



STEM School Highlands Ranch

Board of Director's Meeting

Published on March 28, 2025 at 12:41 PM MDT

Date and Time

Tuesday April 1, 2025 at 5:30 PM MDT

Location

8920 Barrons Blvd
P-TECH Mechatronics Room
Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. <https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPwWnRc2lY.1>

Passcode: 631204

Agenda

| | Purpose | Presenter | Time |
|-------------------------|-----------------------------------|------------|----------------|
| I. Opening Items | | | 5:30 PM |
| A. | Record Attendance | | 2 m |
| B. | Call the Meeting to Order | | 1 m |
| C. | Pledge of Allegiance | Gina Wing | 1 m |
| D. | Reciting of the Mission Statement | Rudy Lukez | 1 m |

| | Purpose | Presenter | Time |
|--|---------|-----------|------|
|--|---------|-----------|------|

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.

II. Approve Meeting Minutes 5:35 PM

- | | | | | |
|----|--------------------------|-----------------|-----------------|-----|
| A. | Board Meeting March 4th | Approve Minutes | Carla Gustafson | 2 m |
| B. | Board Meeting March 24th | Approve Minutes | Carla Gustafson | 2 m |

III. STEM School Highlands Ranch Updates 5:39 PM

- | | | | | |
|----|---|---------|------------------|------|
| A. | National Honor Society Spotlight | FYI | LynAnn Kovalesky | 10 m |
| B. | MSU Aerospace Program | Vote | LynAnn Kovalesky | 15 m |
| | Updated presentation on MSU Aerospace Program for Board approval | | | |
| C. | Elementary Math Curriculum | Vote | LynAnn Kovalesky | 5 m |
| | Approval of new proposed elementary math curriculum | | | |
| D. | Standards Based Grading Changes | Discuss | LynAnn Kovalesky | 15 m |
| | Present proposed updates to Standards Based Grading for 25/26 and Q&A | | | |

IV. KOSON Schools 6:24 PM

- | | | | | |
|----|--------------------------------|---------|--------------|------|
| A. | CIO Update - Strategic Updates | Discuss | Matt Cartier | 10 m |
| | Updates from Growth Task Force | | | |

V. Board Committee Updates 6:34 PM

- | | | | | |
|----|--|---------|------------------|------|
| A. | Finance Committee Update | Discuss | Darrell Lomelino | 60 m |
| | Present 24/25 budget status, preliminary 25/26 budget, potential growth modeling, and Q&A. | | | |

| | Purpose | Presenter | Time |
|--|---------|-----------------|----------------|
| B. CIO Support & Evaluation Committee | FYI | Erin Quigley | 10 m |
| Present CIO End of Year Evaluation Process | | | |
| C. Governance Committee | Vote | Carla Gustafson | 10 m |
| Present proposed changes to Enrollment Policy for Board approval | | | |
| VI. Consent Agenda | | | 7:54 PM |
| A. Vote for Consent Agenda Items | Vote | Carla Gustafson | 5 m |
| 1. Confirm the following policies - no updates needed: | | | |
| <ul style="list-style-type: none"> • Use of DCSD Policies • Policy Adoption Process • Board Training • Conflict of Interest | | | |
| VII. Public Comment | | | 7:59 PM |
| <p>This is the time to voice opinions and provide feedback about specific agenda item(s) prior to any Board action. Speakers must complete the Public Comment Form and submit it electronically no later than 12 p.m. the day of each Board meeting. If written testimony or a handout is submitted, presenters are asked to supply one (1) copy via email to communications@stemk12.org</p> | | | |
| A. Public Comment Sign up link | | | 10 m |
| https://forms.gle/AM9H5q4sfTKYmYSp6 | | | |
| VIII. Executive Session | | | 8:09 PM |
| A. Executive Session Discussions | Vote | Carla Gustafson | 45 m |
| <p>The Board may vote to enter into executive session pursuant to C.R.S. § 24-6-402(4) (a & e) to discuss options regarding the potential purchase, acquisition, lease, transfer, or sale of real estate for future expansion and for advice to negotiators regarding such options.</p> | | | |
| IX. Resume Public Session | | | 8:54 PM |

| | Purpose | Presenter | Time |
|---|---------|-----------------|----------------|
| A. Real Estate Transaction | Vote | Carla Gustafson | 5 m |
| Possible Board vote to enter into negotiations for purchase or lease of Property A. | | | |
| B. Real Estate Transaction | Vote | Carla Gustafson | 5 m |
| Possible Board vote to enter into negotiations for purchase or lease of Property B. | | | |
| X. Board of Director's Updates | | | 9:04 PM |
| A. Preview of Next Meeting | FYI | Carla Gustafson | 5 m |
| Next Month's Meeting: | | | |
| <ul style="list-style-type: none">• Finance - Preliminary 25/26 Budget for Board approval• CIO Support and Evaluation - Present proposed CIO Contract renewal and EOY Evaluation• Governance - Present proposed Parent Handbook updates | | | |
| XI. Closing Items | | | 9:09 PM |
| A. Adjourn Meeting | Vote | Carla Gustafson | |
| Adjournment | | | |

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.

Coversheet

Board Meeting March 4th

| | |
|--------------------------|--|
| Section: | II. Approve Meeting Minutes |
| Item: | A. Board Meeting March 4th |
| Purpose: | Approve Minutes |
| Submitted by: | |
| Related Material: | Minutes for Board of Director's Meeting on March 4, 2025 |

APPROVED



STEM School Highlands Ranch

Minutes

Board of Director's Meeting

Date and Time

Tuesday March 4, 2025 at 5:30 PM

Location

8920 Barrons Blvd

P-TECH Mechatronics Room

Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. [https://zoom.us/j/96916599576?](https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPxxWnRc2lY.1)

[pwd=3FbC4D1oROtEaq1eZXVvPxxWnRc2lY.1](https://zoom.us/j/96916599576?pwd=3FbC4D1oROtEaq1eZXVvPxxWnRc2lY.1)

Passcode: 631204

Directors Present

C. Gustafson, D. Lomelino (remote), E. Quigley, G. Shick (remote), G. Wing (remote), I. Kalra, R. Lukez

Directors Absent

None

Directors who left before the meeting adjourned

D. Lomelino

Ex Officio Members Present

M. Cartier

Non Voting Members Present

M. Cartier

Guests Present

A. Cardinal, A. Westfall, L. Kovalesky, M. Pritchard (remote), Michelle Gasser, Sean Milner (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Mar 4, 2025 at 5:35 PM.

C. Pledge of Allegiance

D. Reciting of the Mission Statement

II. Approve Meeting Minutes

A. Board Meeting Jan 27th

R. Lukez made a motion to approve the minutes from Board Meeting - Special Meeting on 01-27-25.

E. Quigley seconded the motion.

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

B. Board Meeting Feb 4th

R. Lukez made a motion to approve the minutes from Board of Director's Meeting on 02-04-25.

E. Quigley seconded the motion.

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

C. Board Meeting Feb 23rd

E. Quigley made a motion to approve the minutes from Board Meeting - Special Meeting on 02-23-25.

C. Gustafson seconded the motion.

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

Roll Call

G. Shick Aye

E. Quigley Aye

D. Lomelino Abstain

R. Lukez Abstain

Roll Call

C. Gustafson Aye
 G. Wing Aye
 I. Kalra Abstain

D. Advancement Committee Meeting Sep 24, 2024

G. Shick made a motion to approve the minutes from Advancement Committee Meeting on 09-24-24.

C. Gustafson seconded the motion.

The only people who can vote are Carla and Greg.

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

Roll Call

C. Gustafson Aye
 G. Shick Aye
 E. Quigley Abstain
 D. Lomelino Abstain
 G. Wing Abstain
 I. Kalra Abstain
 R. Lukez Abstain

R. Lukez made a motion to Change the agenda to move the Finance Committee up to follow the Executive Director presentation.

E. Quigley seconded the motion.

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

III. STEM School Highlands Ranch Updates**A. Executive Director Presentation**

- Enrollment Update- Enrollment is still holding at for the current year with 87 new students for next year. We are working to nail down these exact numbers in order to hire the right amount of staff.
- Request to change the Parent Handbook change to clarify that STEM Leadership has flexibility in calling Virtual School Day when DCSD calls for Delayed Start days, especially when there is a delay due to Cold.

Board recommends explicit communication since change is hard for any community.

I. Kalra made a motion to approve the change to the parent handbook as outlined.

E. Quigley seconded the motion.

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

IV. KOSON Schools**A. CIO Update - Strategic Updates**

Updates from Growth Task Force: If the group decides to move forward, then group will prepare a presentation for the board to review, discuss, and vote on prior to entering into any binding agreements.

LOI- DCSD Replication: It is not looking like we will be able to lease a school from the district at this point. Our realators are looking at land oportunities to build. There is a classical Charter (John Adams) to be placed in Sterling Ranch who has been released to CSI.

Our goal is to replicate by August 2028. Research and due diligence is being done on two potential opportunities.

B. KOSON Core Values

Present any updates to proposed KOSON Core Values presented at February meeting.
Vote to confirm Board approval of final proposed KOSON Core Values.

Mission: Never Stop Innovating

Vision: 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

Our Why: thrive, lead and succeed

Core Values Development Process:

July - Leadership Team Brainstorm

August / September - Faculty / Staff Input

September - December - Task Force Consolidation and Wordsmith

January - Presentation to Faculty and Staff

February - Presentation to Board

March - Proposed Approval from Board

March - June - Incorporate in Hiring Procedures and Replication Application

August - Incorporate in Training Procedures 25-26 School Year - Incorporate in Evaluations

This Friday, 3/7 we will be meeting to make these values one pagers. If you would like to vote on the one pagers, I will be happy to bring this in for a vote.

Core Values:

Student Centric: Prioritizing the Best Interest of Students

Community: Stronger Together

Integrity: Do Right, Always

Stability: Rooted in Resilience

Growth: Embrace Challenges

Innovation: Never Stop Innovating

Stewardship: Dedicated to Making a Difference
Excellence: Mastery In Motion
Fun: It Makes the Team Work

STEM School Highlands Ranch is the premier K-12 STEM school in the Mountain West dedicated to cultivating future leaders who do good in the world.

I. Kalra made a motion to approve KOSON core values and tag lines as presented.
E. Quigley seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

| | |
|--------------|-----|
| I. Kalra | Aye |
| G. Wing | Aye |
| G. Shick | Aye |
| R. Lukez | Aye |
| C. Gustafson | Aye |
| D. Lomelino | Aye |
| E. Quigley | Aye |

V. Board Committee Updates

A. Finance Committee Update

Sean Milner recommends getting quotes for a new auditor every 3 years. Hinkle is recommended to be our auditor next year.
R. Lukez made a motion to approve continuing with Hinkle & Company for the next school year.
E. Quigley seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Academic Excellence Committee

- Presentation on proposed new Elementary Math Curriculum

Math scores are not going up across the state, so we are looking at curriculum and materials to improve this in our school. We have a team that has been looking at and piloting different options. It is the recommendation of the team that enVision Mathematics be adopted as the new mathematics curriculum, as it best meets the needs of our teachers, students, and caregivers and best supports our Mission, Vision, and Strategic Plan. The next steps will be to share this with the parents, students and staff, then get survey data to share with the BOD next month for a vote.

- Status updates and presentation on MSU Aerospace Program

Possible pathway connected to engineering for potential college classes. The pathways occur when they choose a college level. We have roughly 32 students who would take this pathway. We asked MSU if this would lead to an Engineering degree, but they confirmed it is not an Engineering program. The courses could be part of a new degree they are establishing - "Aerospace Systems & Mission Design". There were a lot of students who were asking about a pilot program. We have noted the interest for potential future pathways.

Go back to the Academic Excellence Committee to see what you want to present to the board for approval next month.

D. Lomelino left at 7:00 PM.

C. Governance Committee

- Policy review - Board review these policies for confirmation in April Meeting
 - Use of DCSD Policies
 - Policy Adoption Process
 - Board Training
 - Conflict of Interest
- Board Members - Focus on recruiting for Parent and Community Board members

VI. Consent Agenda

A. Vote for Consent Agenda Items

1. Confirm the following policies - no updates needed:

- Equal Access to Facilities
- Rights of Students to Organize

2. Clarify Fundraising Committee will proceed as a typical Board committee with 2 Board members, Greg Shick as chair and Carla Gustafson as participant. Public posting will no longer be required.

R. Lukez made a motion to approve the Consent Agenda.

I. Kalra seconded the motion.

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

VII. Public Comment

A. Public Comment Sign up link

No one signed up for public comment.

VIII. Executive Session

A. Executive Session Discussions

The Board may vote to recess into executive session pursuant to C.R.S. § 24-6-402(4)(b) to obtain advice from the School's attorney related to specific legal questions regarding a lawsuit against the School, as well as pursuant to C.R.S. 24-6-402(4)(e) to determine positions relative to matters that may be subject to negotiations and to instruct negotiators regarding the lawsuit against the School.

R. Lukez made a motion to recess into executive session at 7:15 PM pursuant to C.R.S. § 24-6-402(4)(b) to obtain advice from the School's attorney related to specific legal questions regarding a lawsuit against the School, as well as pursuant to C.R.S. 24-6-402(4)(e) to determine positions relative to matters that may be subject to negotiations and to instruct negotiators regarding the lawsuit against the School.

I. Kalra seconded the motion.

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

IX. Resume Public Session

A. Possible board vote on settlement Agreement

Public session resumed at 7:44pm

R. Lukez made a motion to Motion to approve settlement agreement and approve payment of settlement amount.

E. Quigley seconded the motion.

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

Roll Call

| | |
|--------------|--------|
| E. Quigley | Aye |
| R. Lukez | Aye |
| C. Gustafson | Aye |
| D. Lomelino | Absent |
| I. Kalra | Aye |
| G. Wing | Aye |
| G. Shick | Aye |

R. Lukez made a motion to approve settlement and claim release.

E. Quigley seconded the motion.

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

Roll Call

| | |
|--------------|-----|
| C. Gustafson | Aye |
| I. Kalra | Aye |
| R. Lukez | Aye |

Roll Call

| | |
|-------------|--------|
| G. Wing | Aye |
| E. Quigley | Aye |
| D. Lomelino | Absent |
| G. Shick | Aye |

X. Board of Director's Updates**A. Preview of Next Meeting**

Discussion of next board meeting upcoming items

XI. Closing Items**A. Adjourn Meeting**

R. Lukez made a motion to Adjourn.

E. Quigley seconded the motion.

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 7:48 PM.

Respectfully Submitted,

I. Kalra

Documents used during the meeting

- March Board Presentation 24_25.pdf
- Growth Task Force Presentation 20250304.pdf
- Board_Presentation_20240204 KOSON Core Values.pdf
- Mathematics Curriculum Pilot.pdf
- Policy_Equal Access to Facilities_2023.pdf
- Policy_Rights of Students to Org_2022.pdf

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.

Coversheet

Board Meeting March 24th

| | |
|--------------------------|---|
| Section: | II. Approve Meeting Minutes |
| Item: | B. Board Meeting March 24th |
| Purpose: | Approve Minutes |
| Submitted by: | |
| Related Material: | Minutes for Board Meeting - Special Meeting on March 24, 2025 |

APPROVED



STEM School Highlands Ranch

Minutes

Board Meeting - Special Meeting

Date and Time

Monday March 24, 2025 at 5:30 PM

Location

Zoom Webinar

Public Session Access:

Join from a PC, Mac, iPad, iPhone or Android device:

<https://zoom.us/j/91780344177?pwd=EBJYYB0Vbz3CXMR161QHyc1aac9bo3.1>

Passcode:138347

Directors Present

C. Gustafson (remote), D. Lomelino (remote), E. Quigley (remote), G. Shick (remote), G. Wing (remote), I. Kalra (remote)

Directors Absent

R. Lukez

Directors who arrived after the meeting opened

D. Lomelino, G. Shick

Ex Officio Members Present

M. Cartier (remote)

Non Voting Members Present

M. Cartier (remote)

Guests Present

A. Cardinal (remote), L. Kovalesky (remote), Laurie Veldhuizen (remote), Sean Milner (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Monday Mar 24, 2025 at 5:32 PM.

G. Shick arrived at 5:36 PM.

D. Lomelino arrived at 5:38 PM.

II. KOSON Growth Task Force Updates

A. Charter Application Approval - DCSD

Presented by Matt

LOI submitted on Jan 9th. Met with district leaders and encouraged to apply with an option for extended timeline.

Discussion around pros/cons of strategy

G. Shick made a motion to Authorize submission of a charter application to DCSD.

G. Wing seconded the motion.

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

Roll Call

| | |
|--------------|--------|
| I. Kalra | Aye |
| G. Shick | Aye |
| C. Gustafson | Aye |
| E. Quigley | Aye |
| D. Lomelino | Aye |
| G. Wing | Aye |
| R. Lukez | Absent |

B. Charter LOI Approval - outside DCSD

Presented by Matt

Develop a stand alone magnet high school in LPS feeder area to help provide STEM model of PBL education. Identified a suitable property and initial conversations with seller. Provide extra space for enhanced labs/innovation spaces while providing space for PreK expansion.

Concerns around drop off, middle schoolers taking high school classes, might lose some families

Discussion about adjacent land lots, zoning restrictions, gym space.

Sean predicts that costs can be offset by PreK expansion. Discussion around demographics, UPK/education funding, bond offering, to support PreK expansion.

Discussion around STEM being number one high school in DCSD being a draw for DougCo families.

Discussion around CSI charter enrollment process vs. district enrollment process, salary schedules, PPR funding.

Flexible timing, so would be helpful to have approval

E. Quigley made a motion to Authorize submission of LOI for charter authorization to Littleton Public School District.

D. Lomelino seconded the motion.

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

Roll Call

| | |
|--------------|--------|
| G. Shick | Aye |
| E. Quigley | Aye |
| C. Gustafson | Aye |
| G. Wing | Aye |
| I. Kalra | Aye |
| D. Lomelino | Aye |
| R. Lukez | Absent |

III. Closing Items

A. Adjourn Meeting

E. Quigley made a motion to Adjourn.

G. Wing seconded the motion.

The board **VOTED** unanimously 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 7:15 PM.

Respectfully Submitted,

I. Kalra

Documents used during the meeting

None

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.

Coversheet

National Honor Society Spotlight

| | |
|--------------------------|--|
| Section: | III. STEM School Highlands Ranch Updates |
| Item: | A. National Honor Society Spotlight |
| Purpose: | FYI |
| Submitted by: | |
| Related Material: | NHS 2024-2025 STEM Board Presentation.pptx.pdf |

STEM School Highlands Ranch

National Honor Society 2024-2025

National Honor Society 2024-2025

The National Honor Society students are asked to focus on four pillars: Service, Leadership, Scholarship and Character..

Service:

- NHS members participate in various community service projects, contributing their time and effort to help others.. Our large service activity is to organise and promote Wish Week and partnering with The Backpack Society.

Leadership:

- NHS encourages students to develop and demonstrate leadership skills. This can involve taking on leadership roles in school clubs and other honor societies, organizing events, or leading service projects.

Scholarship:

- NHS members maintain high academic standards, demonstrating a commitment to learning and academic achievement.

Character:

- NHS emphasizes the importance of good character, including honesty, integrity, and respect for others.

NHS Officers 2024-2025

President: Kylie Pautler

Vice President: Auburne Mauger

Secretary: Grace Fitzroy

Treasurer: Raaga Deverasetti

NHS Major Events 2024-2025

**Wish Week - February 27 -
March 7, 2025**

**Community Service Backpack
Society - April 2025**

Wish Week History

7

Years of Support

\$

95,944

Total Donated

13

Wishes Granted





Make-A-Wish
KiDS
FOR WISH KIDS®

COLORADO



*I wish to go to
Orlando, FL*
Max, 9
heart condition

Meet wish kid Max!

Max's favorite things are:

the color black, graphic novels, sushi, In and Out, Chick Fil A, steak cooked by his dad, sherbert, confetti cake, vanilla ice cream, apples, popcorn, math, science, F777 techno remix music, LEGOs, fishing, playing the piano, Jurassic Park, Monster House, The Mitchells vs. the Machines, Ninja Kidz, Big City Greens, Gravity Falls, Jujitsu, soccer, the Colorado Avalanche, four square, kickball, Urban Air, reading, BANK! Dice Game, Minecraft, Prince of Persia, and The Backyard Scientist.



Wish Week 2025:

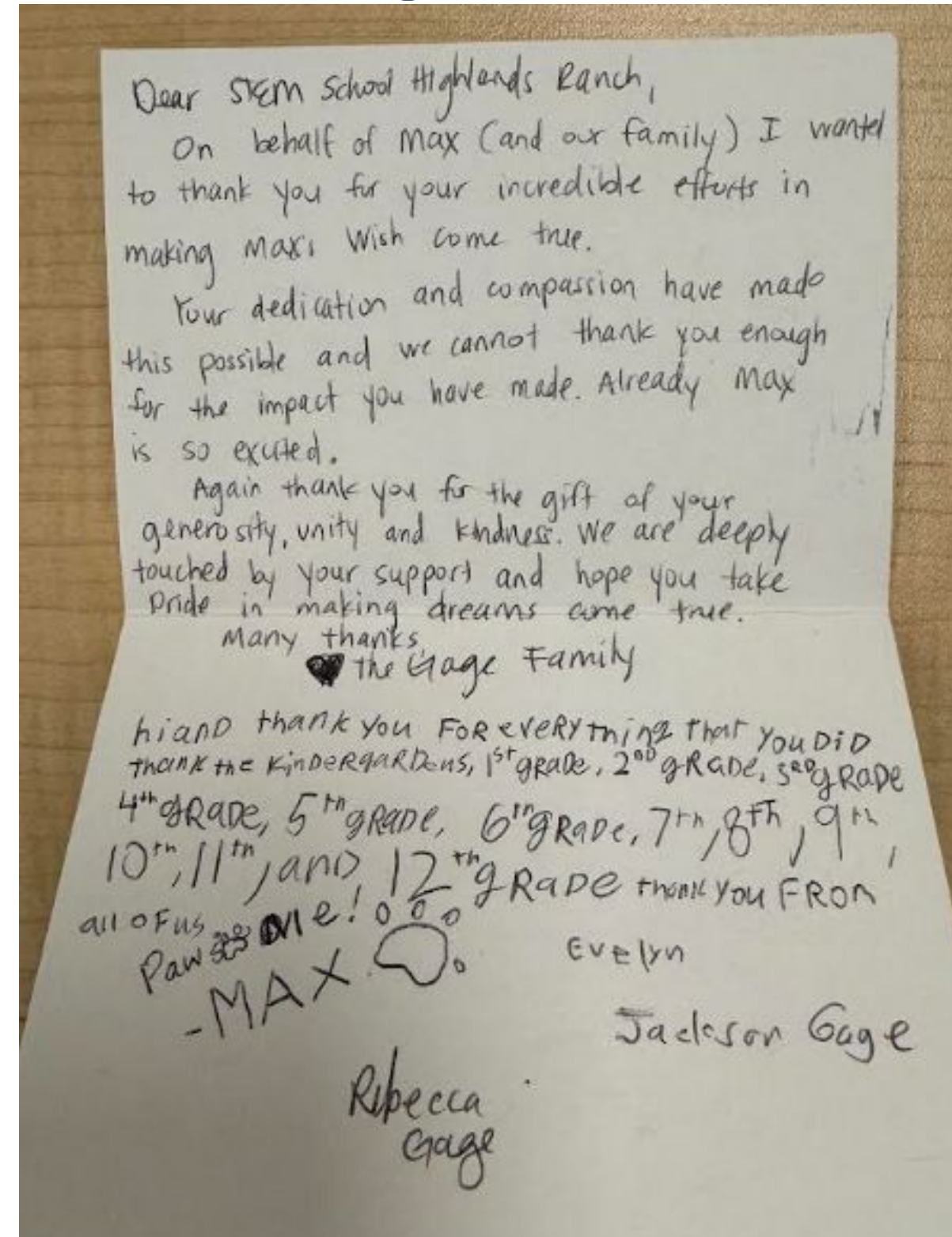
Events:

- 3 pep rallies
- 5 concessions stands
- 5 restaurant fundraisers
- 6 Driveline mornings
- STEM's Got Talent
- Pi Day
- Science Exhibition
- STEM Olympics
- Secondary Dollar Delays
- Elementary Coin Wars
- Elementary Paint and Sip
- Max's Birthday Celebration - NHS, Student Gov, Clubs & Honor Societies hosted party events

Total raised: \$9873

(3 restaurant checks still to be received - Torchy's, Dutch Bros)


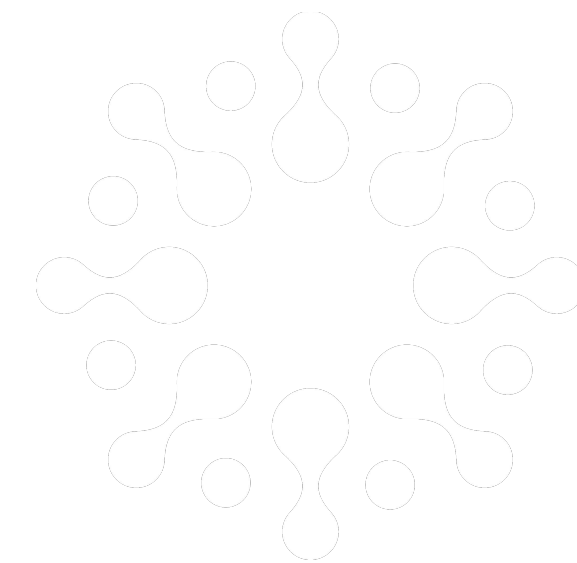
Thank You from Max and Family



Backpack Society: April community service event

NHS students will:

- Create and complete notes of affirmation for the weekly food bags
- Collection of food - theme based activity

- 
- 
- ## Induction: April and May
- **Students eligible for induction will apply in April.**
 - **The Induction ceremony will be held in early May**

Coversheet

MSU Aerospace Program

| | |
|--------------------------|--|
| Section: | III. STEM School Highlands Ranch Updates |
| Item: | B. MSU Aerospace Program |
| Purpose: | Vote |
| Submitted by: | |
| Related Material: | April Board Presentation 24_25.pdf |

ED Presentation

April 1st, 2025

LynAnn Kovalsky, Executive Director

UPDATES

2024 - 25 Enrollment

| Elementary | Middle | High | Total | Potential |
|------------|----------|----------|------------|-----------|
| 505 (-4) | 463 (-3) | 411 (-2) | 1,379 (-7) | 1,379 |

| Elementary School | |
|-------------------|-----|
| Kinder | 72 |
| First | 65 |
| Second | 76 |
| Third | 96 |
| Fourth | 80 |
| Fifth | 116 |

| Middle School | |
|---------------|-----|
| Sixth | 128 |
| Seventh | 163 |
| Eighth | 172 |

| Pending Enrollments | |
|---------------------|---|
| Extended Absences | - |
| S2 Transfers - In | - |
| S2 Transfers - Out | - |

| High School | |
|-------------|-----|
| Ninth | 114 |
| Tenth | 104 |
| Eleventh | 94 |
| Twelfth | 87 |
| 13/14 | 12 |

Data - IC Student Enrollment Summary
Report 3/31/2025 + 2024-25 Admin
Transfers; () Net change from prior
month.



2025 - 26 Open Enrollment Numbers - Projections

| Elementary | Middle | High | Total | Net Increase |
|------------|--------|------|-------|--------------|
| 548 | 504 | 448 | 1,500 | 101 (7%) |

| Elementary School | |
|-------------------|-----|
| Kinder | 84 |
| First | 85 |
| Second | 76 |
| Third | 90 |
| Fourth | 115 |
| Fifth | 98 |

| Middle School | |
|---------------|-----|
| Sixth | 170 |
| Seventh | 160 |
| Eighth | 174 |

| Open Enrollment - New Enrolled | |
|--------------------------------|-----|
| Round 1 | 201 |
| Round 2 (3/31/2025) | 102 |
| Total | 303 |

| High School | |
|-------------|-----|
| Ninth | 135 |
| Tenth | 108 |
| Eleventh | 100 |
| Twelfth | 95 |
| 13/14 | 10 |

Projections as of 3/31/2025 - Based on 5% attrition.



STEM Updates

- Hiring Season-
 - Trends look positive for staff retention
 - Strong possibility for needing additional staff due to increase in student enrollment
- Testing Season Starts- MONDAY
- Parent SAC Survey- Opens Sunday, April 6th and will close on Sunday, April 20th

Academic Committee

Courses

STEM Electives that could potentially be used at Metro if students choose to.

2025-2026 School Year

CE- MSU- AES 1010- Introduction to Aviation and Aerospace Operations- current student request count 24 students

CE- MSU- AES 1040- Introduction to Unmanned Aircraft Systems- current student request count 22 students

2027-2028 School Year

CE- MSU- AES 1050 – Introduction to Space

CE- MSU- AES 1910 – Aerospace Industry Exploration & Analysis



CE- MSU- AES 1050 – Introduction to Space

This course introduces students to the challenges of working in space. Course activities lead to the design and construction of a working satellite for launch. The course is designed for both engineering and non-engineering students.

Learning Objectives:

- Describe the design, building, and operation of space hardware through the construction and launch of an experimental vehicle called balloonsat.
- Discuss the interdisciplinary nature of space exploration by functioning as a team member in the creation of a simulated satellite, balloonsat.
- Demonstrate an understanding of the reporting requirements associated with space operations by preparing pre- and post-launch reports and oral presentations.
- Simulate the Kepler spacecraft search for Earth-like planets through the construction and application of a solar system model called an orrery.
- Identify career opportunities available in the aerospace and space commercialization industries.

CE- MSU- AES 1910 -

Aerospace Industry Exploration and Analysis

Students will be introduced to the aviation and aerospace industry, including an overview of key organizations and dynamics that shape the industry. Given availability of organizations, students will perform field visits to participate in tours and analyze the types of activities performed.

Industry factors such as emerging technology, competition, globalization, and demographic diversification will also be discussed.

Learning Objectives:

- Identify the major aerospace organizations in the industry and describe their major objectives/missions,
- Identify how the aerospace industry has evolved in the last decade by analyzing case studies and performing field activities.
- Identify emerging aerospace technology and how it is shaping competition in the industry on a global scale.
- Identify ways the aerospace industry is evolving to promote equity, inclusion, and diversification of the workforce.

SBG Changes

Key Changes:

- **Points-Based Assignments:** Teachers will now use points for all assignments and assessments. The previous 1-4 scoring system will be discontinued.
- **Point-Based Weighting:** Assignments will be “weighted” by the points assigned by the teacher (e.g., a classwork assignment worth 5 points, a presentation worth 30 points). Assignment categories on Canvas will not be weighted.
- **Consistent Assignment Categories:** In Canvas, all assignments will be organized into two unweighted categories:
 - **Learning Opportunities:** This includes homework, classwork, and formative assessments that help students practice and learn the material.
 - **Demonstrations of Knowledge:** This includes projects, PBL presentations, summative assessments, and other significant ways students show what they've learned.
- **Final Grade Reporting:** Your child will receive a single final letter grade (A-F) for each course in grades 6-12. Both Learning Opportunities and Demonstrations of Knowledge will contribute to this final grade.
- **Traditional Grading Scale:** We will use a standard A-F grading scale (e.g., 90%-100% = A) for the 2025-2026 school year. We plan to revisit the possibility of incorporating plus and minus grades in 2026.
- **"Floor 50" for Good Faith Effort:** If your child submits work that shows a "good faith effort," they will receive a minimum grade of 50%. Teachers will determine if the work meets this standard. If no "good faith effort" is shown, a zero will be given.

SBG Changes

What Will Remain:

- **Proficiency Scales:** Teachers will continue to use proficiency scales, which outline the learning goals for each unit. These scales will be shared with students at the beginning of each unit and will be used to create assignments and assessments. The scales will be revised to use the terms "advanced, proficient, developing, beginning" instead of 1-4. The "beginning" level will be aligned with the "floor 50" criteria.
- **Standards Alignment:** Your child's grades will continue to reflect their mastery of the course standards. Grades will not be given for activities that are not aligned to standards (e.g. dressing up for a presentation, submitting a syllabus).
- **Existing Retake Policy:** Students will continue to have the option to utilize retakes to improve their grade. Existing retake policies outlined by departments will remain in place.
- **Late Work Policy:** Late work will not result in point deductions. However, a zero will be entered for assignments not submitted by the due date. Each department will set deadlines for late work, and these deadlines will be clearly communicated to students and parents.
- **AP/CE:** There will be no changes to AP and CE courses.



Coversheet

Elementary Math Curriculum

| | |
|--------------------------|--|
| Section: | III. STEM School Highlands Ranch Updates |
| Item: | C. Elementary Math Curriculum |
| Purpose: | Vote |
| Submitted by: | |
| Related Material: | Mathematics_Curriculum_Pilot.pdf |

MATHEMATICS CURRICULUM PILOT

WHY NOW?

Each year, the Elementary School at STEM School Highlands Ranch examines results from the Colorado Measures of Academic Success (CMAS) and the i-Ready Diagnostic. Mathematics, specifically Reasoning and Modeling, consistently emerge as a priority.

Currently, the Elementary School at STEM School Highlands Ranch uses Eureka Math by Great Minds, a curriculum developed in 2012. Although Eureka Math is still supported by Great Minds, Great Minds considers it to be outdated. Great Minds encourages the exploration of new curricula more recently developed using the most current research.

HOUSE BILL 23-1231

House Bill 23-1231, known as Improving Mathematics Outcomes in K-12, was introduced to the Colorado General Assembly on March 7, 2023 and signed into law on May 15, 2023. This act requires the Colorado Department of Education (CDE) to provide free evidence-informed practices in mathematics training for both elementary and secondary educators and to identify and publish a list of evidence-informed curricula, assessments, and intervention.

House Bill 23-1231, prompted the Elementary School at STEM School Highlands Ranch to enroll in the free evidence-informed practices in mathematics training and to critically examine current curricula, assessments, and intervention to ensure the use of high-quality instructional materials.

PROBLEM

Eureka Math, no longer meets the needs of our teachers, students, and caregivers nor does it support our Mission, Vision, and Strategic Plan.

SOLUTION

Adoption of a new mathematics curriculum that meets the needs of our teachers, students, and caregivers and supports our Mission, Vision, and Strategic Plan.

MATHEMATICS CURRICULUM PILOT

To address our Problem and Solution, a mathematics curriculum pilot was designed, implemented, and evaluated.

TEAM

A team was established to lead, implement, evaluate, and make decisions regarding the mathematics curriculum pilot. This team met frequently to engage in opportunities for support and reflection, including curricular professional development and instructional coaching.

| | |
|--------------|---------------------|
| KINDERGARTEN | PAMELA TAYLOR |
| FIRST GRADE | STEPHANIE SCHIFFMAN |
| SECOND GRADE | ERICA WILKERSON |
| THIRD GRADE | KATE JACKSON |
| FOURTH GRADE | JULIANA BROST |
| FIFTH GRADE | MARNI GUSICH |

MATERIALS

Materials for the mathematics curriculum pilot were selected from a list of evidence-informed curricula published by the Colorado Department of Education (CDE). Considerations for selection included EdReport ratings, publication dates, use by Douglas County School District RE-1, and grade span.

Open Up Resources, Eureka Math², and enVision Mathematics were considered. Eureka Math², and enVision Mathematics were selected.

TIMELINE

| | |
|--------------------|-----------------------------------|
| NOVEMBER 3, 2023 | EUREKA MATH TRAINING |
| FEBRUARY 6, 2024 | EUREKA MATH ² TRAINING |
| FEBRUARY 7, 2024 | EUREKA MATH ² TRAINING |
| APRIL 26, 2024 | MEETING |
| JULY 29, 2024 | ENVISION MATHEMATICS TRAINING |
| SEPTEMBER 20, 2024 | ENVISION MATHEMATICS TRAINING |
| NOVEMBER 1, 2024 | MEETING |
| FEBRUARY 14, 2025 | MEETING |

EVALUATION

Collective data analysis was utilized for evaluation of the mathematics curriculum pilot. The team participated in independent evaluation, followed by evidence-based conversations.

RESULTS

It is the recommendation of the team that enVision Mathematics be adopted as the new mathematics curriculum, as it best meets the needs of our teachers, students, and caregivers and best supports our Mission, Vision, and Strategic Plan.

ENVISION MATHEMATICS

QUOTE FOR EUREKA SQUARED (1 YEAR QUOTE)

[STEM School Highlands](#)

[Ranch-2024-EM2-PrintDig-GrK-5-New-Extended_Tuesday, January 16, 2024 136 PM \(1\).pdf](#)

QUOTE FOR ENVISION MATH (3 YEAR QUOTE)

[3-year STEM School_enVision_Math_k-5 \(1\).pdf](#)

Coversheet

CIO Update - Strategic Updates

| | |
|--------------------------|--|
| Section: | IV. KOSON Schools |
| Item: | A. CIO Update - Strategic Updates |
| Purpose: | Discuss |
| Submitted by: | |
| Related Material: | Why Replicate Board Presentation 20250401.pptx.pdf |

April 1, 2025

Rationale for Growth

Rational for Growth

Extend our mission and impact

Financial Sustainability

Stronger Academic and Programmatic Impact

Increased Student Access

Enhanced Talent Pipeline and Staff Retention

Resilience and Long-Term Viability



Extend Mission and Vision

1. More Students Can Thrive, Lead, and Succeed in Their Lives

By opening additional campuses, the school can serve more students who might not otherwise have access to a rigorous STEM curriculum. This directly aligns with the mission of increasing STEM and preparing students for high-demand careers.

2. Building a Broader Community of STEM Learners

A multi-campus network creates opportunities for collaboration among students, teachers, and industry partners. This fosters mentorship, project-based learning, and real-world applications of STEM education.

3. Strengthening Workforce Development

A larger network of STEM-focused schools contributes to a stronger pipeline of skilled graduates ready to enter STEM fields. This supports the long-term vision of fostering innovation and economic growth in the community.

4. Best Solutions to Make the World a Better Place

By definition the word innovation means to make better, and Improve, and as we train more and more students to use innovation for good in the world we will look back and have numerous stories to tell of all the great achievements and acts of service our students have made.



Financial Sustainability

- **Economies of Scale** – Bulk purchasing for supplies, technology, and curriculum materials reduces costs.
- **Shared Administrative Costs** – Centralized services (HR, IT, finance, and marketing) lower overhead expenses per school.
- **More Funding Opportunities** – Larger networks can attract bigger grants, philanthropic donations, and better financing options.
- **Increased Bargaining Power** – Ability to negotiate better lease terms, vendor contracts, and service agreements.



Stronger Academic and Programmatic Impact

- **Consistent Curriculum & Best Practices** – A network allows for the replication of successful instructional models and interventions.
- **More Teacher Collaboration & Professional Development** – Educators across schools can share strategies, resources, and training.
- **Better Data-Driven Decision-Making** – A larger student body provides richer data for analyzing and improving academic outcomes.
- **Specialized Programs** – A network can support specialized offerings (STEM, arts, dual-language, STEM Student Showcase, etc.) that might not be sustainable in a single school.



Increased Student Access

- **More Enrollment Capacity** – Scaling helps meet demand in communities with long waitlists.
- **Better Services for Diverse Learners** – Networks can pool resources for special education, English language learners, and mental health support.
- **Greater Geographic Reach** – Expansion allows more families access to quality education in underserved areas.

Increased Talent Pipeline and Staff Retention

- **Career Growth Opportunities** – Larger networks can offer teachers and staff clear paths to leadership roles.
- **More Competitive Compensation & Benefits** – A bigger organization can afford better salaries, benefits, and incentives.
- **Recruitment Advantages** – A network can attract high-quality educators through established branding and reputation.

Resiliency and Long Term Viability

- **Risk Diversification** – One struggling school in a network is less likely to threaten overall organizational stability.
- **Stronger Advocacy & Influence** – A network has more clout in policy discussions, allowing for better protections and opportunities.
- **Flexibility in Resource Allocation** – Surplus funds or resources from one school can support another in need.

April 1, 2025

Strategic Plan Update

To achieve our goals, we will focus on three areas, starting from the inside out

3

Prepare for Sustainable Growth

Our long-term vision is to broaden the reach of and expand access to STEM education to more Denver-area students and families. In doing so, we will strengthen communities, drive innovation, and contribute to a more prosperous society.

2

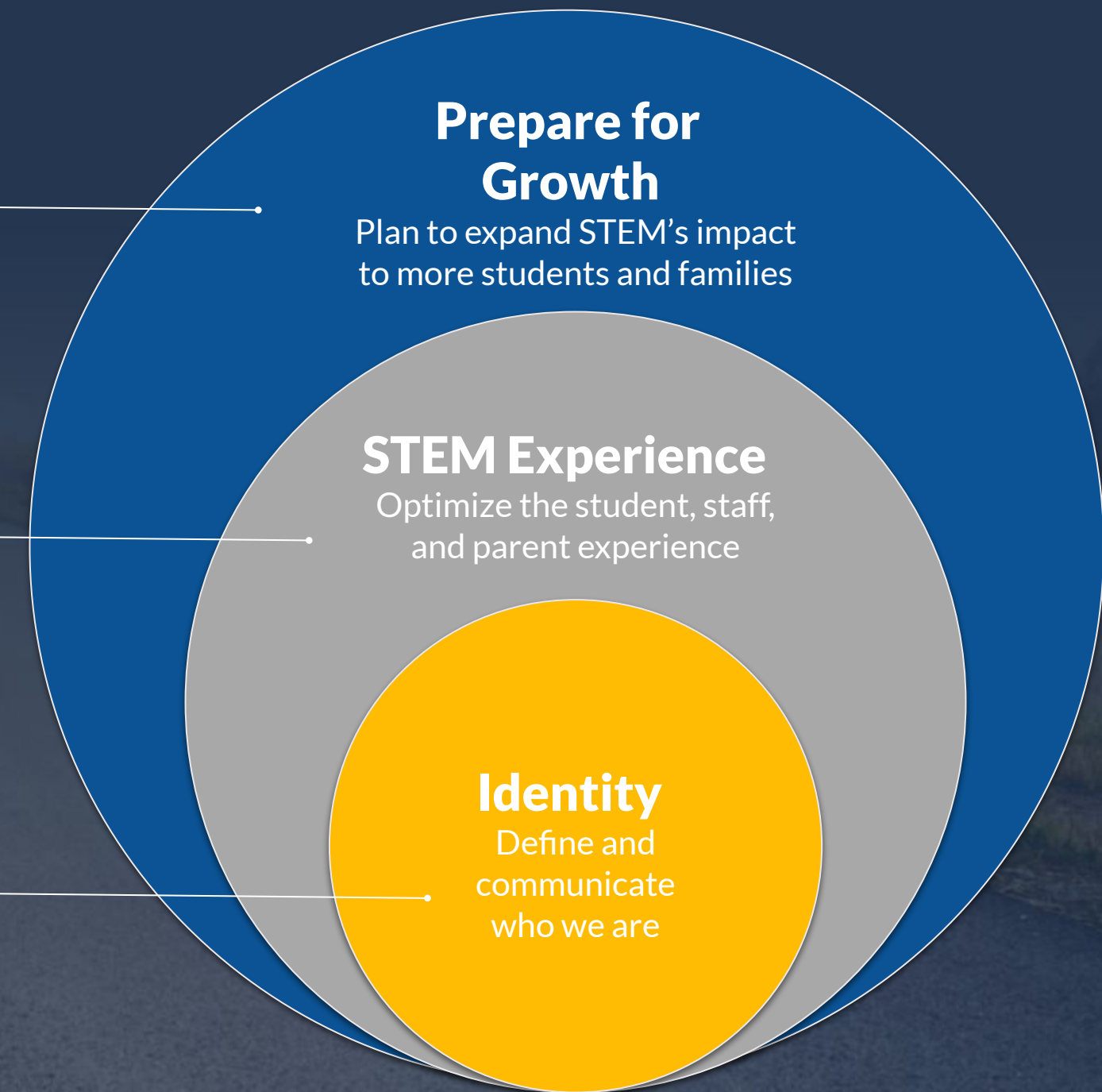
Optimize the STEM Experience

Our goal is to create a world-class experience for every member of the STEM community, including students, staff, and parents, empowering them to reach their full potential and make a lasting impact on the world.

1

Clarify and Communicate our Identity

Our identity is at the core of who we are. Our first priority is to clearly define and codify STEM Highlands Ranch so that we can communicate this vision effectively to current and prospective students, staff, and parents.



Strategic Plan (2025-2030)

| Focus Area | Strategic Priority | Description |
|--|---|--|
| 1 Identity <i>Define and communicate who we are</i> | 1A. Communications & Marketing | Define and communicate the identity and culture of STEM in order to effectively attract students, parents, and staff. |
| | 1B. Knowledge Management | Document key operational systems and procedures for areas such as human resources, curriculum & instruction, and program model. |
| 2 The STEM Experience <i>Optimize the student, staff, and parent experience</i> | 2. Optimize the STEM Experience | 2A. For Students Codify STEM's program model to create a cohesive educational experience aligned to students' interests, abilities, and goals. |
| | | 2B. For Staff Foster a high quality staff culture that cares for one another (inclusive and equitable), shares decision-making, focuses on continual improvement, and prioritizes stability. |
| | | 2C. For Parents Strengthen communication, engagement, and support for parents in order to foster a positive and collaborative partnership between the school and families. |
| 3 Prepare for Growth <i>Prepare to expand impact to more students and families</i> | 3A. Long-Term Planning | Develop annual and strategic plans aligned with STEM's long-term goals, including key performance indicators and systems for monitoring progress. |
| | 3B. Network Model & Governance | Establish a network model and governance structure to support growth, including roles, responsibilities, and decision-making processes. |

Coversheet

Finance Committee Update

| | |
|--------------------------|------------------------------|
| Section: | V. Board Committee Updates |
| Item: | A. Finance Committee Update |
| Purpose: | Discuss |
| Submitted by: | |
| Related Material: | Proposed Budget FY 25-26.pdf |

FY 2025 - 2026

Proposed Budget



TABLE OF CONTENTS

1. Introduction
2. Revenue & Expenditure Analysis
3. Multi-Year Budget
4. Thanks You/Questions

STEM School Highlands Ranch - Board of Director's Meeting - Agenda - Tuesday April 1, 2025 at 5:30 PM

Per Pupil Revenue & Assumptions

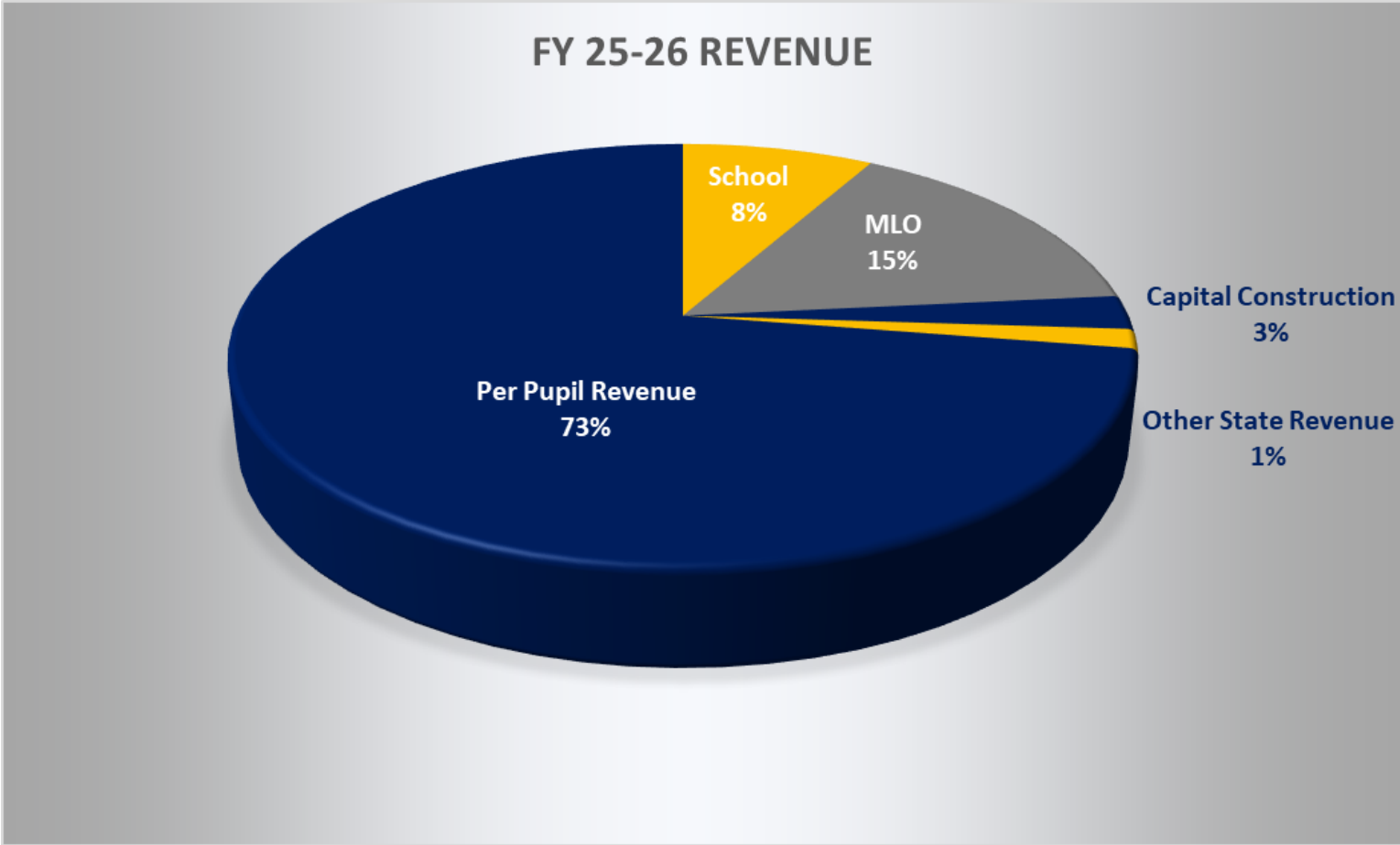
| Increase to PPR | | |
|-------------------------------|------------------------|---------------------------------------|
| | Actual FY 24-25 | Governors Request - 2.7% FY 25- 26 |
| PPR | \$ 10,688.37 | \$ 10,976.96 |
| Student Count | 1379 | 1500 |
| Total PPR | \$14,739,262 | \$16,465,440 |
| At Risk Adjustment | \$213,000 | \$249,013 |
| ELL | \$72,500 | \$38,191 |
| | \$15,024,762.23 | \$16,752,644.68 |
| Assumptions | | |
| Salary Increases | | (\$630,000.00) |
| Stipends | | (\$75,000.00) |
| Retention Bonuses | | (\$260,500.00) |
| Insurance Increases | | (\$200,000.00) |
| Substitute Teachers | | (\$60,000.00) |
| ERP System | | (\$60,000.00) |
| Supplies/Curriculum/Materials | | (\$150,000.00) |
| Property Upgrades | | (\$300,000.00) |
| Increase to PPR | | \$1,727,882.45 |



Revenue Analysis

Revenue Analysis

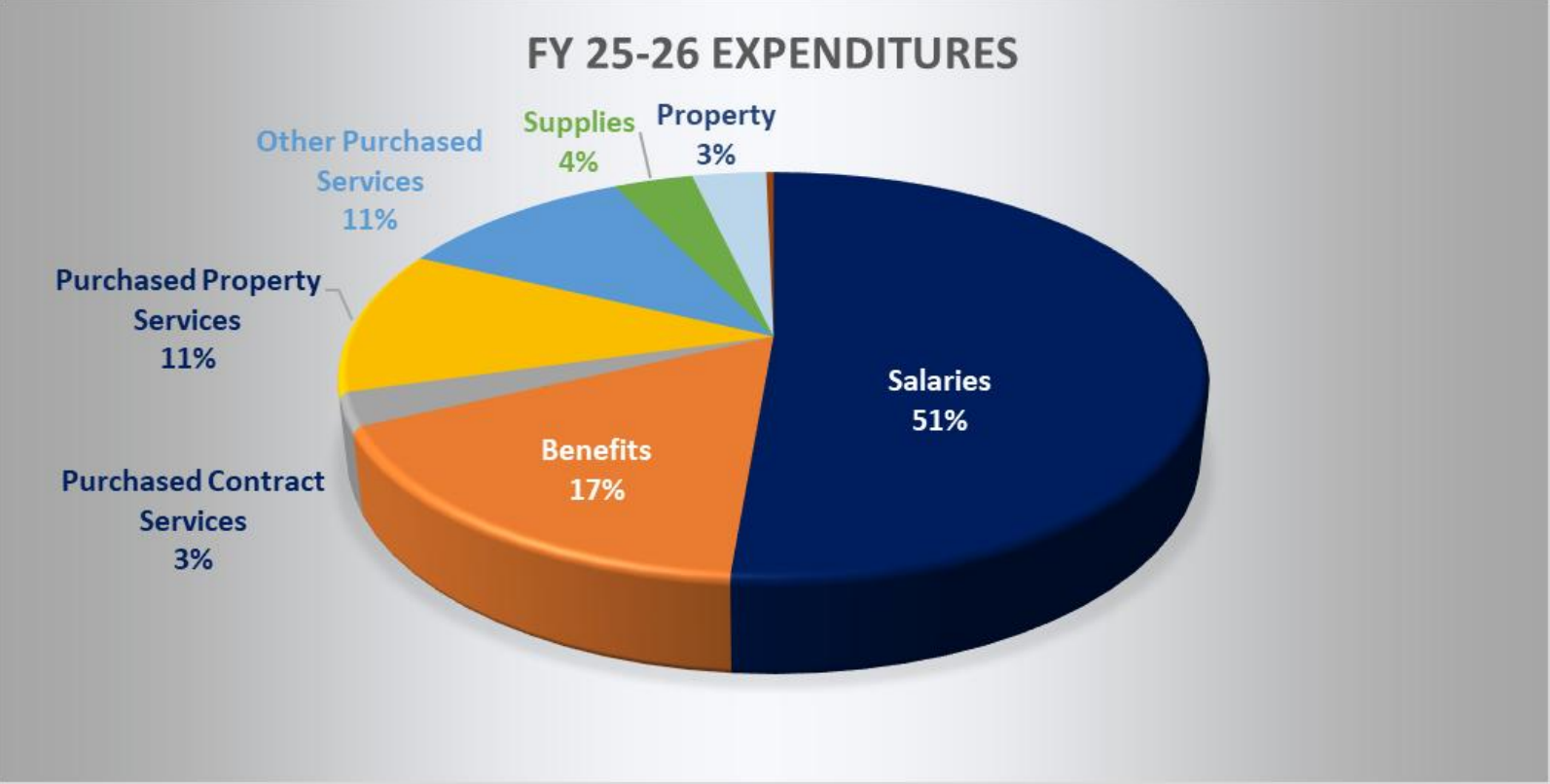
| | | Projected FY 25 | | Proposed FY 26 | | % Change |
|-------------------------|----|-----------------|------------|----------------|------------|----------|
| LOCAL | | | | | | |
| School | \$ | 1,646,585 | \$ | 1,885,280 | 14.50% | |
| MLO | \$ | 3,218,529 | \$ | 3,516,240 | 9.25% | |
| TOTAL LOCAL REVENUE | | \$ | 4,865,114 | \$ | 5,401,520 | 11.03% |
| STATE CATEGORICAL | | | | | | |
| Capital Construction | \$ | 795,396 | \$ | 600,000 | -24.57% | |
| Other State Revenue | \$ | 319,885 | \$ | 337,000 | 5.35% | |
| TOTAL STATE CATEGORICAL | | \$ | 1,115,281 | \$ | 937,000 | -15.99% |
| STATE PPR | | | | | | |
| Per Pupil Revenue | \$ | 14,675,129 | \$ | 16,715,445 | 13.9% | |
| TOTAL PPR REVENUE | | \$ | 14,675,129 | \$ | 16,715,445 | 13.9% |
| TOTAL REVENUES | | \$ | 20,655,525 | \$ | 23,053,965 | 11.61% |



Expenditure Analysis

Expenditure Analysis

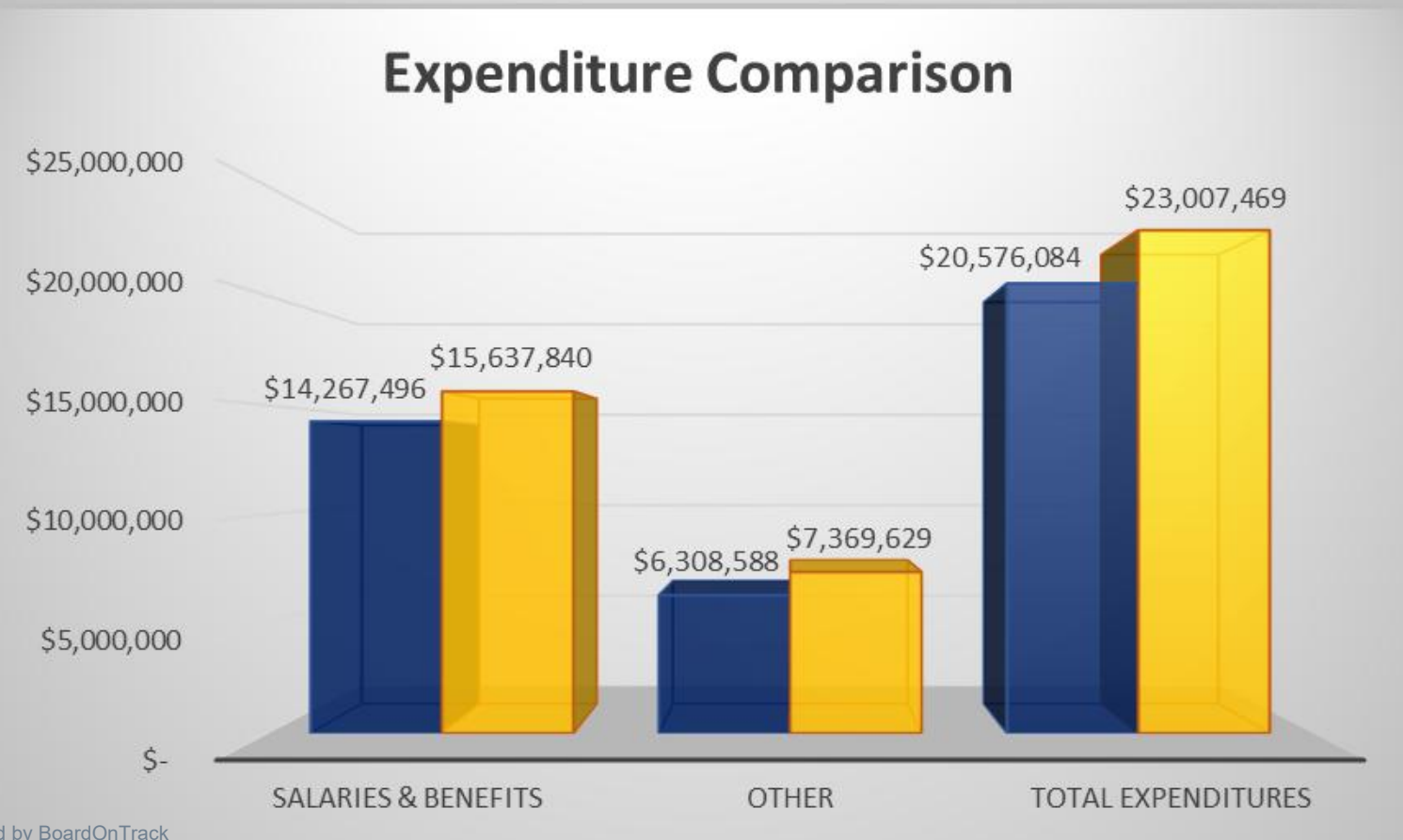
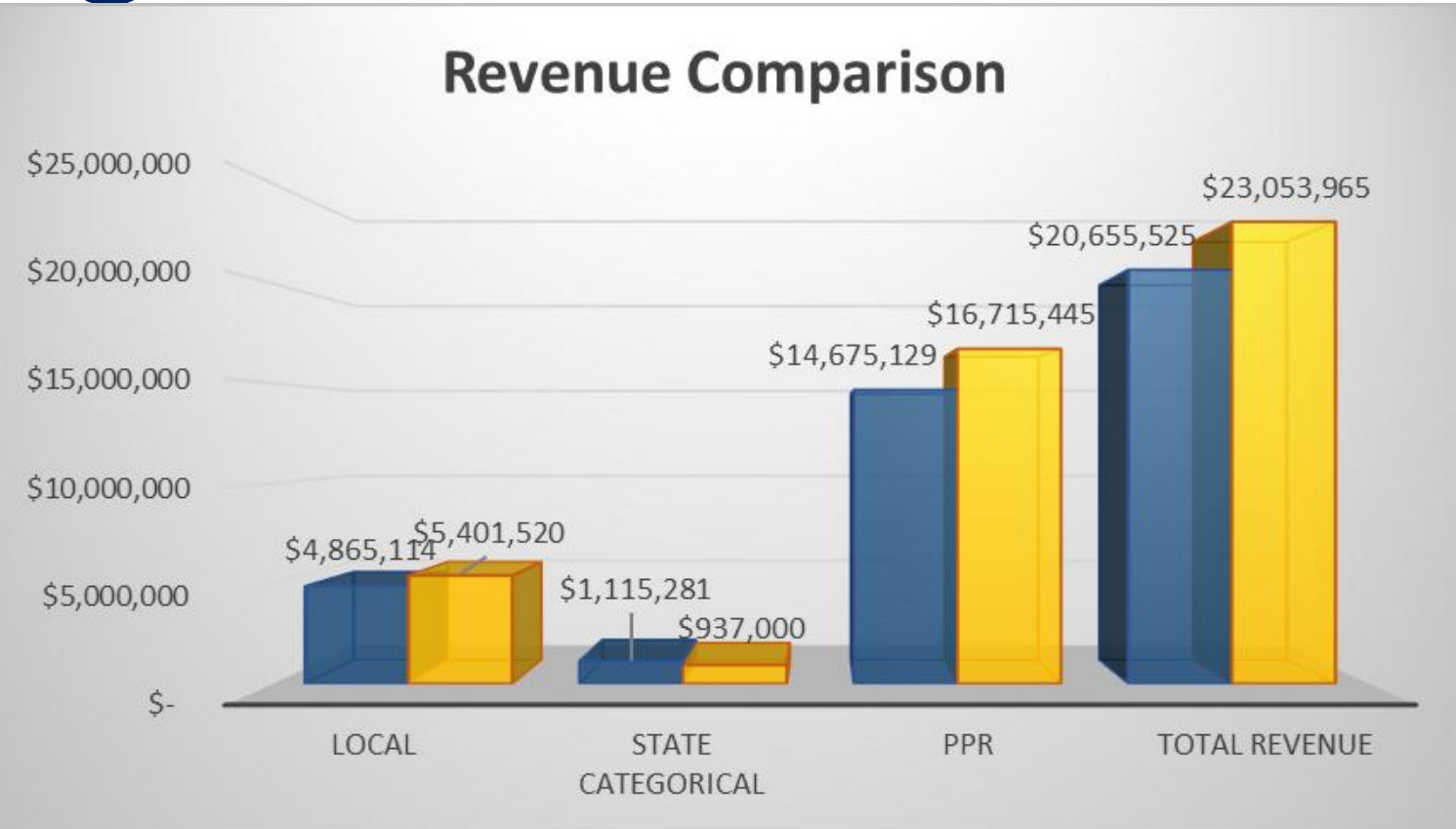
| | Projected FY 25 | | Proposed FY 26 | | % Change |
|-----------------------------|-----------------|------------|----------------|------------|----------|
| Salaries & Benefits | | | | | |
| Salaries | \$ | 10,662,846 | \$ | 11,807,389 | 11% |
| Benefits | \$ | 3,604,650 | \$ | 3,830,451 | 6% |
| Total Salaries & Benefits | \$ | 14,267,496 | \$ | 15,637,840 | 10% |
| Other | | | | | |
| Purchased Contract Services | \$ | 453,236 | \$ | 610,029 | 35% |
| Purchased Property Services | \$ | 2,848,747 | \$ | 2,652,000 | -7% |
| Other Purchased Services | \$ | 2,047,551 | \$ | 2,452,200 | 20% |
| Supplies | \$ | 662,982 | \$ | 816,900 | 23% |
| Property | \$ | 271,672 | \$ | 763,500 | 181% |
| Other | \$ | 24,400 | \$ | 75,000 | 207% |
| Total All Other | \$ | 6,308,588 | \$ | 7,369,629 | 17% |
| Total Expenditures | \$ | 20,576,084 | \$ | 23,007,469 | 12% |



Revenue/Expenditure Analysis

Revenue/Expenditure Analysis

| | Projected FY 25 | | Proposed FY 26 | | % Change |
|---------------------|-----------------|------------|----------------|------------|----------|
| REVENUE | | | | | |
| LOCAL | \$ | 4,865,114 | \$ | 5,401,520 | 11.03% |
| STATE CATEGORICAL | \$ | 1,115,281 | \$ | 937,000 | -15.99% |
| PPR | \$ | 14,675,129 | \$ | 16,715,445 | 13.9% |
| TOTAL REVENUE | \$ | 20,655,525 | \$ | 23,053,965 | 11.61% |
| EXPENDITURES | | | | | |
| SALARIES & BENEFITS | \$ | 14,267,496 | \$ | 15,637,840 | 9.6% |
| OTHER | \$ | 6,308,588 | \$ | 7,369,629 | 16.8% |
| TOTAL EXPENDITURES | \$ | 20,576,084 | \$ | 23,007,469 | 11.8% |
| | | | | | |
| SURPLUS/DEFECIT | \$ | 79,441 | \$ | 46,496 | |



| | | Audited Actual | Revised Budget | Projected Actual | Projected Budget | Projected Budget | Projected Budget |
|-------------------------|----------------------------------|----------------|----------------|------------------|------------------|------------------|------------------|
| | | 2023-2024 | 2024-2025 | 2024-2025 | 2025-2026 | 2026-2027 | 2027-2028 |
| Balance on Hand July 1: | | \$ 13,388,208 | \$ 14,675,529 | \$ 14,675,529 | \$ 14,754,970 | \$ 14,801,466 | \$ 14,849,357 |
| Revenue: | | | | | | | |
| | Per Pupil Revenue | \$ 14,217,846 | \$ 14,674,240 | \$ 14,675,129 | \$ 16,715,445 | \$ 17,216,908 | \$ 17,733,415 |
| | Mill Levy Override | \$ 3,219,547 | \$ 3,144,209 | \$ 3,218,529 | \$ 3,516,240 | \$ 3,621,727 | \$ 3,730,379 |
| | Field Trips | \$ - | | | \$ 240,000 | \$ 247,200 | \$ 254,616 |
| | Earnings on Investments | \$ 748,680 | \$ 720,000 | \$ 720,000 | \$ 550,000 | \$ 566,500 | \$ 583,495 |
| | Pupil Activities | \$ 283,008 | \$ 848,857 | \$ 848,858 | \$ 255,581 | \$ 263,248 | \$ 271,146 |
| | Other Local Revenue | \$ - | \$ 21,728 | \$ 21,728 | \$ 362,240 | \$ 373,107 | \$ 384,300 |
| | Rental Lease | \$ - | \$ - | \$ - | \$ 10,000 | \$ 10,300 | \$ 10,609 |
| | Contributions/Donations | \$ 1,598,973 | \$ 56,000 | \$ 56,000 | \$ 125,000 | \$ 128,750 | \$ 132,613 |
| | Categorical Revenue | \$ 904,280 | \$ 795,396 | \$ 795,396 | \$ 600,000 | \$ 618,000 | \$ 636,540 |
| | Other State Revenue | \$ - | \$ 319,885 | \$ 319,885 | \$ 337,000 | \$ 347,110 | \$ 357,523 |
| | Other Sources | \$ - | | \$ - | \$ 342,459 | \$ 352,733 | \$ 363,315 |
| Total Revenue | | \$ 20,972,334 | \$ 20,580,315 | \$ 20,655,525 | \$ 23,053,965 | \$ 23,745,584 | \$ 24,457,951 |
| Total Sources | | \$ 34,360,542 | \$ 35,255,844 | \$ 35,331,054 | \$ 37,808,935 | \$ 38,547,050 | \$ 39,307,309 |
| Expenses | | | | | | | |
| | Salaries | \$ 10,026,461 | \$ 10,662,846 | \$ 10,662,846 | \$ 11,807,389 | \$ 12,161,610 | \$ 12,526,459 |
| | Benefits | \$ 2,728,281 | \$ 3,604,650 | \$ 3,604,650 | \$ 3,830,451 | \$ 3,945,364 | \$ 4,063,725 |
| | Purchased Prof. & Tech. Services | \$ 627,896 | \$ 453,236 | \$ 453,236 | \$ 610,029 | \$ 628,330 | \$ 647,180 |
| | Purchased Property Services | \$ 2,954,897 | \$ 2,848,747 | \$ 2,848,747 | \$ 2,652,000 | \$ 2,731,560 | \$ 2,813,507 |
| | Other Purchased Services | \$ 2,114,973 | \$ 2,047,551 | \$ 2,047,551 | \$ 2,452,200 | \$ 2,525,766 | \$ 2,601,539 |
| | Supplies | \$ 536,912 | \$ 662,982 | \$ 662,982 | \$ 816,900 | \$ 841,407 | \$ 866,649 |
| | Property | \$ 399,406 | \$ 271,672 | \$ 271,672 | \$ 763,500 | \$ 786,405 | \$ 809,997 |
| | Other Expenses | \$ 60,762 | \$ 24,400 | \$ 24,400 | \$ 75,000 | \$ 77,250 | \$ 79,568 |
| | Principal on Leases | \$ 235,425 | | \$ - | \$ - | \$ - | \$ - |
| Total Expenditures | | \$ 19,685,013 | \$ 20,576,084 | \$ 20,576,084 | \$ 23,007,469 | \$ 23,697,693 | \$ 24,408,623 |
| Net Income | | \$ 1,287,321 | \$ 4,231 | \$ 79,441 | \$ 46,496 | \$ 47,891 | \$ 49,328 |
| Balance on Hand June 30 | | \$ 14,675,529 | \$ 14,679,760 | \$ 14,754,970 | \$ 14,801,466 | \$ 14,849,357 | \$ 14,898,685 |

Thank You!

Questions?

Coversheet

CIO Support & Evaluation Committee

| | |
|--------------------------|---------------------------------------|
| Section: | V. Board Committee Updates |
| Item: | B. CIO Support & Evaluation Committee |
| Purpose: | FYI |
| Submitted by: | |
| Related Material: | Overview_of_CIO_EOY_Eval_Process.pdf |

CIO End of Year Evaluation

Purpose

- CIO receives feedback from the STEM Board
- Ensure the STEM Board and the CIO are aligned on priorities
- Board improves internal alignment on how best to support STEM.
- STEM Board receives feedback from CIO to improve processes

CIO End of Year Evaluation

Approach

| Priority Areas the Board will evaluate | Evidence the Board will use to evaluate | Where the Board will log evaluations |
|---|--|---|
| The CIO's '24-'25 Goals | <ul style="list-style-type: none">• CIO's EOY Report• Observations via committee work, board meetings, etc. | Board on Track EOY Evaluation Tool (online) |
| CIO Day-to-Day Roles & Responsibilities | <ul style="list-style-type: none">• CIO's Self Eval. in Board on Track• Summary of direct reports' survey• Observations via committee work, board meetings, etc. | |

Approach

- **April 6:** Erin updates the Board on Track EOY Evaluation to reflect this year's priorities.
- **Apr. 7 - 27:**
 - Matt completes the EOY Self Evaluation in Board on Track.
 - Matt share with the board his EOY Report
 - Erin & Carla share a summary of survey data from Matt's direct reports
- **Apr. 28 - May 5:**
 - Board members individually review the CIO's report.
 - Board members individually evaluate Matt using the Board on Track online evaluation
- **May 5:** Erin prepares for board executive session discussion
- **May 6th Board Meeting:** Board executive session to ID commendations and opportunities
- **May 15:** S&E Committee shares Board commendations and recommendations with CIO
- **May 23:** S&E Chair finalizes EOY Evaluation Report and posts to Board Book
- **June 3:** Board votes on EOY Evaluation Report

Coversheet

Governance Committee

| | |
|--------------------------|---|
| Section: | V. Board Committee Updates |
| Item: | C. Governance Committee |
| Purpose: | Vote |
| Submitted by: | |
| Related Material: | Policy_Enrollment_Draft Changes.pdf Policy_Enrollment_2025.pdf |

Enrollment Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Enrollment

I. PURPOSE

The purpose of this policy is to define the enrollment process and requirements for STEM School Highlands Ranch (STEM). STEM is a free, public charter school authorized by the Douglas County School District (DCSD) and serves grades Kindergarten through 12.

II. POLICY

A. Open and Choice Enrollment

STEM participates in DCSD's annual open enrollment and choice enrollment processes, adhering to all applicable dates and deadlines. Parents/guardians must submit an application to enroll their student(s) in STEM. STEM utilized DCSD's open enrollment application software platform for open enrollment.

B. Prioritizing Applicants

When the number of eligible applicants during the open enrollment period exceeds the spaces available in a particular program, grade or school, as determined by the Executive Director or designee, applications will be prioritized by grade level on the annual prioritized list by the priorities listed below.

- First Priority: Siblings of current STEM students
- Second Priority: Founding Families and children and grandchildren of current STEM staff ~~and board members~~
 - An Enrollment Priority Request Form is required to provide proof of enrollment priority
- Third Priority: Student applicants who are DCSD Residents
- Fourth Priority: Student applicants who are not DCSD residents.

Enrollment priority does not guarantee enrollment if there is no availability at the applicant's grade level. Due to enrollment priorities, STEM does not release information regarding a particular applicant's position on the list. Founding Families, ~~and staff members, and board members~~ must complete the Enrollment Priority Request Form in order to provide proof they meet these enrollment priority criteria prior to the First Round Open Enrollment Application period.

Enrollment Policy

Applicants not accepted during enrollment by STEM during the First Round Open Enrollment Application period will automatically be placed on the annual prioritized list and will have priority over those applicants by applying during the Second Round Open Enrollment Application period. STEM's annual prioritized list will be purged upon the close of the Second Round Open Enrollment period of each year, in accordance with DCSD policies. Applicants not offered enrollment must reapply the following year, as the list does not carry over from year to year.

C. STEM Interest List

STEM offers prospective families the opportunity to complete the STEM Interest Form to receive notifications about open enrollment dates and enrollment related information. Completing the STEM Interest Form is separate from the DCSD/STEM Open and Choice Enrollment processes, and is not considered an open or choice enrollment application. The STEM Interest Form does not guarantee enrollment nor does it obligate families to enroll in STEM.

D. Admission Phase

As per the DCSD Open Enrollment process, STEM offers a First Round Open Enrollment Application period and a Second Round Open Enrollment Application period. Once issued an offer of enrollment during the First Round Open Enrollment Application period, parents/guardians must accept the offer by the First Round Open Enrollment Application period deadline. Once issued an offer of enrollment during the Second Round Open Enrollment Application period, parents/guardians must accept the offer within 48 hours.

Parents/guardians are responsible for providing a reasonable way for STEM to reach them regarding enrollment and are also responsible for informing the school of any change to their contact information. While STEM will attempt to notify families, the school is not responsible for the inability to contact families should they be unreachable (i.e., traveling, inaccurate information, etc.). Failure to respond to the enrollment offer by the deadline may result in the enrollment offer becoming void and the opening will be offered to the applicant next on the annual prioritized list.

E. Enrollment Phase

To complete the enrollment phase, parents/guardians must complete and return all registration and enrollment forms within five working days of when the enrollment offer was issued. Failure to complete and return all required registration and enrollment forms by the deadline may result in the enrollment offer becoming void and the opening will be offered to the applicant next on the annual prioritized list. Under DCSD guidelines, by accepting an offer of enrollment at STEM, you have established STEM as your student's assigned school through 12th grade.

F. Enrollment for Students Receiving Special Education Services

Requests from the parents/guardians of students receiving special education services for choice enrollment to STEM shall be considered in accordance with applicable state and federal laws. Consideration of whether or not a student receiving special education services is

Enrollment Policy

able to enroll in a school of choice shall be implemented in a two-step process. The first step of the process is the Admissions Phase and the second step is the Enrollment Phase. In order for a student receiving special education services to enroll and attend a school of choice, the student must be admitted after completion of the Admissions Phase of the process and then must be approved for enrollment during the Enrollment Phase of the process.

During a school's Admissions Phase of the process, including any lottery or similar process, school shall not in any way inquire into the disability status of a student. If a student receiving special education services is admitted through the Admissions Phase of the process, the student must still be approved for enrollment into the school of choice. During the Enrollment phase of the process, the student's current Individualized Education Program (IEP) shall be reviewed to determine if the student's IEP can be appropriately implemented at the requested school or program so the student can be provided a Free Appropriate Public Education (FAPE). If there is a determination that the student's IEP cannot be implemented at the requested school, student enrollment may be denied and the student may be assigned to another school where the student's IEP can be implemented as developed by the IEP team. Decisions to assign the student to another school shall be made with due consideration for the impact on the child's total education program and must include parent/guardian participation.

G. Vacancies

Should a vacancy become available prior to the end of the Second Round Open Enrollment Application period, the vacancy will be filled as specified above. Should a vacancy become available between the end of the Second Round Open Enrollment Application period and October 1st, the vacancy may be filled through the Choice Enrollment process. Should a vacancy become available after October 1st, it will be the decision of the Executive Director or designee to fill that vacancy or leave it open until the following school year.

H. Choice Enrollment

Following the close of the Second Round Open Enrollment Application period, STEM may offer choice enrollment to new DCSD and non-DCSD students throughout the school year based on availability. New DCSD students are those who have moved into DCSD after the Second Round Open Enrollment Application period has closed and/or have not yet enrolled in a DCSD school. For eligible students, STEM offers a STEM School Highlands Ranch New Student Choice Application process available on the [STEMK12.org](https://www.stemk12.org) website.

Enrollment Policy

I. Transfers

Students may choose to enroll in STEM after Second Round Open Enrollment Application period closes; however, for students already enrolled in DCSD, the process for administrative transfers in accordance with DCSD Policy JCA/JFB-R shall be followed.

Approved by the STEM School Board on _____.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: _____
(Signature, Board Secretary)

(Printed name, Board Secretary)

Adopted: 2019

Revised: January 2023

Revised: August 2023

Revised: October 2023

Revised: October 2024

Revised: April 2025

Enrollment Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Enrollment

I. PURPOSE

The purpose of this policy is to define the enrollment process and requirements for STEM School Highlands Ranch (STEM). STEM is a free, public charter school authorized by the Douglas County School District (DCSD) and serves grades Kindergarten through 12.

II. POLICY

A. Open and Choice Enrollment

STEM participates in DCSD's annual open enrollment and choice enrollment processes, adhering to all applicable dates and deadlines. Parents/guardians must submit an application to enroll their student(s) in STEM. STEM utilized DCSD's open enrollment application software platform for open enrollment.

B. Prioritizing Applicants

When the number of eligible applicants during the open enrollment period exceeds the spaces available in a particular program, grade or school, as determined by the Executive Director or designee, applications will be prioritized by grade level on the annual prioritized list by the priorities listed below.

- First Priority: Siblings of current STEM students
- Second Priority: Founding Families and children and grandchildren of current STEM staff
 - An Enrollment Priority Request Form is required to provide proof of enrollment priority
- Third Priority: Student applicants who are DCSD Residents
- Fourth Priority: Student applicants who are not DCSD residents.

Enrollment priority does not guarantee enrollment if there is no availability at the applicant's grade level. Due to enrollment priorities, STEM does not release information regarding a particular applicant's position on the list. Founding Families, and staff members must complete the Enrollment Priority Request Form in order to provide proof they meet these enrollment priority criteria prior to the First Round Open Enrollment Application period.

Enrollment Policy

Applicants not accepted during enrollment by STEM during the First Round Open Enrollment Application period will automatically be placed on the annual prioritized list and will have priority over those applicants by applying during the Second Round Open Enrollment Application period. STEM's annual prioritized list will be purged upon the close of the Second Round Open Enrollment period of each year, in accordance with DCSD policies. Applicants not offered enrollment must reapply the following year, as the list does not carry over from year to year.

C. STEM Interest List

STEM offers prospective families the opportunity to complete the STEM Interest Form to receive notifications about open enrollment dates and enrollment related information. Completing the STEM Interest Form is separate from the DCSD/STEM Open and Choice Enrollment processes, and is not considered an open or choice enrollment application. The STEM Interest Form does not guarantee enrollment nor does it obligate families to enroll in STEM.

D. Admission Phase

As per the DCSD Open Enrollment process, STEM offers a First Round Open Enrollment Application period and a Second Round Open Enrollment Application period. Once issued an offer of enrollment during the First Round Open Enrollment Application period, parents/guardians must accept the offer by the First Round Open Enrollment Application period deadline. Once issued an offer of enrollment during the Second Round Open Enrollment Application period, parents/guardians must accept the offer within 48 hours.

Parents/guardians are responsible for providing a reasonable way for STEM to reach them regarding enrollment and are also responsible for informing the school of any change to their contact information. While STEM will attempt to notify families, the school is not responsible for the inability to contact families should they be unreachable (i.e., traveling, inaccurate information, etc.). Failure to respond to the enrollment offer by the deadline may result in the enrollment offer becoming void and the opening will be offered to the applicant next on the annual prioritized list.

E. Enrollment Phase

To complete the enrollment phase, parents/guardians must complete and return all registration and enrollment forms within five working days of when the enrollment offer was issued. Failure to complete and return all required registration and enrollment forms by the deadline may result in the enrollment offer becoming void and the opening will be offered to the applicant next on the annual prioritized list. Under DCSD guidelines, by accepting an offer of enrollment at STEM, you have established STEM as your student's assigned school through 12th grade.

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Enrollment Policy

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Enrollment Policy

I. Transfers

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Approved by the STEM School Board on _____.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: _____
(Signature, Board Secretary)

(Printed name, Board Secretary)

Adopted: 2019

Revised: January 2023

Revised: August 2023

Revised: October 2023

Revised: October 2024

Revised: April 2025

Coversheet

Vote for Consent Agenda Items

| | |
|--------------------------|---|
| Section: | VI. Consent Agenda |
| Item: | A. Vote for Consent Agenda Items |
| Purpose: | Vote |
| Submitted by: | |
| Related Material: | Policy_Use Of DCSD Policies_2024.pdf Policy_Policy Adoption Process_2022.pdf Policy_Board Training_2023.pdf Policy_Conflict of Interest_2023.pdf |

Use of DCSD Policies Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Use of Douglas County School District Policies

I. PURPOSE

In its Charter, STEM School's Vision/Mission provides as follows:

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.

Under its Charter with Douglas County School District, Douglas County School District designates District policies as one of four categories for charter schools: Not Applicable, Automatic Waivers, Non-Automatic Waivers, and Non-Waivable. Policies designated as Not Applicable do not apply to STEM. With regards to Not Applicable or Waived policies, STEM is permitted to operate independently from other schools in the District and is free to develop, adopt, and implement its own operational policies, rules, and regulations, subject to the limitations of applicable laws, the Charter, and District approval (if required).

II. POLICY

As part of the Charter renewal process, STEM will submit its Waiver request to the District for Automatic and Non-Automatic Waivers and provide a replacement plan, process, or STEM policy. The District authorized charter contract will document the approved Automatic and Non-Automatic Waivers.

During the time period between Charter renewals, STEM will regularly review the District Automatic and Non-Automatic Waiver list, as well as any new or revised DCSD policies, to determine if a waiver request or new/updated STEM policy is needed. STEM reserves the right to request updated Waivers in accordance with the process outlined in its Charter, if needed.

The STEM Board will approve all Waiver requests prior to submission to the District for authorization.

For any Not Applicable or Waived policies, the STEM Board will continue to develop, revise and adopt its own policies that further the STEM Vision/Mission..

In any case where STEM has not waived an applicable DCSD policy or has not adopted or approved a specific plan, process, or STEM policy for a Waived or Not Applicable policy, STEM employees and agents, after asking for clarification from a supervisor to ensure there is not a specific plan, process or STEM policy in place, may rely on an existing Douglas County School District policy which addresses the particular matter or issue.

Use of DCSD Policies Policy

Approved by the STEM School Board on 06/02/2024.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: *Michelle Horne* (signature on file)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: March 2013
Revised: February 2024

Policy Adoption Process Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Policy Adoption Process

I. PURPOSE

Under the STEM School Charter and state law, the STEM Board is authorized and required to adopt policy to guide its own operation, including those areas where the Board can effectively carry out its own responsibilities. These governing policies may be referred to as “Board policies.” Board policies are used to provide guidance, clarity, and definition of purpose and intents, and to ensure that the STEM School organization as a whole adheres to the mission and vision of the organization.

The Board is also responsible for the adoption of policy for the safe and effective operation of the School. Policies relating to the general administration of STEM School may be referred to as “School policies.” Because of the special training of STEM staff and their general responsibility for the daily operation of the School and teaching of students, School policies should be developed collaboratively between the Board and STEM staff.

Board policies generally focus on “what” while School policies generally focus on “how.” Board policies should enable STEM staff to accomplish the mission of the School while School policies, which must correspond to the Charter and to the Board policies, should provide effective tools for the administration of the School.

II. POLICY

As part of the policy adoption process, the views of all stakeholders shall be considered. When considering the adoption of a new policy, the Board shall adhere to the following procedures, except where the Board unanimously determines such process is not required by exigent circumstances:

New Policies

New policies shall be developed and adopted as follows:

First, a STEM Board member may propose a new policy when the Board or such member concludes that a new policy is necessary to adequately define and support the STEM mission and vision. Recommendation for policies from communities shall generally be provided through a committee chair or representative.

For the development and drafting of policy, in particular School policies, the Board or a proposing Board member shall confer with the Executive Director or designee regarding the content of a proposed policy. However, the form and content of any proposed policy shall be the prerogative and responsibility of the proposing Board member.

Policy Adoption Process Policy

Each proposed policy shall then be published or provided to the full Board and STEM staff for review. STEM staff comments shall generally be provided through the Executive Director or designee.

Thereafter, a proposed policy may be presented for a first reading and discussion at a STEM Board meeting. The actual reading of a policy shall be at the discretion of the Board.

Following such reading, the proposed policy shall be published for a reasonable period on STEM's website to allow for comment by other STEM stakeholders. STEM shall ensure that adequate processes exist for receipt and consideration of stakeholder comments.

At a subsequent Board meeting, the proposed policy may be presented for a second reading, discussion, and final vote.

Amendment or Revision of Existing Policies

Any proposed revision or repeal of an existing policy shall be presented by a Board member at a Board meeting for a first reading, discussion, and final vote, which may be completed during the same Board meeting, unless a Board majority requests further consideration of such proposed amendment or revision.

Approved by the STEM School Board on 11/10/2022.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: *Michelle Horne* (signature on file)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: March 2013

Revised: April 2013

Revised: December 2021

Revised: October 2022

Board Training Policy

STEM SCHOOL HIGHLANDS RANCH POLICY
Board Training

I. PURPOSE

The purpose of this policy is to define the STEM Board annual training plan.

II. POLICY

The STEM Board members will conduct annual training to address board governance, communication, board conduct, board policy, and board/administration relationships.

Approved by the STEM School Board on 10/01/2023.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: Michelle Horne (signature on file)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: January 2023

Board Conflict of Interest Policy

STEM SCHOOL HIGHLANDS RANCH POLICY Board Conflict of Interest

I. PURPOSE

The purpose of the conflict of interest policy is to protect the interest of the Corporation when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Corporation or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit or governmental organizations.

II. POLICY

Definitions.

(a) Interested Person: Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

(b) Financial Interest: A person has a financial interest if the person has, directly or indirectly, through business, investment, or family: (i) An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement, (ii) A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement, or (iii) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.

(c) Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

(d) A financial interest is not necessarily a conflict of interest. Under Procedures (b), a person who has a financial interest may have a conflict of interest only if the appropriate board or committee decides that a conflict of interest exists.

Procedures.

(a) Duty to Disclose: In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

(b) Determining Whether a Conflict of Interest Exists: After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he shall leave the board of directors or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

(c) Procedures for Addressing the Conflict of Interest: (i) An interested person may make a presentation at the board or committee meeting, but after the presentation, he shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the

Board Conflict of Interest Policy

possible conflict of interest. (ii) The chairman of the board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement. (iii) After exercising due diligence, the board or committee shall determine whether the Corporation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest. (iv) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Corporation's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

(d) Violations of the Conflicts of Interest Policy: (i) If the board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. (ii) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Records of Proceedings.

The minutes of the board of directors and all committees with board delegated powers shall contain:

- (a) The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the board's or committee's decision as to whether a conflict of interest in fact existed.
- (b) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Compensation.

- (a) A voting member of the board of directors who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.
- (b) A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.
- (c) No voting member of the board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

*Board Conflict of Interest Policy***Annual Statements.**

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- (a) Has received a copy of the conflicts of interest policy,
- (b) Has read and understands the policy,
- (c) Has agreed to comply with the policy, and
- (d) Understands the Corporation is educational and/or charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Periodic Reviews.

To ensure the Corporation operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- (a) Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- (b) Whether partnerships, joint ventures, and arrangements with management organizations conform to the Corporation's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Use of Outside Experts.

When conducting the periodic reviews as provided for in this policy, the Corporation may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

Approved by the STEM School Board on 10/01/2023.
(dd/mm/yyyy)

STEM School Highlands Ranch

By: Michelle Horne (*signature on file*)
(Signature, Board secretary)

Michelle Horne
(Printed name, Board secretary)

Adopted: 2018

Revised: January 2023

*Board Conflict of Interest Policy***DCSD Charter Board Conflict of Interest Form**

STEM School Highlands Ranch Charter School Board

Due September 1 of each year

Note: The purpose of this document is to provide disclosure of any potential conflicts of interest by charter school board members. The Charter School Board operates according to its own Bylaws and applicable law in regard to conflicts of interest. However, this form is a public document and will be available at the School for inspection by other board members, the staff, or the community. In addition, a copy of the form will be uploaded into the School's online file cabinet maintained by the district.

Background

1. Board member name:

2. I affirm that I am at least 18 years of age by the date of appointment to the School Board.

• Yes, I affirm.

3. Indicate whether you have ever been convicted or pled "no contest" of one or more of the following: a. a misdemeanor related to honesty or trustworthiness, or b. a felony.

• No • Yes If the answer to this question is yes, please provide details of the offense, the date, disposition, etc., in an attachment.

4. Indicate if you have ever entered into a settlement agreement, consent decree, adjournment in contemplation of dismissal, assurance of discontinuance or other, similar agreement with the Securities Exchange Commission, Internal Revenue Service, the U.S. attorney general or the attorney general of any state, a U.S. or District attorney or any other law enforcement or regulatory body concerning the discharge of your duties as a board member of a for-profit or non-for profit entity or as an executive of such entity. If the answer to this question is yes, please provide details of the agreement.

• No • Yes

Conflicts

1. Indicate whether you, your spouse, or anyone in your immediate family meets either of the following conditions:

a. is doing or plans to do business with the School (whether as an individual or as a director, officer, employee or agent of any entity).

b. any entity in which one of the above-identified individuals has an interest in doing business or plans to do business with the School. If so, indicate and describe the precise nature of your relationship and the nature of the business that such person or entity is transacting or will be transacting with the School in an attachment.

Note: in accordance with C.R.S. §7-128-501 (5), an immediate family member is a spouse, descendant, ancestor, sibling, spouse or descendant of a sibling, or a designated beneficiary

• Not applicable • Yes

Board Conflict of Interest Policy

2. Indicate if you, your spouse or other immediate family members anticipate conducting, or are conducting, any business with a contractor who is conducting business with the School. If so, please indicate the precise nature of the relationship with the contractor and the business that is being or will be conducted.

• Not applicable • Yes

3. Indicate any potential ethical or legal conflicts of interest that might exist for you as a member of the School Board or another School or non-profit board.

Note: being a parent of a School student, serving on another charter School's board or being employed by the School may present potential conflicts for certain issues.

• None • Yes:

Please specify Disclosures for Schools Contracting with an Educational Service Provider

Indicate whether you, your spouse, or any immediate family member has a personal or professional relationship with any employees, officers, owners, directors or agents of that provider. If the answer is in the affirmative, describe any such relationship.

• Not applicable • Yes

Conflicts for Schools Contracting with an Educational Service Provider

1. Indicate whether you, your spouse or other immediate family members have, anticipate in the future, or have been offered a direct or indirect ownership, employment, contractual or management interest in the provider. For any interest indicated, please provide a detailed description.

• Not applicable • Yes

2. Indicate if you, your spouse or other immediate family member anticipate conducting, or are conducting, any business with the provider. If so, indicate the precise nature of the business that is being or will be conducted.

• Not applicable • Yes

I affirm that I have read the charter school's Bylaws and conflict of interest policies.

I, _____, certify to the best of my knowledge and ability that the information I am providing to Douglas County School District in regard to my service as a member of the board of directors of the Charter School is true and correct in every respect.

Signature

Date