

APPROVED



STEM School Highlands Ranch

Minutes

August 2, 2022 BoD Meeting

Monthly meeting with optional construction tour for Directors

Date and Time

Tuesday August 2, 2022 at 5:30 PM

Location

P-Tech Building
Mechatronics Room
8920 Barrons Blvd
Littleton, CO 80129

4:30-5:15 special tour for board members of construction site

5:30 pm – 7:00pm Board Meeting

Directors Present

C. Gustafson, I. Kalra, K. Reyna, L. Davison, M. Horne, N. Smith (remote), R. Lukez

Directors Absent

None

Ex Officio Members Present

K. Johnson

Non Voting Members Present

K. Johnson

Guests Present

A. Westfall, LynAnn Kovalesky, M. Pritchard, N. Bostel, Robert Hoornstra

I. Opening Items

A.

Call the Meeting to Order

K. Reyna called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Aug 2, 2022 at 5:32 PM.

B. Record Attendance

It should be noted for the record that, while Jim H is recorded as absent due to the recording platform, he had, in fact, resigned from the board earlier on this day.

C. Pledge of Allegiance and Reciting of the Mission Statement

D. Approve Minutes

M. Horne made a motion to approve the minutes from Annual Board Meeting on 05-31-22.

C. Gustafson seconded the motion.

Rudy Abstained

The board **VOTED** to approve the motion.

M. Horne made a motion to approve the minutes from 6-3-2022 Board Training on 06-03-22.

C. Gustafson seconded the motion.

Rudy Lukez abstained

Nicole Smith abstained

The board **VOTED** to approve the motion.

C. Gustafson made a motion to approve the minutes from 06-20-2022 Working Session - Discuss Draft Policy Documents on 06-20-22.

M. Horne seconded the motion.

Nicole Smith abstained

Rudy Lukez abstained

The board **VOTED** to approve the motion.

C. Gustafson made a motion to approve the minutes from Board Meeting with Executive Session on 06-30-22.

I. Kalra seconded the motion.

Jlm Hardy was absent motion to approve as ammended

The board **VOTED** to approve the motion.

C. Gustafson made a motion to approve the minutes from Special Meeting on 07-05-22.

M. Horne seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. Gustafson made a motion to approve the minutes from July 21, 2022 Board Meeting on 07-21-22.

R. Lukez seconded the motion.

The board **VOTED** unanimously to approve the motion.

L. Davison made a motion to approve the minutes from July 27, 2022 Board Meeting with Executive Session on 07-27-22.

R. Lukez seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. Gustafson made a motion to approve the minutes July 31, 2022 Special Meeting on 07-31-22.

I. Kalra seconded the motion.

The board **VOTED** unanimously to approve the motion.

II. Annual Information Technology Update

A.

Mike Pritchard, Director of IT

Mike Pritchard presented a PowerPoint discussing the steps the STEM IT team are taking to increase efficiency, reduce the need for IT tickets and protect student and employee information.

IT security is top priority. Mike Pritchard described each of the following applications currently being utilized. These offer cyber security, device monitoring, endpoint detection, threat blocking, data backups, password protection and employee education.

K12 SIX, Cyvatar, With Secure/F, Tenable, Cisco Umbrella, MX Toolbox, Backupify, Acronis, KnowBe4, SpyCloud, and BetterCloud.

Board Questions:

Question: Are there any systems we could use to consolidate this list?

Answer: Yes, however I don't recommend we use fewer systems. Even though some applications provide some of the same features the approach is different, so the overlap in monitoring is an intentional and favorable condition when it comes to our data protection.

Question: Do we anticipate security becoming more complicated when we have all the students back with 3 devices each?

Answer: No, our systems are fully capable of handling the increased traffic access points.

Question: Are you working with DCSD to make a collaborated effort against cyber attacks?

Answer: We have not been, but that is a good idea. DSCD is basically one of STEM's vendors and I would like to have a contract with all vendors stating that they will adhere to the stringent standards we have implemented to protect our data.

Question: Do we have any aging tech that we need to be concerned with?

Answer: No, we cycle our equipment out every 5 years

Question: Will you be working with Mr. Thatcher on the elementary tech classes?

Answer: Yes, I have been in regular communication with him already.

HB21-1110- Colorado Laws for Persons with Disabilities-This law is not currently required for STEM but will be in 2 years. Nicole Bostel and Mike Pritchard have reached out proactively to make sure that we are compliant with this law.

III. Policy Waiver update

A. DCSD Policy Waiver for Charters

Dr. Johnson addressed the BOD which was presented with a list of DCSD Waivers (automatic and non-automatic) in the board book. Charter schools have the option to apply for waivers at any point, but particularly at renewal in February. Douglas County has approved all waivers and the STEM Board of Directors will vote on approval of the waivers tonight.

Board Question:

Question: We are working on updating all policies and that is not yet completed. If we change any policies, will we need to resubmit the waivers?

Answer: Yes, it would be wise for us to resubmit at renewal. We applied using the current policies.

C. Gustafson made a motion to approve the waivers as amended by staff.

R. Lukez seconded the motion.

Linda Davison abstained from the vote

The board **VOTED** to approve the motion.

IV. School Updates

A. 2022-23 Start of year updates

The 2022-23 school theme is Ignite the Spark.

Construction updates were presented by Robert Hoornstra. Power was restored in the school on Saturday, July 29, 2022. We have been working with convergent for turn on the video surveillance and card access. State of Colorado added some new regulations to our build plans. The gym will be complete by January 1, 2023.

Dr. Johnson gave the replication, enrollment and staff updates. Enrollment is up to 1665 students. We are accepting waitlisted students now. There are 149 staff members. We are still looking for 1 math, 1 Social Studies, 1 Engineering, HS Counselor, Elementary support (Counselor or Social Worker), LSS resource teacher, and a Speech language and Phycologist.

Replication Update: The grant from RootEd renewed for DPS. We are exploring opportunities in Colorado Springs (D11). The applications we previously submitted to DPS and DCSD are being reviewed with the feedback we received from last year.

Board Comment: The Colorado League of Charter schools has different resources to help post job openings and we may benefit from looking into that.

V. Development

A. Board discussion on next steps for school leadership

Kelly Reyna- Regarding the job description and responsibilities for the Executive Director and CEO, we spent a lot of time on the separation of those two roles and that seems like a valid leadership plan while we are still moving toward replication.

Linda Davison- My understanding that the CEO Is really focused on replication I don't see enough work to justify the high salary so we could reevaluate the CEO Role to have more responsibilities or less salary.

Rudy Lukez- I think we need a working session to make sure that we are matrixing out the managements and responsibilities of each position.

Carla Gustafson- Since the Business Office will serve multiple schools, we should talk about whether they should report directly to the board.

Nicole Smith- Replication is core to our strategic pillar. We should look at a range of candidates who would fit this position and give dedicated accountability. The altitude that the salary is at is key to get the caliber of leader that we would need.

Kelly Reyna- I agree we should have a working session to look at this further, possibly in September. Board on track is supposed to help us with our strategic planning as well. We should book a meeting with them to look at their resources.

Rudy Lukez- We can have some homework to think about how we envision these roles then we can get together for a brainstorming session.

Michelle Horne- Dr. Johnson, have we supported you sufficiently for you to tackle replication as well as being the Curriculum Director? We have to be working that transition and we are here for you.

Rudy Lukez- LynAnn, have you benefited from not needing to be concerned with Robert and Star and leaving the Directors to Karen and have you been able to stay out of that position? LynAnn Kovalesky- Actually no, I am in contact with the other directors daily, which is necessary in the current state of things. The Executive Director needs to be having interactions with the staff and need to have someone involved supporting the admin team who is working closely with the admin team. If I didn't have a CEO doing the replication, there is no way the ED would be able to have that relationship.

Carla Gustafson- Dr. Johnson, how are things going with curriculum? Karen Johnson- We are doing ok. We are communicating where staff report where to go. CMAS scores and accountability roles would be more appropriate for a CEO. LynAnn Kovalesky- Right now, our focus is our building, our teachers and our students. We are not handing off responsibilities entirely but working together and being flexible to make sure that the coaching and education of each position is met with accuracy and efficiency.

Ishmeet Kalra- Is there budget available to bring on more staff as needed?

Rudy Lukez- We want to hear from Karen and LynAnn who will be well equipped to voice what is needed in these roles and what Replication means to STEM staff. We should look at other schools who have successfully replicated to benchmark the best of the best. Then, pick out what want and build exactly what is needed from that model.

Kelly Reyna tentatively scheduled the working session to discuss the CEO and ED roles for Monday, September 19th, 2022, from 4-6 PM.

VI. Public Comment

A. Public Comment

No one signed up for public comment.

VII. Closing Items

A. Adjourn Meeting

I. Kalra made a motion to adjourn.

C. Gustafson seconded the motion.

7:14 PM

The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:14 PM.

Respectfully Submitted,
A. Westfall

Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.