

**MEETING OF THE BOARD OF DIRECTORS (the "board")**  
**DCS MONTESSORI CHARTER SCHOOL (the "school")**  
**Tuesday, January 17, 2023**

**Directors Present:** Jessica Wood (Vice-Chair), Anna Zimmermann (Chair), Adriana Sosa (Secretary), Matt Robison, and Dan Cascarano

**Directors Absent:** Kirk Gray (Treasurer), Craig Blumengold

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

The meeting was called to order by Director Zimmermann at 6:04 p.m. Director Sosa read the Mission and Ends. Director Sosa was appointed to keep the minutes.

**Public comment:** No members of the public were present.

**HOS Report:** Jeromy Johnson

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

The HOS and Board reviewed the monitoring reports for EL-8, EL-11.1 and EL-13. A discussion ensued. Following such discussion, a motion to approve EL-8, EL-11.1 and EL-13 as reasonable interpretations was made by Director Wood and duly seconded by Director Zimmermann. All members of the Board approved the motion.

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

The Board reviewed policies EL-8, GP-12, GP-13, and GP-14 for potential changes. No changes were suggested to EL-8 and GP-14. The Board tabled for later review any changes to GP-12 and GP-13, which shall be looked at in due time once the Douglas County School District publishes their corresponding changes (if any).

**Administrative:**

Director Wood provided an update on the HOS Evaluation, which is on target. The Survey was sent to the BOD members for their response. Director Wood informed that Director Wood and Director Cascarano are working on a draft policy for rating and weighting the HOS survey responses, which will be sent to the Board for discussion in due course. The goal is for this policy to be passed before the End of the School Year.

Minutes from the October meeting were reviewed. Director Zimmermann motioned to approve the minutes, Director Robison seconded. Director Sosa abstained. Directors Wood and Director Robison approved.

Minutes from the December meeting were reviewed. Director Sosa motioned to approve the minutes, Director Robison seconded. Director Cascarano abstained. Directors Wood and Zimmermann approved.

The Board discussed the Board Retreat, where strategic planning will take place. This will likely be scheduled in March or April.

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

**Adjournment:**

Motion to adjourn made by Director Zimmermann at 7:37 p.m. Director Cascarano seconded. All present board members approved the motion.

Respectfully submitted,  
Adriana Sosa  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "board")  
DCS MONTESSORI CHARTER SCHOOL (the "school")  
Tuesday, February 6th, 2023**

**Directors Present:** Jessica Wood (Vice-Chair), Craig Blumengold, Adriana Sosa (Secretary), Matt Robison, and Dan Cascarano

**Directors Absent:** Anna Zimmermann (Chair), Kirk Gray (Treasurer)

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

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

**Public comment:** No members of the public were present.

**HOS Report: Jeromy Johnson**

Roof Replacement. The HOS summarized the three bids received for the school roof replacement. A discussion ensued regarding the three proposals:

- 1) Custom Slope Roofing - currently providing DCSM's leak repair services - total bid - **\$703,885** - dispose of current roofing.
- 2) Veregy - turnkey energy provider - roof bid \$1,290,000 - Complete re-roof including all flashing and capping on top of old roof
- 3) Elite Roofing - Also, placing new roofing over old- still partially ballasted - \$773,000 (provided alternate for complete re-roof at \$1 Mil.)

Director Wood motioned to empower the head of school to remove and replace the roof of the main building located at 311 Castle Pines Parkway with Custom Slope Roofing for the price mentioned herein, provided no significant changes are presented in the price plan or references check. Director Sosa seconded. All approved.

**Monitoring Report: (EL-9)**

The HOS and Board reviewed the monitoring reports for EL-9. A discussion ensued. Following such discussion, a motion to approve EL-9 as reasonable interpretations was made by Director Sosa and duly seconded by Director Blumengold. All members of the Board approved the motion.

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

The Board reviewed policy EL-9 for potential changes. No changes were suggested to EL-9.

**Administrative:**

Director Wood provided an update on the HOS Evaluation, which is on target. An executive session will be held on 2/22/23 at 6:00 p.m. to review the evaluation.

Minutes from the January meeting were reviewed. Director Cascarano motioned to approve the minutes, Director Robison seconded. Director Blumengold abstained. All other Directors present approved.

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

**Adjournment:**

Motion to adjourn made by Director Wood at 7:02 p.m. Director Cascarano seconded. All present board members approved the motion.

Respectfully submitted,  
Adriana Sosa  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “board”)  
DCS MONTESSORI CHARTER SCHOOL (the “school”)  
Tuesday, March 6th, 2023**

**Directors Present:** Anna Zimmermann (Chair), Kirk Gray (Treasurer), Jessica Wood (Vice-Chair), Craig Blumengold, Adriana Sosa (Secretary), and Matt Robison

**Directors Absent:** Dan Cascarano

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

The meeting was called to order by Director Zimmermann at 6:02 p.m. Director Sosa read the Mission and Ends.

**Public comment:** No members of the public were present.

**HOS Report: Jeromy Johnson**

The HOS gave the Board a staffing, curriculum work, and facilities update. A discussion ensued.

The HOS presented the Annual Enrollment Report and Exit Survey Results to the Board. A discussion ensued.

The HOS mentioned the 25th Anniversary Gala and a discussion ensued.

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

The Board decided to review policy EL-6 at the next regularly scheduled board meeting in April.

**Administrative:**

Director Wood provided the HOS Evaluation Update and GP-15 Head of School Evaluation policy proposal for approval. A discussion ensued and some edits were proposed. Director Wood will circulate current draft and proposed survey questions in due time.

Director Gray left the meeting at 8:28pm.

Minutes from the February 6th Board meeting were reviewed. Director Zimmermann motioned to approve the minutes, Director Wood seconded. All other Directors present approved.

Minutes from the February 22nd meeting were reviewed. Director Zimmermann motioned to approve the minutes, Director Wood seconded. Director Blumengold abstained. All other Directors present approved.

The Board conducted the first reading of proposed amendments to Bylaws.

The HOS will leverage the call for candidates based on prior approved Board message and will conform the schedule as mandated by law.

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

**Adjournment:**

Motion to adjourn made by Director Zimmermann at 9:39 p.m. Director Robison seconded. All present board members approved the motion.

Respectfully submitted,  
Adriana Sosa  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "board")  
DCS MONTESSORI CHARTER SCHOOL (the "school")  
Tuesday, April 3rd, 2023**

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

**Directors Absent:** Dan Cascarano

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

The meeting was called to order by Director Zimmermann at 6:02 p.m. Director Sosa read the Mission and Ends.

**Public comment:** No members of the public were present.

**Meet the candidates:** Meghan Rieth; Ying Zhou, Kari Stanley and John Liepins.

**HOS Report: Jeromy Johnson**

The HOS gave the Board a staffing, curriculum work, and facilities update. A discussion ensued.

The HOS presented the Proposed 23-24 Budget. A discussion ensued. A motion to approve the proposed 23-24 budget was made by Director Zimmermann, and duly seconded by Director Sosa. All members of the board approved the motion.

**Monitoring Report: (EL-6)**

The HOS and Board reviewed the monitoring reports for EL-6. A discussion ensued. Following such discussion, a motion to approve EL-6 as reasonable interpretations was made by Director Sosa and duly seconded by Director Zimmermann. All members of the Board approved the motion.

**Monitoring Report: (EL-11.1)**

The HOS and Board reviewed the monitoring reports for EL-11.1. A discussion ensued.

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

The Board reviewed policy EL-6 for potential changes. No changes were suggested to EL-6.

**Administrative:**

Director Wood presented the new HOS Evaluation questions to the Board.

Director Wood provided the HOS Evaluation Update and GP-15 Head of School Evaluation policy proposal for approval to start at the beginning of the following school year (23/24). A discussion ensued. Director Sosa motioned to approve the policy, Director Zimmermann seconded. All other Directors present approved.

Minutes from the March 6th Board meeting were reviewed. Director Zimmermann motioned to approve the minutes, Director Blumengold seconded. All other Directors present approved.

The Board conducted the second reading of proposed amendments to Bylaws. A discussion ensued. A motion was made by Director Zimmermann to approve the Bylaws as revised in this meeting with the addition of an indemnification and insurance section to be approved by legal counsel for submission to the community, through the annual meeting of the Members, for adoption and approval. The motion was duly seconded by Director Gray. All other Directors present approved.

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

**Adjournment:**

Motion to adjourn made by Director Zimmermann at 8:34 p.m. Director Sosa seconded. All present board members approved the motion.

Respectfully submitted,  
Adriana Sosa  
DCS Montessori Board of Directors



**MEETING OF THE BOARD OF DIRECTORS (the "board")**  
**DCS MONTESSORI CHARTER SCHOOL (the "school")**  
**Monday, May 8th, 2023**

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

**Directors Absent:** Dan Cascarano, Adriana Sosa (Secretary)

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

The meeting was called to order by Director Zimmermann at 6:01 p.m. Director Woods read the Mission and Ends.

**Public comment:** MEF was present and a few members of the public were present, but no comment from all.

**Bylaws:** Newly Amended ByLaws, 1st reading in March, 2nd reading in April, distributed to the DCS Montessori Community in April and May in the newsletter, all available to the public.

The vote to approve the Amended Bylaws for adoption was unanimously approved by all DCS Montessori community members present to accept and enact the new ByLaws.

**Board Elections Results:** 4 new Directors are elected to the DCS Montessori Board of Directors for 2 year terms by public community vote: Margaret Brawley receiving 39 votes, John Liepins receiving 44 votes, Kari Stanley receiving 37 votes, and Ying Zhu receiving 35 votes

**HOS Report: Jeromy Johnson**

The HOS gave the Board a staffing, curriculum work, and facilities update. A discussion ensued. One teacher projected to be leaving, but the conversation about staying is ongoing with Mr. Jeromy. Negotiation has been ongoing with other staff to keep retention high. We have a few new teachers in the pipeline that are trained and/or working on getting certified. All primary positions have been successfully filled.

**Monitoring Report: (EL-3)**

HOS reviewed EL-3 Communication and Support to the Board: Consistent communication has been much improved. In person makes a big difference in being a successful board.

Vote on approving the HOS monitoring report for EL-3: Motion made by Director Wood to accept EL-3 as written, Seconded by Kirk Gray, motion was unanimously approved.

**Monitoring Report: (EL-11.1)**

HOS reviewed the Adopted Budget for the 23-24 school year, and Board discussion ensued. Points discussed included:

- We won't have the audit done until September and the results until the end of the year.
- 435 is our school's enrollment budgeted number. Below that number we need to enroll from outside, The current enrollment is 442.
- Grant funds (COVID) are disappearing in 23-24, but are helping us get the roof replaced currently—assumption of Universal Pre-K which will directly offset PK4 for half-day and does not pay for extended days.
- PARA takes 30% off the teacher's salaries
- Increases in health & dental insurance, we own our own claims and Rachel and Mr. Jeromy have been looking into an option to have an increase as low as 2% or even a rate pass.
- BOND payments are up a little bit, with only a \$5,000 - \$10,000 fluctuation. A discussion ensued.

Vote on approving the HOS monitoring report for EL-10 and Adopted Budget for the 23-24 school year: Motion made by Director Wood to approve, Seconded by Director Gray, motion was unanimously approved.

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

The Board reviewed policy EL3 Communication and Support to the Board:  
No proposed updates.

The Board reviewed policy EL-10 Financial Planning and Budgeting. No proposed updates.

#### **Administrative:**

Minutes from the April 3rd Board meeting were reviewed. Director Wood motioned to approve the April 3rd minutes with minor suggested edits, Director Zimmermann seconded. Motion was unanimously approved.

The Board set a date for a "farewell" meeting for June 6th.

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

#### **Adjournment:**

Motion to adjourn made by Director Zimmermann at 7:13 p.m. Director Wood seconded. All present board members approved the motion.

Respectfully submitted,  
Craig Blumengold (acting Secretary)  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the "board")  
DCS MONTESSORI CHARTER SCHOOL (the "school")  
Monday, July 24, 2023**

**Directors Present:** Anna Zimmermann (Chair), Adriana Sosa (Secretary), John Liepins, Kari Stanley, Ying Zhu.

**Directors Absent:** Margaret Brawley

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

The meeting was called to order by Director Zimmermann at 5:32 p.m., and Director Sosa read the Mission and Ends.

**Public comment:** No members of the public were present. Director Blumengold resigned from his board duties effective immediately.

The board entered an executive session at 5:35pm to promote training to the directors. The board left executive session at 7:30pm.

**HOS Report:** Jeromy Johnson

**Monitoring Report: (EL-1)**

The HOS and Board reviewed the monitoring reports for EL-1. A discussion ensued. Following such discussion, a motion to approve EL-1 as a reasonable interpretation was made by Director Sosa and duly seconded by Director Zimmermann. All members of the Board approved the motion.

**Policy Review: (GP-1, GP-2, GP-3, GP-6, GP-8, and EL-1)**

The Board reviewed policies GP-1, GP-2, GP-3, GP-6, GP-8, and EL-1 for potential changes. No changes were suggested to policies GP-1, GP-3, GP-6, GP-8, and EL-1.

Director Zimmermann motioned to change item 3 of GP-2 to the following: *"The Board will produce an evaluation of the HOS Performance (against Ends and Executive Limitations as listed above)"*. Director Liepins seconded. All members of the Board approved the motion.

**Administrative:**

Minutes from the May 8th, 2023 meeting were reviewed and approved by Director Zimmermann. Director Zimmermann is the only member of the Board who was present at that meeting. All other directors abstained.

The Board discussed officer and committee positions.

Director Liepins nominated Director Kari Stanley as Treasurer and Director Sosa seconded. All members of the Board approved the motion.

Director Liepins nominated Director Sosa as Secretary, Director Sosa seconded. All members of the Board approved the motion.

Director Liepins nominated Director Zimmermann as Chair and Director Sosa seconded. All members of the Board approved the motion.

Director Liepins nominated Director Ying Zhu as Vice Chair, Director Sosa seconded. All members of the Board approved the motion.

The Board discussed the proposed meetings calendar and location. A motion to approve the meeting dates and posting location was made by Director Zimmermann and seconded by Director Zhu. All other members of the Board approved the motion.

The Board discussed updating the need to update the private and public rosters.

The Board conducted a self assessment per GP-10.

**Adjournment:**

Motion to adjourn made by Director Zimmermann at 8:18 p.m., Director Sosa seconded. All present board members approved the 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, August 23, 2023**

**Directors Present:** Anna Zimmermann (Chair), Adriana Sosa (Secretary), John Liepins, Kari Stanley (Treasurer), Margaret Brawley.

**Directors Absent:** Ying Zhu (Vice-Chair).

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

The meeting was called to order by Ms. Zimmermann at 6:04 p.m., and she read the Mission and Ends.

**Public comment:** No members of the public were present.

**Discussion of filling the board vacancy:**

The Board discussed filling the member vacancy opened as of last meeting. Mr Liepins motioned to have the HOS send a communication to the community requesting individuals to apply. The motion was seconded by Ms. Brawley. All other members of the Board approved the motion. The Board will appreciate and vote on appointing the member at the next meeting.

Ms. Sosa joined the meeting at 6:30pm.

**HOS Report: Jeromy Johnson**

The HOS provided an enrollment report. A discussion ensued.

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

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

**Review of Budget Variance Report (4th quarter of 22-23)**

The HOS and the Board reviewed the 4th quarter variance report 22-23.

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

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

The Board reviewed policy GP-11. A motion to remove the parenthetical in the last sentence of section 2, subsection c, by Ms. Sosa. The motion was seconded by Ms. Zimmermann. All members of the Board approved the motion.

**Administrative:**

Minutes from the July 24 meeting were reviewed. Ms. Zimmermann motioned to approve the minutes, Mr. Liepins seconded. All members present approved except Ms. Brawley, who abstained.

The Board reviewed the roster posting on the school's website for completion. Those directors who need their information completed or updated will submit their information to Brycie.

The Board designated the Vice-Chair, Ms. Zhu, and Ms. Brawley as members of the HOS Evaluation committee.

The Board discussed community engagement opportunities, such as the Back to School Bash, on 9/8. Another opportunity to engage with the community would be to engage with the MEF to align on goals, strategies, fund-raising, etc. Other opportunities for engagement include engagement with the staff (teacher/admin breakfast) - first opportunity will be on 9/22. Last but not least, there is room for improvement to engage with parents that the board should consider.

The Board conducted a self assessment per GP-10.

**Adjournment:**

Motion to adjourn made by Ms. Zimmermann at 8:24 p.m., Mr. Liepins seconded. All present board members approved the motion.

Respectfully submitted,  
Adriana Sosa, Secretary & Anna Zimmermann, Chair  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “Board”)  
DCS MONTESSORI CHARTER SCHOOL (the “School”)  
Monday, September 11, 2023**

**Directors Present:** Anna Zimmermann (Chair), Adriana Sosa (Secretary), Ying Zhu (Vice-Chair), John Liepins, and Margaret Brawley.

**Directors Absent:** Kari Stanley (Treasurer)).

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

The meeting was called to order by Ms. Zimmermann at 6:05 p.m., and Ms. Sosa read the Mission and Ends.

**Public comment:** One member of the public was present but did not want to address the Board.

**Appointment of a new Board Member:**

The Board discussed filling the member vacancy opened as of last meeting. Ms. Zhu made a motion to name Ms. Meghan Rioth as a board member. The motion was seconded by Ms. Zimmermann. All other members of the Board approved the motion. The HOS will communicate the nomination to Ms. Rioth, and deliver board training prior to her joining the October meeting.

**Upper School Director Report:** Ms. Samhee Shim, Director of the Upper School, proceeded to present the middle school and upper elementary reports. A discussion ensued.

Ms. Brawley joined the meeting at 6:20pm.

**HOS Report: Jeromy Johnson**

**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. Sosa and duly seconded by Ms. Zimmermann. All members of the Board approved the motion.

**HOS Report: Jeromy Johnson**

The HOS provided an update that the DCSD approved the proposed MLO and Bond to be on the Douglas County ballot in November. A motion was made by Ms. Zimmermann to put a resolution in support of the MLO/Bond consistent with last year’s resolution and the remarks further made in this meeting. The motion was seconded by Mr. Liepins. All members of the Board approved the motion.

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

The Board reviewed policy EL-5, EL-7, B/S-R-4. No changes were suggested.

The Board reviewed policy B/S-R-5. Ms. Zhu moved to change the monitoring schedule to include policy review of EL-15 (Infectious Disease Management) to the March month in policy B/S-R-5. Ms. Sosa seconded. All members present are in favor.

**Administrative:**

The Board discussed staff appreciation breakfast 9/22 at 7:30am.

Minutes from the August 21st meeting were reviewed. Ms. Zimmermann motioned to accept the minutes, Ms. Brawley seconded. All voting members present approved. Ms. Zhu abstained.

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

**Adjournment:**

Motion to adjourn made by Ms. Zimmermann at 8:02 p.m., Mr. Liepins seconded. All present board members approved the 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 9, 2023**

**Directors Present:** Anna Zimmermann (Chair), Ying Zhu (Vice-Chair), Kari Stanley (Treasurer), Meghan Rieth, Margaret Brawley and John Liepins

**Directors Absent:** Adriana Sosa (Secretary)

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

The meeting was called to order by Ms. Zimmermann at 6:00 p.m. and Mr. Liepins read the Mission and Ends.

John Liepins captured DCSM board minutes

**Public comment:** One member of the public was present but did not want to address the Board.

**Lower School Director Report:** Ms. Sheila Wolfe, Director of the Lower School, proceeded to present the primary school and lower elementary reports. A discussion ensued.

**Monitoring Report: (EL-4, EL-11.1)**

The HOS and Board reviewed the monitoring report for EL-4. A discussion ensued. Following such discussion, a motion to approve EL-4 as reasonable interpretation was made by Ms. Zimmermann and duly seconded by Ms. Zhu. All members of the Board approved the motion.

EL-11.1 (Quarterly budget) was reviewed, questions were posed and addressed.

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

The Board reviewed policy GP-4, GP-5, GP-9, GP-10, EL-4. No changes were made.

A recommendation was made to re-review EL-4 on a future meeting agenda.

**HOS Report: Jeromy Johnson**

**Administrative:**

The Board discussed teacher/staff engagement.

Ms. Brawley left the meeting at 8:30 p.m.

The Board discussed the resolution regarding the MLO. Distribution of this resolution will occur within the next 2 weeks.

Minutes from the September 11th meeting were reviewed. Ms. Zhu motioned to accept the minutes, Ms. Zimmermann seconded. All voting members present approved. Ms. Rieth and Ms. Stanley abstained.

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

**Adjournment:**

Motion to adjourn made by Ms. Zimmermann at 8:37 p.m., Mr. Liepins seconded. All present board members approved the motion.

Respectfully submitted,  
John Liepins  
DCS Montessori Board of Directors

**MEETING OF THE BOARD OF DIRECTORS (the “board”)  
DCS MONTESSORI CHARTER SCHOOL (the “school”)  
Monday, December 04, 2023**

**Directors Present:** Anna Zimmermann (Chair), Ying Zhu (Vice-Chair), Kari Stanley (Treasurer), Meghan Rioth, Adriana Sosa (Secretary), and John Liepins

**Directors Absent:** Margaret Brawley

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

The meeting was called to order by Director Zhu at 6:01 p.m., and Director Sosa read the Mission and Ends.

**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 22/23. A discussion ensued. Director Sosa motioned to accept the 22/23 audit; Director Liepins seconded. All members of the Board approved the motion.

Director Zimmermann joined the meeting at 6:40pm.

The Business Manager then went through the revised budget. A motion to approve the budget and the compensation plan outlined below relative to 5A MLO ballot measure was made by Director Sosa and duly seconded by Director Stanley. All members of the Board approved the motion:

*DCS Montessori Charter School staff, including both classified and salaried positions, shall see a 9% increase in their 23-24 "regular salary and pay" as a result of Douglas County approval of the 5A ballot measure. This measure is retroactive to the beginning of the current fiscal/school year, this past July/August (subject to 23/24 employee agreement), and therefore half of this increase, or 4.5% increase in "regular salary and pay", will be paid in December of 2023. The other half of this increase, or 4.5% increase in "regular salary and pay", will be paid in January of 2024.*

The HOS provided the inside the school update on 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 reasonable interpretations was made by Director Zimmermann and duly seconded by Director Zhu. All members of the Board approved the motion.

**Policy Review: (EL-10, EL-12)**

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

**Administrative:**

Director Zhu provided an update on the HOS Evaluation and will present timelines to the Board in due time.

The Board reviewed the October meeting minutes. A motion was made by Director Zimmermann to approve the minutes. Director Liepins seconded. Director Sosa abstained and all other Directors present approved the motion.

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

**Adjournment:**

Motion to adjourn made by Director Zimmermann at 8:20 p.m. Director Sosa seconded. All present board members approved the motion.

Respectfully submitted,  
Adriana Sosa  
DCS Montessori Board of Directors