ms. Wood read the Mission and the Ends.

Public Comment: (GP-12 Public Participation) 6:05 pm

Tammy Overacker thanked the parents who had "stepped-up" to volunteer to be a part of the Board, by participating in the Board elections.

Board Election Results (DCSM Bylaws) 6:07 pm

Board of Directors Secretary, Director Trisha Price presented that the participation in the election process was high, more than double the previous year, with the following results:

The three open DCS Montessori Board of Director's seats will be taken by:

Anna Zimmermann, who received 88 votes (retaining her current seat on the Board)
Adriana Sosa, who received 60 votes (new electee parent member of the Board)
Craig Blumengold, who received 50 votes (new electee parent member of the Board)

Laura Kent, Tammy Overacker, and Matt Robison, did not get elected to the Board receiving roughly 40 votes, each.

HOS Report: Jeromy Johnson 6:10 pm

Mr. Jeromy presented Ms. Sheila Wolfe, DCS Montessori's Montessori Curriculum Director, to present her annual Adherence to Montessori Philosophy report.

Ms. Sheila Wolfe presented the 2021-22 Adherence to Montessori Philosophy report.

Ms. Wood inquired about our focus on Reading during the pandemic. Ms. Sheila responded and discussion ensued. Ms. Zimmermann inquired about curriculum changes from the state level. Ms. Sheila respond and discussion ensued. Ms. Zimmermann inquired about online programming and the potential continuation of state supplements. Ms. Sheila directed this question to Mr. Jeromy, who responded and

discussion ensued. State reading curriculum implementation, and CDE required reading training requirements for teachers were also discussed.

Mr. Jeromy presented the Adopted Budget for 2022-23 school year. The priorities discussed teacher salary maximization, benefits and PERA increases. Questions from Director Zimmermann include discussions of inflationary pressures as well as a return to cost for lunch programming, where Mr. Jeromy responded and discussion ensued.

Director Zimmermann made a motion to approve the 2022-23 Budget as presented, Director Robison seconded the motion, and the motion passed unanimously.

Mr. Jeromy presented the EL-3 Monitoring Report. Discussion ensued including specific Board member communications that were challenging during COVID, and questions whether this policy, as written, supports Board-Head of School relationships. Director Price made a motion to approve the EL-3 Monitoring Report as presented, Director Zimmermann seconded the motion, and the motion passed unanimously.

Mr. Jeromy presented the EL-10 Monitoring Report. Discussion ensued including specific discussions of the current budget and Finance Committee, its members, and review of the budget, and district involvement. Director Wood made a motion to approve the EL-10 Monitoring Report as presented, Director Robison seconded the motion, and the motion passed unanimously.

Policy Review:

Policy EL-3 was reviewed. No suggested changes to policies were made by directors.

Administrative: 7:00 pm

June Meeting discussed, placeholder determined for June 7th, but only if necessary.

Ms. Wood presented Thank You's to departing Board Members for their dedication to the school, specifically Mr. Robison, Mr. Williams, and Ms. Stewart.

The next item discussed was the approval of the minutes from the meeting of the Board held on March 29th, 2022. A discussion occurred, specifically Ms. Wood provided suggested edits. Mr. Robison motioned to approve the minutes as a record of the meeting recording, Ms. Zimmermann seconded the motion, and the motion was unanimously approved.

The next item discussed was the approval of the minutes from the meeting of the Board held on April 18th, 2022. A discussion occurred, specifically Ms. Wood provided suggested edits. Ms. Zimmermann motioned to approve the minutes as a record of the meeting recording, Mr. Robison seconded the motion, and the motion was unanimously approved.

Ms. Wood proposed looking into Bylaws Revisions as Board work for the coming school year.

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 by Ms. Zimmerman that was seconded by Mr. Robison. All members approved the motion.

There being no further business to come before the Board, the meeting was adjourned at approximately 7:15 p.m.

Respectfully submitted,

DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Tuesday, July 26, 2022**

Directors Present: Jessica Wood (Chair), Kirk Gray (Treasurer), Adriana Sosa, Dan Cascarano, Craig Blumengold, Anna Zimmermann (Vice-Chair) arrived 5:21 p.m.

Directors Absent: None

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

The meeting was called to order by Ms. Wood at 4:16 p.m., and she read the Mission and Ends.

Public comment: None

At 4:23 the Board voted to table to discussion of the open board seat until director Zimmerman arrives at the meeting. The Board discussed the size of the current Board (7 members) as governed by our bylaws versus the size of typical school boards for schools our size and larger (5 members).

The Board discussed administrative items. An Annual Task Calendar was circulated, reviewed and unanimously approved with a motion from director Gray, seconded by director Cascarano.

An Annual Meeting Schedule was circulated, reviewed and unanimously approved with a motion from director Gray, seconded by director Blumengold.

A Posting Location for Meetings was discussed and unanimously approved with a motion from director Wood, seconded by director Cascarano.

Code of Conduct and district confidentiality forms were discussed and signed by all directors. Conflict of Interest forms were discussed and signed by all directors. Director Gray disclosed his employment with Mc Graw Hill which supplies materials to the school, however he has never participated in sales with the school. Director Blumengold disclosed he operates a real estate business and takes part in sponsorships with the Montessori Education Foundation on behalf of his business.

The Board discusses Officer and committee roles and opportunities for consideration.

As there were no more agenda items to discuss, the Board revisited the open board seat at 4:47 p.m. without director Zimmerman. A motion was made by director Gray and seconded by director Wood to reach out to former director Matt Robison as to whether or not he would be willing and able to accept the open position. The motion did not pass. A second motion was made by director Sosa and seconded by director Blumengold to move forward with a call for candidates appointment process to fill the seat. The motion passed unanimously.

The Board reviewed the minutes from the May 9 and May 10 meetings. Director Wood motioned to accept the minutes with edits, director Zimmerman seconded. Director Gray voted to accept the minutes. Directors Sosa, Blumengold and Cascarano abstained as they were not present at those meetings.

At 5:12 the Board took a break. Director Gray exited the meeting and director Zimmerman joined the meeting.

At 5:21 the Board began a Working Session to conduct Board Training.

Motion to adjourn made by director Zimmerman at 8:18 p.m. director Blumengold seconded. All present board members approved motion.

Jessica Wood
DCS Montessori Board of Directors

MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Monday, August 8, 2022

Directors Present: Jessica Wood (Chair), Kirk Gray (Treasurer), Adriana Sosa, Dan Cascarano, Craig Blumengold, Anna Zimmermann (Vice-Chair)

Directors Absent: None

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

The meeting was called to order by Ms. Wood at 6:33 p.m., and she read the Mission and Ends.

Public comment: None

A motion to appoint former director, Matt Robison, was made by Mr. Gray and seconded by Mr. Blumengold. The motion passes unanimously.

Motion to adjourn made by Ms. Wood and seconded by Ms. Sosa. The motion passed unanimously at 6:37 p.m.

Jessica Wood
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Monday, August 15, 2022**

Directors Present: Jessica Wood (Chair), Kirk Gray (Treasurer), Adriana Sosa, Dan Cascarano and Craig Blumengold

Directors Absent: Anna Zimmerman (Vice Chair)

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

The meeting was called to order by Ms. Wood at 6:00 p.m., and she read the Mission and Ends. Ms. Wood was appointed to keep the minutes.

Public comment: No members of the public were present.

HOS Report: Jeromy Johnson

The Head of School provided an update on road construction in front of the building. A discussion ensued. The HOS provided an enrollment report. The school is over enrolled and there are waitlists for every grade.

Monitoring Report: (EL-1, EL-2, EL-11, EL-15)

The HOS and Board reviewed the monitoring reports for EL-1, EL-2 and EL-11. A discussion ensued. Following such discussion, a motion to approve EL-1, EL-2 and EL-11 as a reasonable interpretations was made by Mr. Blumengold and duly seconded by Ms. Sosa. All members of the Board approved the motion.

The HOS and Board reviewed the monitoring report for EL-15. A discussion ensued in which the HOS reported on the changing guidance from the Centers for Disease Control, Jogan Health and our school nurse. Following such discussion, a motion was made to release monthly reporting on EL-15 at this time; noting that at any time a director or the HOS may request the topic be added to the agenda and/or if any outbreaks are indicated by the state or local Board of Health the HOS shall communicate to the Board. The motion was made by Ms. Wood and duly seconded by Mr. Gray. All members of the Board approved the motion.

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

The Board reviewed policies EL-1, EL-2, EL-11, GP-1, GP-2, GP-6, B/S-R-1, B/S-R-2, B/S-R-3 for potential changes. No changes were suggested.

The Board reviewed policy GP-3. A motion was made by Ms. Wood and seconded by Mr. Cascarano to edit the policy from a quarterly review of process and performance to twice annually and to add such task to the annual task calendar. All members of the Board approved the motion.

The Board reviewed policy GP-8. A motion was made by Ms. Wood and seconded by Mr. Cascarano to rename the policy "Email" and to edit the beginning text to reflect this terminology update. All members of the Board approved the motion.

The Board reviewed policy GP-11. A motion was made by Mr. Cascarano and seconded by Mr. Robison to delete a duplicate "search" in 2.a. All members of the Board approved the motion.

Administrative:

The Board discussed officer and committee positions.

Ms. Wood nominated Mr. Gray as Treasurer and Mr. Robison seconded. All members of the Board approved the motion.

Mr. Gray nominated Ms. Sosa as Secretary, Mr. Blumengold seconded. All members of the Board approved the motion.

Ms. Wood nominated Ms. Zimmerman as Chair and Mr. Cascarano seconded. All members of the Board approved the motion.

Mr. Gray nominated Ms. Wood as Vice Chair, Mr. Blumengold seconded. All members of the Board approved the motion.

Mr. Blumengold nominated Ms. Wood and Mr. Cascarano to the HOS Evaluation Committee and Mr. Gray seconded. All members of the Board approved the motion.

The Board discussed upcoming training on September 12. The Board discussed a Community Engagement Plan, including a booth at the Back to School Bash on 9/9 and a Staff Appreciation Breakfast on 9/23.

Minutes from the July 26 meeting were reviewed. Mr. Cascarano motioned to accept the minutes, Mr. Gray seconded. Ms. Wood, Ms. Sosa and Mr. Blumengold approved, Mr. Robison abstained. Minutes from the August 8 meeting were reviewed. Mr. Gray motioned to accept the minutes, Mr. Cascarano seconded. Ms. Wood, Ms. Sosa and Mr. Blumengold approved, Mr. Robison abstained.

The Board conducted a self assessment per GP-10.

Adjournment:

Motion to adjourn made by Mr. Cascarano at 8:08 p.m., Mr. Gray seconded. All present board members approved motion.

Respectfully submitted,
Jessica Wood
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "Board")
DCS MONTESSORI CHARTER SCHOOL (the "School")
Monday, September 12, 2022**

Directors Present: Anna Zimmerman (Chair), Jessica Wood (Vice-Chair), Kirk Gray (Treasurer), Adriana Sosa (Secretary), and Matt Robison.

Directors Absent: Dan Cascarano and Craig Blumengold.

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

The meeting was called to order by Ms. Wood at 6:00 p.m., and she read the Mission and Ends. Ms. Wood was appointed to keep the minutes.

Public comment: No members of the public were present.

Upper School Director Report: Ms. Samhee provided a report on Middle school and Upper Elementary programs. A discussion ensued.

Monitoring Report: (EL-5, EL-7)

The HOS and Board reviewed the monitoring reports for EL-5, EL-7. A discussion ensued. Following such discussion, a motion to approve EL-5, and EL-7 as reasonable interpretations was made by Ms. Zimmerman and duly seconded by Mr. Gray. All members of the Board approved the motion.

HOS Report: Jeromy Johnson

The HOS provided a finance update including the master plan for construction and landscaping. A discussion ensued.

The HOS provided an update that the DCSD approved the proposed MLO and Bond to be on the Douglas County ballot in November. A discussion ensued.

The HOS provided an update on the state's FMLI, paid FMLA leave plan and a discussion ensued. A motion was made by Ms. Zimmerman to decline employer participation in the FMLI, paid FMLA leave plan, where the employees can still individually opt in the plan, and for those who do, the School will do its part. The motion was duly seconded by Ms. Wood. All members of the Board approved the motion.

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

The Board reviewed policy EL-5. A motion was made by Ms. Wood and seconded by Ms. Zimmerman to edit the policy by adding subparagraph "c" under item 12 with the following language: "c. Clearly define conflict resolution processes outlined in the Student & Parent Handbook". All members of the Board approved the motion.

The Board reviewed policy EL-7:

- A motion was made by Ms. Wood and seconded by Mr. Robison to change its opening paragraph to read: "With respect to treatment of paid and volunteer staff, the Head of School (HOS) shall not cause or allow conditions which are unfair, unsafe, undignified, unresponsive, or fail to provide appropriate confidentiality and privacy." All members of the Board approved the motion.
- A motion was made by Ms. Zimmerman and seconded by Mr. Robison to change item 2 of the policy as following: "2) Neglect staff opinion nor discriminate against any staff member for expressing dissent."

The Board reviewed the following policies B/S-R-4, S-R-5. No changes were suggested.

Administrative:

The Board discussed staff appreciation breakfast 9/23 at 7:30am.

Minutes from the August 15th meeting were reviewed. Ms. Wood motioned to accept the minutes, Mr. Gray seconded. Ms. Sosa and Mr. Robinson approved. Ms. Zimmerman abstained.

The Board conducted a self assessment per GP-10, set 2.

Adjournment:

Motion to adjourn made by Ms. Zimmerman at 8:15 p.m. Ms. Wood seconded. All present Board members approved motion.

Respectfully submitted,
Adriana Sosa
Secretary
DCS Montessori Board of Directors

MEETING OF THE BOARD OF DIRECTORS (the "Board")
DCS MONTESSORI CHARTER SCHOOL (the "School")
Monday, October 3, 2022

Directors Present: Anna Zimmermann (Chairperson), Jessica Wood (Vice-Chairperson), Kirk Gray (Treasurer), and Matt Robison, Craig Blumengold, Dan Cascarano, and Matt Robison.

Directors Absent: Adriana Sosa (Secretary)

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

Call to Order: Reading of mission and Ends-1 6:01 -Ms. Zimmermann read the Mission and the Ends.

Director Gray was appointed to take minutes in the Secretary's absence.

Public Comment: (GP-12 Public Participation) 6:05 pm

No members of the public were present.

HOS Report: Jeromy Johnson 6:10 pm

Monitoring Report: (EL 11.1)

Budget Discussion - Mr. Jeromy walked the board through the first quarter budget numbers, which are in line with expectations, and a discussion ensued.

Lower School Director Report: Ms. Sheila provided a report on Primary and Lower Elementary programs. Mr. Jeromy discussed curriculum approaches. A discussion ensued. Bringing back both the Lower and Upper School Directors in the Spring was discussed, along with the format for that discussion.

Monitoring Report: (EL-4)

The HOS and Board reviewed the monitoring report for EL-4. A discussion ensued, including notes about potentially unsafe crossings during the construction.

Following such discussion, a motion to approve EL-4 as a reasonable interpretation was made by Ms. Zimmermann and duly seconded by Mr. Robison. All members of the Board approved the motion.

Policy Review: (GP-3, GP-4, GP-5, GP-9, GP-10, EL-4)

The board reviewed policy GP-3 - A motion was made by Ms. Wood and seconded by Mr. Blumengold on #4 of GP-3 to review at each meeting rather than quarterly to read: "at each meeting" All members of the Board approved the motion.

In accordance with policy the board will update the task calendar to do policy review of GP-10 at the first board meeting of the school year.

The board reviewed policy GP-10 - A motion was made by Ms. Zimmermann and seconded by Mr. Blumengold to read: "at each meeting" All members of the Board approved the motion.

A motion was made by Ms. Zimmermann and seconded by Mr. Cascarano to update language to: "The board will review and discuss all of the following governance principles at the first meeting of the school year. Governance principles may be discussed at future meetings at the discretion of the board chairperson if the need so arises."

The board decided to adjust the task calendar to review GP-5 at the April meeting.

No other changes to policy were suggested following this review.

Administrative: 7:30 pm

- Discuss Teacher / Staff engagement - Ms. Wood presented alternative options for the HOS evaluation process, including survey to assess teacher/staff engagement and support, post Fall and Spring conferences. Also discussed potential for quarterly feedback opportunities.

- MLO Discussion and Resolution of Support

Ms. Wood made a motion to issue a resolution of support for MLO and Bond released by Mr. Jeromy to the school community after Fall Break, seconded by Ms. Zimmermann, all present board members approved the motion.

Minutes from the September 12th meeting were reviewed. Ms. Zimmermann motioned to accept the minutes, Ms. Wood seconded. Mr Gray and Mr. Robison approved. Mr Cascarano and Mr. Blumengold abstained.

The Board conducted a self assessment per GP-10, set 1.

Adjournment:

Motion to adjourn made by Ms. Zimmermann at 8:23 p.m. Ms. Wood seconded. All present Board members approved the motion.

Respectfully submitted,
Kirk Gray
Treasurer and Secretary (for the Day)
DCS Montessori Board of Directors

Respectfully submitted,

DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "board")
DCS MONTESSORI CHARTER SCHOOL (the "school")
Monday, December 05, 2022**

Directors Present: Jessica Wood (Vice-Chair), Anna Zimmerman (Chair), Adriana Sosa, Matt Robinson, and Craig Blumengold

Directors Absent: Kirk Gray (Treasurer), Dan Cascarano

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

The meeting was called to order by Ms. Wood at 6:00 p.m., and she read the Mission and Ends. Ms. Sosa was appointed to keep the minutes.

Public comment: No members of the public were present.

HOS Report: Jeromy Johnson & Rachel Bonin, Business Manager

The Business Manager provided an update on the finalized annual audit for school year 21/22. A discussion ensued. Director Zimmerman motioned to accept the 21/22 audit; Director Sosa seconded. All members of the Board approved the motion.

The Business Manager then went through the revised budget. A motion to approve was made by Ms. Sosa and duly seconded by Mr. Robinson. All members of the Board approved the motion.

The HOS provided the inside the school update on SAC Goals, professional development, enrollment and facilities. A discussion ensued.

Monitoring Report: (EL-10, EL-12)

The HOS and Board reviewed the monitoring reports for EL-10, and EL-12. A discussion ensued. Following such discussion, a motion to approve EL-10 and EL-12 as a reasonable interpretations was made by Mr. Blumengold and duly seconded by Ms. Sosa. All members of the Board approved the motion.

Policy Review: (EL-10, EL-22)

The Board reviewed policies EL-10, and EL-12 for potential changes. No changes were suggested.

Administrative:

Ms. Wood provided an update on the HOS Evaluation and presented timelines to the Board for approvals. A motion was made by Ms. Zimmerman and duly seconded by Ms. Sosa. All members of the Board approved the motion.

The Board discussed coming up with ideas in January for teacher appreciation efforts during the remainder of the school year.

The Board will approve October meeting minutes at the January meeting.

The Board also discussed the school response to the current infectious surge. A discussion ensued.

The Board conducted a self assessment per GP-10.

Adjournment:

Motion to adjourn made by Ms. Wood at 8:20 p.m. Mr. Robinson seconded. All present board members approved the motion.

Respectfully submitted,
Adriana Sosa
DCS Montessori Board of Directors